

# College of Forestry

## Diversity, Equity & Inclusion

### Report

July 2020 – June 2022



Oregon State University  
College of Forestry

## SUMMARY

In 2020-21 and 2021-22, the College of Forestry focused on advancing DEI values during the COVID 19 pandemic, and bringing our community back together as we reunited on campus. A strong emphasis remained also on advancing the actions laid out in the DEI Strategic Plan. In 2020-21 we worked to integrate the efforts of the DEI workgroup with those of the COF Leadership Team, and in 2021-22, the workgroup engaged substantially with the college-wide strategic planning efforts. The DEI workgroup transitioned the role of providing opportunities for learning and discussion to all members of the College to the Programming task force, while the Curriculum and Pedagogy task force and Community Building and Inclusion task forces have made significant strides in addressing their key goals.

## PRIMARY GOALS FOR AY 2020-21

- Prioritize Strategic Plan Action Items and make a concrete plan to advance the majority of these
- Provide a substantial and highly visible schedule of trainings, workshops, speakers and discussion groups for the College, to mainstream DEI considerations in everyday work life

- Restructure DEI committee for increased efficiency and higher community involvement
- Increase College Leadership involvement in DEI efforts
- Following COVID, focus on community-building activities
- Demonstrate strong support of colleagues and students of color, through public statements and learning opportunities

## **PRIMARY GOALS FOR AY 2021-22**

- Continue to advance DEI Strategic Plan Action Items identified last year, with a specific focus on 1) the inclusion of DEI activity requirement in PD's, and the review and assessment of DEI activity for employees across the college, and 2) the establishment of DEI informed recruitment, hiring and retention practices.
  - Develop a Programming Task Force to ensure continuation of a substantial and highly visible schedule of trainings, workshops, speakers and discussion groups for the College, to mainstream DEI considerations in everyday work life
  - Help ensure that DEI and Social Justice values are included in the college Strategic Plan in a meaningful way, and that the SP process is inclusive of all voices
  - Engage in DEI focused curricular assessment and future planning for growth in this area
  - Following COVID, focus on community-building activities and developing a dedicated space for DEI activity
  - Continue strong support of colleagues and students of from all underrepresented groups through public statements and learning opportunities
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# **DEI WORKGROUP AND TASK FORCES**

## **Staffing and Structure**

Michele Justice (CoF International Programs) continued to lead the DEI activity in the college. Administrative support (.25 FTE) was provided by Jessica King, Administrative Program Assistant in WSE until she left the college in Spring of 2021. In December 2021, Kira Minehart (PhD student in Environmental Science / Forest Ecosystems and Society) was hired to take on administrative and outreach support, with a .25 FTE appointment. Kira also assisted the Curriculum and Pedagogy task force with their data gathering and assessment at .24 FTE.

The DEI Workgroup guides the implementation of the Strategic Plan and provides advice to the Dean and College Leadership on DEI matters. This year, the group has been actively engaged in the College's Strategic Planning process.

## **DEI Workgroup Membership**

- Michele Justice, Director, CoF International Programs and Workgroup Lead
- Shannon Harwood, Manager, Student Recruitment
- Kevin Bladon, Associate Professor, FERM
- Woodam Chung, Professor, FERM
- Reem Hajjar, Assistant Professor, FES
- Ray Van Court, Graduate Student, WSE
- Patricia Vega, Manager of Wood Based Composites Center, WSE (joined 2022)

Justice, Chung and Harwood are also on the College's Strategic Planning Advisory Committee.

## **DEI Strategic Plan Engagement and Action**

The DEI strategy for the Workgroup and task forces is to identify high priority, actionable items in the DEI SP and see them to completion/activation. In 2020-21, in conjunction with FES department head Troy Hall, the DEI Workgroup identified a set of activities that were the core purview of leadership, and partnered with the CoF

Leadership team to make progress on these goals. This information is available in [this Box File](#). Progress was mixed on these action items, depending on the availability of each subcommittee. Two significant achievements were the issuance of an administrative memo from the Dean mandating 20 hours per year of DEIJ training/engagement for each member of the Dean's Staff, and the drafting of a plan by the Department Heads to incorporate DEIJ activity in the annual review for all faculty and staff.

During AY2021-22, the Workgroup focused on two primary action items: the inclusion of DEI activity requirement in PD's, and the review and assessment of DEI activity for employees across the college, and the establishment of DEI informed recruitment, hiring and retention practices. The group drafted a collective response to the Department Head's draft of DEI activity and assessment protocols, and discussed these at length. We re-introduced the Recruitment and Hiring Principles document that had been developed by the Recruitment and Retention Task Force and vetted by the Forestry Executive Committee and College at large in 2018-19. This formed the basis of an ongoing discussion of hiring practice with the Leadership team that is still to be continued.

