



## **DIVERSITY ACTION PLAN**

### **Executive Summary**

#### ***Vision***

In 2016, the Oregon State University Strategic Diversity Action Plan will be celebrating its ten-year anniversary. It is our hope that what started out as an all-campus collaborative effort in 2006 will become one of the nation's model college diversity programs. In its ten years of existence, diversity action planning will have played a major role in facilitating transformative, educational experiences for people, organizations and communities associated with Oregon State University (OSU).

People from all walks of life will come together to create educational opportunities for a diverse range of learners. Because of the integrated learning that was facilitated by the diversity action plan, OSU will have one of the highest graduation rates of any land grant university in the nation, for all student groups. OSU will use emerging technologies to play a key role in facilitating learning opportunities for all OSU students including non-traditional learners. Students will be involved in the creation of their own challenging and relevant instruction. The diversity action plan will truly make OSU a learning community that made the university accessible to all. OSU will become a destination of choice for students from diverse backgrounds.

As the world embraces the challenges of the 21st century, many universities will look to Oregon State University as an example for its vision, leadership, and commitment to diversity, ensuring that every learner has access to empowering knowledge.

#### ***Mission***

To create a campus environment that mobilizes the OSU community to prepare our students, staff, faculty and the state of Oregon for leadership, service, exploration, and excellence in the 21<sup>st</sup> century.

## ***Diversity Philosophy Statement***

The following statement was constructed by members of the OSU community to serve as the basis for our institution's diversity and academic achievement scholarship initiative.

Diversity at Oregon State University enhances education for the entire OSU community. It fosters multiple ways of understanding the curricula. It promotes understanding, in a global context, of the commonalities and divergence in the social, political, and cultural experiences of all people. Diversity provides tools to be culturally respectful, professionally competent and civically responsible by exposing student to diverse perspectives, lifestyles and experiences. In sum, diversity enriches the University and students' lives by furthering the educational goals of:

- Providing opportunity for and engaging students in authentic meaningful, life affirming, community experiences;
- Empowering students to acquire new ways of viewing themselves and the world in which they live;
- Providing life transforming experiences that prepare students to think critically, understand their lives in a global context, test and verify assumptions about the world, and encounter realities different from their own;
- Fostering creativity by encouraging dynamic interaction among individuals with different perspectives, skills and values; and
- Preparing students from all sectors of U.S. society to function effectively in our country's democratic processes.

Requisites for successful diversity at OSU include:

- Diversity rooted in viable, well supported communities and individuals;
- Diversity that is present across the University in every context without exception, including all employment classifications; disciplines, classrooms, living situations, curricula, co-curricula and communities;
- Strong relationships with off campus communities, especially home communities of students;
- The presence of attitudes and behaviors that take seriously the lives and aspirations of all members of the OSU community.

Oregon State University, like all other institutions, determines its values. OSU must determine to whom we apply our recruitment energies. Where that energy goes is an implicit and explicit display of values. In this regard, we assert the value of diversity as a cherished institutional characteristic. We are diverse by choice, and choosing to be diverse we also choose to work actively and consistently to nurture and support the full range of human diversity in our midst. OSU is a community working together to nurture shared values and achieve common goals. Shared experiences and mutual respect are necessary to maintain the integrity of our community. Our differences are a source of strength in constructing a dynamic educational environment.

The characteristics of diversity necessary to achieve OSU's educational goals at this time include race, ethnicity, disability, gender, sexual orientation, age, socioeconomic status, veteran status, religion/faith, non-traditional students, and students who are the first generation to attend college.

The diversity we seek at OSU has not occurred through historic patterns of student matriculation; therefore, it is only through reaching out to and building relationships with external communities and the commitment of institutional resources, staff support, support services, and scholarships that we will achieve the diversity we seek.

### ***Imperative for Diversity***

**Changing Demographics.** According to a recent report by the American Council of Education, the incoming freshman class across the nation is expected to be 80 percent women and people of color. On a local level, according to a September 2004 Oregonian article, "ethnic and racial minorities made up about 60 percent of the state's added residents in the last three years." The state of Oregon and OSU are currently not equipped to accommodate the challenge of addressing the needs of these changing demographics.

**Oregon State University Strategic Plan.** In 2004, OSU enacted a strategic plan entitled, "A Strategic Plan for the 21<sup>st</sup> Century" which strives to help energize Oregon's economy and improve the lives of all Oregonians. As the state's only land grant institution, OSU has an obligation to be the "people's college" by providing the greatest access to higher education of all of Oregon's colleges. Specifically, the vision of OSU's strategic plan is "to best serve the people of Oregon, Oregon State University will be among the top 10 land grant institutions in America." *Diversity* is listed as one of the five core values of this plan.

**University Level Priority.** Diversity is one of the strategic priorities of OSU President, Edward J. Ray. In his State of the University Address 2005, he said, "We must complete the University Diversity Action Plan and provide metrics that illuminate where we stand and the magnitude and type of challenges we face in creating a diverse and inclusive learning environment for all of us. Unit plans within colleges and support functions must be aligned with the university plan and contain their own metrics. The university's success in this area will derive from the effectiveness of both university-wide and local actions." The leadership at OSU is committed to being a more diverse and inclusive campus.

