DEI DEAN’S FORUM

Friday, May 27th
9:00am - 10:30am
Richardson 107 and via Zoom
THIS IS KALAPUYA LAND

Oregon State University in Corvallis, Oregon, is located within the traditional homelands of the Mary’s River or Ampinefu, Band of Kalapuya. Following the Willamette Valley Treaty of 1855, Kalapuya people were forcibly removed to reservations in Western Oregon. Today, living descendants of these people are part of the Confederated Tribes of Grand Ronde Community of Oregon and the Confederated Tribes of the Siletz Indians.
AGENDA

Introduction
DEI Workgroup Activity
DEI Workgroup Update
Strategic Planning Updates
DEI Developments
Taskforce Updates
Introduction with Dean
Tom DeLuca
DEI Workgroup and Dean’s Staff Activity
Workgroup Members

Michele Justice, International Programs, Workgroup Lead
Kevin Bladon, FERM
Woodam Chung, FERM
Reem Hajjar, FES
Shannon Harwood, Communications
Ray Van Court, WSE (Graduate Student)
Patricia Vega, WSE
2021-22 Workgroup Priorities

Integrating DEI growth into job descriptions and assessment

Developing Recruitment and Hiring Principles
Workgroup Strategic Planning Involvement

• 2 meetings with Facilitator
• Focus Group
• Input into Strategic Planning Process
• 3 members on Strategic Planning Advisory Board (Woody Chung, Michele Justice, Shannon Harwood)
DEI Developments

• Integration of DEI into strategic planning process
• Information gathering phase complete
• Emerging Values:
  • Inclusivity
  • Equity of Opportunity
  • Diversity of Thought
  • Inclusive and safe spaces
  • Diversify faculty, staff and students
  • Humility
• Implementation phase – DEI is central
DEI Developments

Associate/Associate Dean for Inclusive Excellence Update

- Tribal Relations
- Student Success
- Head Diversity, Equity and Inclusion for COF

Consultative review and updating of DEI Strategic Plan from 2017

Faculty searches - diversity of candidates
Taskforce Updates
Curriculum and Pedagogy Taskforce

Led by Ashley D’Antonio, FES

Members:
Carlos Gonzalez
Troy Hall
Shannon Murray
Lech Muszynski
Claire Tortorelli
Susan Sidder
Curriculum & Pedagogy Taskforce

Presented by: Ashley D’Antonio
CoF DEI Forum
May 27th, 2022
Thank you!

Taskforce Members

- Carlos Gonzalez
- Troy Hall
- Shannon Murray
- Lech Muszynski
- Susie Sidder
- Claire Tortorelli

Additional Support

- Kira Minehart
- Michele Justice
- Advisors
- Degree curriculum committees
- Eric Hansen
- Jeff Hatten
## Strategic Plan Action Item

<table>
<thead>
<tr>
<th>Theme</th>
<th>Goal</th>
<th>Strategy</th>
<th>Actions' Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institutional Longevity – Make DEI an integrated, consistent, meaningful and continual part of the CoF community.</td>
<td><strong>Goal 1:</strong> Develop appropriate policies and structures for continued dialogue and practice around issues of DEI.</td>
<td><strong>Strategy 1.2:</strong> Establish structures to improve inclusion of DEI perspectives and materials in curricula.</td>
<td>Discuss and propose how each department will incorporate DEI into their degree programs. Evaluate existing DEI course content within degree programs.</td>
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<td>Appoint a committee, representative of all academic programs, to determine how to implement DEI into curricula of each degree program in CoF. Share recommendations with leadership within 1 year of plan adoption.</td>
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Framing & Process

Workshops, training, discussions around DEI & social justice
How have those been implemented?

What is our “baseline”?

What are we doing well? Where are opportunities for further development?
What can we complete in 2 terms?