The College's Strategic Planning process took priority with the Workgroup's time, as the group met twice with Fred Seaman, MGT team member and DEI lead, and once as a focus group with Scott Leavengood (WSE) as a facilitator. It is hoped that our contributions form a useful part of the College's reflection and future planning.

### **Task Force Membership**

The task forces have two purposes: to complete discrete, fixed-term projects to advance the DEI goals of the College, and to engage a broad cross-section of the College community in the achievement of these goals. In 2020-2021, 20 CoF faculty, staff and graduate students were serving on three task forces.

<b>Community Building and Inclusion</b>	<b>Curriculum and Pedagogy</b>	<b>Programming</b>
Meg Krawchuk (Co-Chair)	Ashley D’Antonio (Chair)	Mindy Crandall (Chair)
Ann Van Zee (Co-Chair)	Susan Sidder	Madison Dudley
Paul Oyier	Carlos Gonzalez	Lara Jacobs
Eric Jones	Troy Hall	Dan Stark
Kerry Menn	Shannon Murray	Kaci Radcliffe
Sean SanRomani	Lech Muszynski	Christine Buhl
	Claire Tortorelli	Chris Still
	Kira Minehart (admin assistant)	

## **EVENTS AND OUTREACH**

### **Events Presented**

A primary goal for the last two years has been to increase opportunities for engagement with DEI and Social Justice topics across the College. Most events for 2021 were conceived and coordinated by the DEI Workgroup Lead, with assistance from the Administrative Support staff member. Several were coordinated by members of the Leadership Team. In 2022, with the advent of the Programming Committee, Mindy Crandall and her team have taken the lead on identifying speakers and arranging events.

<b>Dates</b>	<b>Event</b>	<b>Presenters / Guide</b>	<b>Attendance</b>
11/02/2020	Women's Networking in Wood Products and the Mental Load at Work (Leadership Event)	Wood Science Alumna	25
	TEK Workshop with Esther Stutzman	TEK Club and Esther Stutzman	50
11/10/2020	Supporting Tribal Wildland Fire Programs (Leadership Event)	Peter Wakeland	40
11/17/2020	Blacks and Science Seminar	Lisa Gaines	30
12/09/2020	Who Are We? Overview of CoF Demographics	Nicole Kent and Ashley D'Antonio	45
01/25/2021	Blanket Stories (Leadership Event)	Communications Team	22
01/29/2021	Curriculum Pedagogy Workshop #1	Ashley D'Antonio	45
02/17/2021	Picture a Scientist	Michele Justice, Troy Hall and Mindy Crandall	55
02/26/2021	Curriculum Pedagogy Workshop #2	Ashley D'Antonio	40
03/08/2021	Interrupting Bias	OID	30

04/12/2021	Picture a Scientist	Michele Justice, Troy Hall and Mindy Crandall	55
04/20/2021	CoF Annual DEI Forum	Tom DeLuca and Michele Justice	40
03/16/2022	Response/Referral for Survivors of Interpersonal Violence/Community Discussion College Forestry Employees	Adrienne Wonhof (COF Discussion)	6
03/14/2022	DEI Statement Writing Workshop	Troy Hall	15
03/04/2022	CoF Lunch and Learn: Understanding Tree Equity	Paul Ries	9
05/19/2022	CoF Lunch and Learn: LGBTQIA+ Identity and Intersectionality	Dan Stark	12
05/23/2022	CoF Lunch and Learn: Ungrading - what it is and how it might help you and your class	Regan Gurung	15

**Common Ground**

Common Ground is a Canvas site that was conceived during the pandemic to provide space for sharing resources with a DEI focus, recipes, gardening tips, art/craft projects and other common interests. From this initiative, a book group was also formed. While not actively used for posting community messages, etc., the site is still live and has become a significant repository for anti-racist and environmental justice articles and references.

## CoF DEI Newsletter

A monthly e-newsletter is circulated to the College community that includes event information, articles of interest submitted by the CoF community, news around DEI topics and reports from the Workgroup/Task forces. This has been well-received and utilized. We also share information about upcoming events in CoF This Week, and through direct emails as appropriate.

## Commitment to Change Messaging

The College has committed itself to responding to episodes of racial hatred and other events that are contrary to our collective values in a visible way. Dean Tom DeLuca issues several messages of support for communities who are targeted in these situations, and an intent to support greater equity in our College and in academia as a whole. The Commitment to Change fund was utilized to provide support to a few College members in 2021, but has not seen traffic in 2021-22.