### ***Critical Success Factors***

**#1 Commitment to Action.** We are committed to learning by doing. Community, diversity, and inclusion mean different things to different people. In order for these concepts to be integral parts of OSU, they must be rooted in action by all OSU stakeholders.

**#2 Demonstrated Leadership.** *Diversity* is a key component of the OSU mission statement. All campus leaders are tasked to show demonstrated leadership in issues of community, diversity, and inclusion.

**#3 Empowerment at the Classroom and Unit Levels.** This is not a top down plan. It allows for differences within departments and disciplines and calls for empowerment at the classroom and unit levels. We will be developing tools for individual and collective accountability.

**#4 Effective Partnerships.** By nature, diversity, community, and inclusion do not happen in a vacuum, OSU must do a better job of building effective partnerships with key organizations on campus, the surrounding community, Oregon, and the nation.

**#5 Innovation.** As the realities of the 21<sup>st</sup> century continue to emerge, America will rise to challenges presented by issues of community, diversity, and inclusion. Any realistic attempts to address these issues on our campus require stakeholders to “think outside of the box” and be innovative.

### ***Executive Summary Diversity Action Plan Goals***

**GOAL 1. Create effective diversity action plans that strengthen our performance and pre-eminence in diversity, student success, and outreach and research.**

As measures of progress we will:

1. Create diversity action plans that are made by all academic units by September 2007. These plans will be reviewed by the units annually during fall term.
2. Create diversity action plans that are provided by other OSU stakeholders and non-academic units, including but not limited to UHDS, Athletics, the Alumni Association, and institutes.
3. Create an annual campus diversity report card that addresses updates on the campus, unit, and special interest diversity action plans. This action will be completed by the Office of Community and Diversity by the start of each academic year in conjunction with the University report card.

Metrics:

- Number of units with diversity action plans.
- Success on at least 3 planning priorities for each plan.

**GOAL 2. Provide an excellent campus climate that fosters student, staff, and faculty retention that matches our peer institutions and the best land grant universities in the country.**

As measures of progress we will:

1. Ensure our retention and graduation rates of underrepresented student populations are the same as the retention and graduation of majority populations.

2. Ensure our retention and promotion rates of our underrepresented staff and faculty populations are the same as the retention and graduation of majority populations.
3. Ensure our retention and graduation rates of women are the same as the retention and graduation of men in student populations.
4. Ensure our retention and promotion rates of women are the same as the retention and graduation of men in staff and faculty populations.
5. Academic units will evaluate measures created in 1-4 every fall term and turn in evaluations to the Office of Community and Diversity. There shall be continuous improvement until the goal is reached in 2016. By 2011, all units should be halfway to the final goal.
6. Create a campus-wide mentoring program that improves campus climate and retention.
7. Create projects that enhance community building opportunities for students, staff, and faculty.
8. Create a campus diversity roundtable that builds community among OSU stakeholders by winter 2008. The roundtable will be an all-campus committee that will be appointed by the provost to have oversight of diversity-related activities at OSU. It will address diversity from a policy and systemic level.

Metrics:

- Retention and graduation rate of underrepresented students and women.
- Retention of underrepresented faculty and staff.
- Number of people that engage in formal OSU mentoring programs.

**GOAL 3. Provide an effective recruitment pipeline that enhances student, staff, and faculty recruitment that exceeds our peer institutions in collaboration with Human Resources, Admissions, International Programs and other units**

1. Create a comprehensive campus recruiting initiative that works with all stakeholders.
2. Create a major initiative to enhance recruitment with local community colleges.
3. Create a major initiative to enhance recruitment of international students.

Metrics:

- Recruitment that matches state demographics.
- Recruitment that matches peer institution demographics.

**GOAL 4. Provide an innovative campus infrastructure that provides resources and tools to enact our diversity plan.**

1. Create an innovative communication network which uses emerging technologies to enhance communications within campus and between campus and the State of Oregon, such as using video, pod casting, and e-learning to communicate about diversity-related issues.
2. Substantially increase revenues from private fundraising, partnerships, and research in collaboration with the OSU Foundation.

3. Strengthen our ability to more effectively invest and allocate funds for diversity-related areas.
4. Conduct on-going research that helps us measure campus climate and diversity-related issues in collaboration with the Office of Institutional Research.

Metrics:

- Number of people engaged in outreach efforts.
- Fundraising dollars raised for diversity-related initiatives.
- Periodic climate survey results.

**GOAL 5. Provide unit, campus, and community curriculum and education that broadens the definition of diversity and enhances our ability to provide leadership and excellence in the changing world.**

1. Create cultural fluency training that gives stakeholders a common understanding of inclusion and diversity at OSU by fall 2007
2. Provide comprehensive sexual harassment training for OSU stakeholders.
3. Expand Difference Power and Discrimination (DPD) courses to every college and school by 2010.
4. Develop innovative DPD modules for individual classrooms.

Metrics:

- Number of people that take diversity-related trainings.
- Number of academic units that offer DPD courses.
- Periodic climate survey results.