**Focus**

- Undergraduate curriculum process that can be applied to graduate classes
- Core courses (meaning what *most* students take) within CoF degree programs

**Limitations**

- missing direct student feedback and perspectives
  - (future surveys, SLEs, Peer Review of Teaching)
Inclusive Teaching

Adapted from materials presented by Inara Scott at CoF “Inclusive Teaching Workshop” from Fall 2021
<table>
<thead>
<tr>
<th>Program Level Learning Outcomes</th>
<th>PROF Reviews</th>
<th>Syllabi Review</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Focus Groups</td>
<td>• Question prompts</td>
<td>• All CoF Syllabi</td>
</tr>
<tr>
<td>• Curriculum Committees</td>
<td>• What people have tried, what works, what info do they want?</td>
<td>• Scoring Matrix</td>
</tr>
<tr>
<td>• Advisors</td>
<td>• Focus on pedagogical practices</td>
<td>• “Follow-up” to Workshop from Winter 2022</td>
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</table>
Outcomes & Deliverables

1. “Process” document shared outside CoF

2. Internal summary of entire effort CoF Community
   - Key findings
   - Short- and long-term opportunities

3. Curriculum Committee Summary
   - More program-level specifics
   - Program-specific recommendations

- “Library” examples & resources
Key Take-Aways: Strengths

- Low stakes & formative assessments
- Highlight diverse and/or underrepresented perspectives via guest lectures & assigned readings
- Utilize low or no-cost materials
Key Take-Aways: Opportunities

Short Term

- Encourage ALL faculty to adopt strengths
- Use & respect of pronouns
- Flexible late & attendance policies
Key Take-Aways: Opportunities

Short Term
- Encourage ALL faculty to adopt strengths
- Use & respect of pronouns
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Long Term
- Integrate DEI into course & program level SLO
- Promote sense of belonging and inclusion for underrepresented students in CoF
Key Take-Aways: Opportunities

**Short Term**
- Encourage ALL faculty to adopt strengths
- Use & respect of pronouns
- Flexible late & attendance policies

**Long Term**
- Integrate DEI into course & program level SLO
- Promote sense of belonging and inclusion for underrepresented students in CoF

**Resources & Culture**
- Provide opportunities for continued training & resources
- Encourage faculty to identify and communicate pedagogical approach & perspectives of DEI
Syllabus Review: Logistics

- Adheres to DAS document accessibility standards
- Open access required texts
- Accommodations / Statement of accessibility
- Academic Honesty Policy information
- Contains OSU required syllabus information
- Rights and responsibilities for instructor
- Contact information for instructor(s) and TA

109 Syllabi Reviewed
Syllabus Review: Language

- **Instructor / TA pronouns**
- **Inclusive and welcoming language**
- **DEI statement included in syllabus**

109 Syllabi Reviewed
Syllabus Review: Learning Environment & Content

109 Syllabi Reviewed

- Broad student appeal
- Low-stakes, formative assessment
- Flexible late and attendance policy
- Incorporates principles of Universal Design for Learning (UDL)
- Description of and schedule for assignments
- Integrated opportunities for student feedback
- Community expectations and/or norms
- DEI and/or social justice focused student learning outcomes

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Yes
Needs Work
No
Outcomes & Deliverables

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- “Library” examples & resources
What questions do you have?
Programming Taskforce

Led by Mindy Crandall, FERM

Members:
Madison Dudley
Lara Jacobs
Dan Stark
Kaci Radcliffe
Christine Buhl
Chris Still
Jess Downey
College of Forestry
DEI Programming Task Force

Update for Dean’s DEI Forum, May 27, 2022
Established this year

Our goals:
- Coordinate opportunities for DEI education, awareness, conversations, and trainings across the CoF
- Ensure a variety of topics and target audiences
- Promote existing campus DEI-related opportunities to the CoF
Theme: Building Awareness

• Cultivate a community of students, staff, faculty, and external partners that is competent in knowing about and exemplifying DEI values within CoF and beyond.

• Increase exposure to other cultures and ways of thinking and learning.
Theme: Welcoming Climate
• The college is a home for learning and personal development.

Theme: Enhancing DEI
• Understand barriers to DEI in general and specific to forestry and natural resource management.
Theme: Institutional Longevity

- Develop appropriate policies and structures for continued dialogue and practice around issues of DEI.
- Coordinate activities and reporting across all CoF DEI themes to keep issues salient.
Task Force Members

• Mindy Crandall, FERM, Chair
• Dan Stark, FNR Extension & FES
• Madison Dudley, FERM
• Kaci Radcliffe, MNR eCampus & Oregon Department of Energy
• Christine Buhl, Oregon Department of Forestry (& OSU affiliate)

