

A message from the University Diversity & Inclusion Advisory Committee (UDIAC):

As a committee, we have taken the charge from Western Oregon University's President, Dr. Rex Fuller, to receive, develop, and submit recommendations related to diversity, equity, accessibility, and inclusion across the University. We have identified our top priorities for the 2019-2020 academic year as creating a University Diversity Strategic Plan, working with stakeholders to better recruit and retain diverse faculty and staff, and beginning the process to create a Justice, Equity, Diversity, & Inclusion Office.

The University Diversity Action Plan will guide this committee and President Fuller in matters relating to diversity and inclusion, including policy creation, processes, and future diversity, inclusion, and equity efforts. The plan will also ensure that the UDIAC is aligning its efforts with WOU's Strategic Plan, mission, and vision.

The UDIAC committee identified the need to recruit and retain faculty and staff who reflect the diverse population of our student body. As a committee, we believe that all of WOU's hiring processes need to be done through a lens of equity and diversity. Although current hiring practices encourage a diverse candidate pool, it is not required by policy nor have hiring managers been trained in inclusive hiring practices. We believe that efforts need to be made to not only recruit diverse professionals, but to retain them through campus-wide support initiatives.

The committee believes that only through maintaining a dedicated office can we make significant efforts towards diversity and inclusion. We feel that a university that is truly dedicated to diversity and inclusion needs to put resources towards efforts to build and sustain a diverse campus culture and community. Through the creation of the Justice, Equity, Diversity, & Inclusion Office, we believe that WOU will better support the community and fulfill its stated priority towards equity.

It is with these top three goals in mind that UDIAC believes WOU can move in a positive direction towards improvements to its diversity and inclusion goals and initiatives. We are happy to provide institutional leadership pertaining to the development of short- and long-term strategies in cooperation with campus leadership. We look forward to continued cooperation in the spirit of building a WOU community that is inclusive of all.

With respect,

The 2019-2020 UDIAC

**Western Oregon University
Diversity Action Plan
2019-2020**

Introduction/Purpose

WOU will implement and institutionalize this Diversity Action Plan, which has been designed to increase campus-wide commitment to justice, equity, diversity, and inclusion. The Diversity Action Plan is guided by WOU's Strategic Framework¹ and requires both systemic support and the engagement of all members of the campus community. We have identified the goals below as essential to our current plan.

WOU Mission

Western Oregon University creates lasting opportunities for student success through transformative education and personalized support.

Western Oregon University Diversity Statement

At Western Oregon University, justice, equity, diversity, and inclusion are integral to individual and institutional success. Together we continually transform the university culture to honor and respect a wide range of backgrounds, identities, and perspectives.

2019-2020 Action Items

To achieve the below goals institutional financial support and individual engagement is required.

1. Submit a proposal and begin action steps to create a Justice, Equity, Diversity, and Inclusion (JEDI) Office.
 - a. Gather and Analyze Case Studies of other institutions' offices/positions/structures.
 - b. Propose to UBAC a designated position to begin a JEDI office.

2. Recruit and Retain faculty, staff, and students
 - a. Analyze Case Studies of other institutions' Recruitment and Retention plans; Review of Best Practices
 - b. Create logic model/visual representation Recruitment and Retention Best Practices
 - c. Create formal institutional plan for Recruitment and Retention

¹ [WOU Strategic Framework \(2017\)](#).

3. Support the University's efforts to become a Hispanic Serving Institution (HSI) and support WOU's Hispanic and Latinx students, faculty, and staff.

Goal 1: Cultivate an inclusive campus climate

Only together can we succeed in creating a campus culture that honors and respects a wide range of backgrounds, identities, and perspectives.

- A. Enact tools of assessment and a reflection of campus climate.
 - a. Appoint appropriate leadership to administer campus climate surveys to staff, faculty, administrators, and students.
 - b. Publish the results and interpretation of each assessment of the campus climate.
 - c. Dedicate financial and institutional support necessary to provide a comprehensive campus climate survey which should include professional recommendations and summaries of results.
 - d. Appoint appropriate leadership to provide constructive guidance for modifications to programs and initiatives to effect improvements suggested by survey results.