Previous members:
• Lara Jacobs, FES, 2021-2022

New members:
• Chris Still, FES
• Jess Downey, FES
How we operate

- Meet several times per term
- Plan to offer 3-4 events per term
- Field ideas, requests of events from CoF members
- Institutionalized a process & group to manage what the college was already doing
A sample of previous events

- How to write – and read – diversity statements
- DEI Drop-in Discussion: SWIFT
- TECK workshop
- Supporting Tribal Wildland Fire Programs
- Blacks & Science Seminar
- Blanket Stories
- Picture a Scientist – discussion (2)
- Interrupting Bias
- Land Acknowledgment Discussion
- Discussing Difference: leading DEI-focused lab group discussions
## 2021 – 2022 Events

<table>
<thead>
<tr>
<th>Event</th>
<th>Presenter, Host</th>
<th>Audience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welcome to the work</td>
<td>CTL, CoF</td>
<td>Instructors, TAs</td>
</tr>
<tr>
<td>Leading with Soul discussion</td>
<td>NCORE, CoF</td>
<td>Everyone</td>
</tr>
<tr>
<td>Interpersonal Violence Prevention</td>
<td>SARC, CoF, FWCS</td>
<td>GRAs, FRAs, crews</td>
</tr>
<tr>
<td>Compassionate Response &amp; Referrals</td>
<td>SARC, CoF</td>
<td>Employees</td>
</tr>
<tr>
<td>DEI Statement Writing</td>
<td>CoF</td>
<td>Everyone</td>
</tr>
<tr>
<td>CoF L&amp;L: Tree Equity</td>
<td>CoF</td>
<td>Everyone</td>
</tr>
<tr>
<td>CoF L&amp;L: LGBTQIA+ Identity &amp; Intersectionality</td>
<td>CoF</td>
<td>Everyone</td>
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<td>CoF L&amp;L: Ungrading</td>
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Moving Forward

• Streamline procedure for developing and promoting events
• In-person vs. hybrid vs. remote format
• Balance audience & topics
• Maintain delivery of quality programs
• Incorporate more essential trainings for skill development and upgrading
Community Building and Inclusion Taskforce

Led by Meg Krawchuk, FES and Ann Van Zee, Communications

Members:
Paul Oyier
Kerry Menn
Sean SanRomani
Beth Thompson
Eric Jones
Community building & inclusion taskforce

Who are we?

- Woody Chung
- Meg Krawchuk
- Eric Jones
- Kamana Poudel
- Beth Thompson
- Kerry Menn
- Ann Van Zee
- Paul Oiyer
Community building & inclusion taskforce

What is progress?

*Think about geologic time: how the slightest shifts, imperceptible daily, carve canyons and make mountains. Trust that you are making progress even if you can’t yet see it.*

*KEEP MOVING*

Good Bones, Maggie Smith
Community building & inclusion taskforce

What did we do?
• We did not let this initiative die
• We kept going
• We connected with each other
Community building & inclusion taskforce

What do we want to do?
• Flourish and thrive.
• **Build connection and trust between each other so that we can advance DEI work, center the voices of marginalized people and increase empathy, compassion, curiosity and relationships within the college.**

How do we do this?
• Participation- an open invitation to join us!
• Imagination + hope

*Hope is imaginative; it allows you to envision what might be up ahead, even when you see nothing. Hope. Imagine your way forward.*

*KEEP MOVING*

Good Bones, Maggie Smith
Community building & inclusion taskforce

1. You Are Welcome Here banners

You belong here
Community building & inclusion taskforce

1. You Are Welcome Here banners
2. Topographic map visual of Kalapuya lands

*Develop conversation about land acknowledgment*
Community building & inclusion taskforce

1. You Are Welcome Here banners
2. Topographic map visual of Kalapuya lands
3. Name for the space, by survey and community input
   - The Grove: A place for Community
   - A place, not the THE place- The place is entire college.
   - An intentional meet up space for connection.
Community building & inclusion taskforce

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4. Bulletin boards
   • Info distribution/ meet up/ opportunity to provide input/ share resource
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5. Digital screen
Community building & inclusion taskforce

Future plans

• Design west wall to add thematic Grove elements to the space to make it more grove like
• Add lending library, books, puzzles, games
• Actually meet there!
• In person!
• Between 8-5!
• And drink coffee/tea, eat lunches!