- B. Institutionalize best practices to align with diversity, inclusion, and equity priorities.
 - a. Effectively communicate and advertise the Bias Incident Report Form.
 - b. Create educational opportunities for all campus members to learn about topics of diversity and inclusion.
 - c. Offer extracurricular activities and events that align with diversity and inclusion efforts and priorities.
 - d. Provide culturally relevant and inclusive representative messaging that uniformly conveys the university's priorities around diversity, equity, and inclusion.
 - e. Provide physical space that honors historically marginalized groups.
 - f. Allocate funds to acknowledge the history of oppression of marginalized populations.
 - g. Prioritize the use of outside vendors that demonstrably align with WOU's diversity and inclusion priorities.

Goal 2: Recruitment and Retention - Faculty/Staff/Administrators (all employees)

Recruit staff, faculty, and administrators that reflect and support a diverse community through fair and equitable employment practices, including people underserved due to their race, culture, nationality, socioeconomic status,

language or ethnic background, physical or cognitive ability, religion, sex, gender, gender identity, age, sexual orientation, and veteran status.

Retain and advance on campus our talented faculty, staff, and administrators from all groups, including underserved groups, by providing support, training, and development opportunities.

- A. Examine and analyze the diversity of our current campus employees and develop increased awareness and support of diversity on campus
 - a. Assess current employees in terms of social identities and analyze annual hiring data every year.

- B. Provide professional development for all current employees, including, but not limited to:
 - a. Peer mentoring.
 - b. Working toward a goal of 100% employee participation in cultural responsiveness training.
 - c. Application of intersectional approaches to pedagogy, research, and curriculum on diversity.
 - d. Diversity campus events related to multicultural awareness and intersectionality on a regular basis.
 - e. Opportunities that support professional development for faculty. Provide resources for departments/divisions seeking assistance with developing these programs.

- C. Improve and refine our practices for hiring employees to be more inclusive and representative of diverse applicants
 - a. Advertise widely to reach underrepresented groups and utilize best practices to improve the recruitment of underrepresented faculty:
 - i. Utilize availability data and applicant flow information in hiring processes to monitor and improve applicant pools.
 - ii. Work with Human Resources to establish an improved template for job announcements to be attractive to a wider and more diverse applicant pool.
 - iii. Work with Human Resources to identify specific publications which *must* be used for all search advertisements, allowing for differences for staff versus faculty versus administrator hiring.
 - b. Implement and expand training for hiring committees and set expectations for search committees to address implicit bias, cultural responsiveness, and equity.

- c. Diversify search committees and work with Human Resources to explore implementation of search advocates:
 - i. Develop training for, and a pool of, search advocates, plus policies for requesting a search advocate in hiring processes.
 - ii. Encourage all search committee members to use available tools for best practices in searches and hiring in order to generate an understanding of techniques that may better attract a more diverse pool of applicants.
 - d. Improve on-boarding for new employees by providing them access to diversity resources and information regarding affinity groups.
- D. Work to keep our talented employees on campus by providing training and support for advancement
- a. Provide training, workshops, and other opportunities to aid faculty, staff, and administrators in advancing their careers:
 - i. Establish best practices in tenure and promotion review of faculty in how to recognize the contributions of faculty who mentor underrepresented students and provide service to underserved communities. Departments/divisions should ensure that these contributions do not prohibit faculty from advancing in rank in a timely manner.
 - ii. Offer workshops for junior faculty members to clarify the tenure and promotion process, including third-year reviews, annual reports, and compilation of tenure files.
 - iii. Offer similar workshops for new and continuing staff and other employees to clarify how to best meet position description expectations, excel in performance reviews, and advance in their careers.

Goal 3: Recruitment and Retention of Students

Increase outreach and enrollment of underrepresented and underserved student populations within the region.

- A. Recruit and retain faculty and staff of color and those from diverse/nontraditional backgrounds recognizing that this is a primary driver of retaining underserved and underrepresented student populations.
 - a. Identify and develop resources for the purpose of recruitment/outreach/enrollment and retention. Effectively communicate how these resources will be used.

- b. Strengthen community partnerships with other education institutions (community colleges, high schools and state universities), education focused organizations, community nonprofits and for-profits partners/sponsors.
- c. Assess which current WOU programs/initiatives best support underrepresented and underserved students. Expand these programs and initiatives to meet/reflect student need. Develop new programs that target unmet need.
- d. Continuously engage students to understand and develop services that best serve them.

Goal 4: Assessment & Monitoring of Campus Diversity Efforts

Western Oregon University must continually assess justice, equity, diversity, and inclusion (JEDI) needs and provide resources to achieve JEDI-related outcomes across campus for students, faculty, and staff. WOU will improve access to information and encourage communication and transparency to further demonstrate an institutional commitment toward JEDI initiatives.

- A. Establish guiding principles that will serve as a framework to drive diversity and inclusion efforts across campus
 - a. Author and publish WOU guiding principles for promoting Justice, Equity, Diversity, and Inclusion
 - b. Form department-level committees to ensure that departmental goals align with university guiding principles as well as Executive, Governance, and Trusteeship Committee (EGTC) statements on diversity
 - c. Require WOU guiding principles to be operationalized within each department and hold deans and department leaders accountable for leading departmental planning and establishing department diversity plans
- B. Establish resources and information that will be disseminated across campus and made accessible online
 - a. Create and maintain an online repository of JEDI related toolkits and resources
 - b. Support the practice of offering JEDI focused events and workshops aimed at building multiple literacies (e.g. racial literacy) and cultural competencies
 - c. Establish contacts/partners/campus organizations that can serve as resources and offer support services for typically marginalized members of the campus community

- C. Establish a digital communication strategy in order to demonstrate an institutional commitment to diversity
 - a. Create university and department-level web pages and social media sites that promote institutional values and commitments to diversity
 - b. Publish a list of JEDI focused campus organizations, annual events, workshops, and other ongoing initiatives
 - c. Publicly report data on university progress toward recruiting and retaining students, faculty, and staff from marginalized identities

- D. Establish and maintain an annual evaluation cycle to assess the attainment of campus goals, objectives, and outcomes in all areas related to diversity and inclusion
 - a. Identify measurable objectives and outcomes at the university, college, and department level aimed at meeting JEDI-related goals
 - b. Ensure that the university and leadership within each college and department collect data and make reports on how and to what extent outcomes are achieved
 - c. Establish a standard system to annually assess and equitably distribute funds for campus wide diversity efforts
 - d. Distribute, analyze, and report on a campus climate survey each year to all WOU students, faculty, and staff

2019-2020 University Diversity & Inclusion Advisory Committee Membership		
	Title/Description	Area Representing on UDIAC

	<p>Academic Success Advisor, Student Success and Advising. Triangle Alliance Club Advisor. SafeZone Committee Member.</p>	<p>Staff Sen ate</p>
	<p>Faculty</p>	<p>Coll ege of Edu catio n</p>

	Associate Head Coach, Track and Field/Cross Country	Athl etics

	Resident Director, Heritage Hall. WOU Professionals of Color Coordinator	WOU Professionals of Color & Wolf Pride Network
	Director of Abby's House, Center for Equity and Gender Justice	Abb y's Hou se
	Facilities Scheduling Manager, Student Engagement	Stud ent Eng age ment

	Professor, Biology. Faculty Senate President 2019-2020	Faculty Senate, College of Liberal Arts & Sciences
	Resident Director, Ackerman Hall, University Housing	Univ ersit y Hou sing
Ariel Zimmer Suel		Student Enrichment Program

Carson Campbell	Deputy General Counsel	University Council
Gabriela Eyster	Construction Project Manager	Facilities Services
Gary Dukes	Vice President of Student Affairs	Student Affairs
Kathy Cassity		College of Liberal Arts & Sciences
Marion Barnes	Strategic Communications	Marketing & Communications
Chung-Fan Ni		Deaf Studies & Professional Studies

Doris Cancel-Tirado		Health & Exercise Science
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