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## TASK FORCE REPORTS

### Community Building & Inclusion task force (Co-Chairs Meg Krawchuk (2020 - Spring 2022) and Ann Van Zee (2022 - present))

**Task Force Members:** Paul Oyier, Kerry Menn, Sean SanRomani, Beth Thompson, Eric Jones

Our primary focus this year has been development of the 2nd floor knuckle space between Richardson and PFSC, designated as community space. Components of that development include:

- **Naming the space.**
  - Goal: use an inclusive survey to elicit community input for the naming of the community space; its temporary name is the “Community Nook”.

- Outcomes: a Qualtrics survey was sent to the full CoF community (undergrad and non-undergrad listservs) for input on naming; results and naming decisions expected by end of February 2022.
- **Design features.**
  - Goal: add unique style features to the space to make it stand out and develop a welcoming look and feel.
  - Outcomes: the north wall is now distinctly vibrant blue, with the topographic design template of Corvallis and the McDonald and Dunn Forests
- **Community Boards.**
  - Goal: provide a location where our CoF community can learn about DEIJ activities and find information and ideas related to DEIJ, as well as share ideas, events that help build our community.
  - Outcomes: we have the two grey Community Boards installed on the west wall of the space and are in the process of labelling the boards and populating with initial content; hoping that when folks are more active on campus again we'll have more use of the space and boards.
- **Side Room.**
  - Goal: make effective use of the side room adjacent to the Community Nook to support the Rootstock initiative and provide a welcoming and functional lounge feel; still a work in progress.
  - Outcomes: a microwave has been purchased and installed in the side room, we anticipate a kettle for community tea/coffee/beverages, shared food from summer gleaning, take some-leave some opportunities.
- **Sharing library and activities.**
  - Goal: use the knee wall space in the Community Nook to provide opportunities for a sharing library focused on DEIJ, and providing activities that develop the community space feel.
  - Outcomes: we're working toward the sharing library, and also would like to have activities such as donated puzzles and games in that area.
- **Monitor.**

- Goal: use the monitor/microcomputer installed in the Community Nook to provide DEIJ awareness content.
- Outcomes: currently a work in progress; the monitor/computer is installed and we will focus on content soon; one idea is a photo compilation of different cultural events from our community representing diverse backgrounds from around the work.

### **Next Steps**

- Focus on development of DEI space in Summer and Fall 2020
- Develop an implementation plan for community building activities during Fall 2020 for potential implementation in Winter and Spring 2021 with the hope that in-person activities will be possible in 2021.

### **Curriculum and Pedagogy task force (Chair: Ashley D'Antonio)**

**Task Force Members:** *Ashley D'Antonio, Carlos Gonzalez, Troy Hall, Shannon Murray, Lech Muszynski, Susie Sidder, Claire Tortorelli, + Michele Justice (DEI Workgroup Lead)*

The task force's goals and tasks (as stipulated by CoF Strategic Plan):

- Task 3: 2.2C incorporating DEI materials, diverse worldviews, beyond mainstream forestry paradigms into course curricula
- Task 4: 1.3B Hold Workshop for faculty to incorporate DEI materials and modules into courses

The task force met twice during Fall 2020 to formulate a plan and approach for the "Enhancing Diversity and Equity in Course Content" workshop. During these planning meetings, we decided to plan a two-part workshop that included a pre-survey, pre-work reflection assignment, and a small assignment between workshops 1 and 2. We received facilitation and workshop content assistance from Shannon Harwood, Michelle Maller, Adrienne Wonhof, and McKenzie Huber for both workshops. Shannon Harwood and Michelle Maller were lead facilitators for both workshops.

### **Workshop 1: (January 29th, 2021 via Zoom)**

- Goal – Provide faculty with a background on why incorporating DEI materials and modules into courses is important, provide practical approaches for incorporating DEI content, and engage faculty in discussions of approaches they already utilize in their courses
- Content (2 hours) – Welcome and Introduction, Reflection on Pre-session Identity Inventory, Five Approaches for Incorporating DEI into Course Materials and Modules, Breakout Room Discussion, Share Out, Reflection
- Attendance – Approximately 34 (not including facilitators)
- Homework – Individuals who attended the workshop were assigned partners. Each person in the pair was asked to pick a course (or course idea) and generate ideas (using approaches discussed in Workshop 1) to build a course that reflected DEI in the course content/modules. In addition, partners were asked to meet to discuss progress, roadblocks, ideas 1-2 times between Workshop 1 and Workshop 2.

### **Workshop 2 (February 26th, 2021 via Zoom)**

- Goal – Provide opportunities for faculty to share ideas, feedback, and challenges related to the course ideas and modifications identified during the homework activity from Workshop 1.
- Content – Breakout room discussions for workshop homework ideas, large group share out around the homework activity, discussion of how to handle discomfort or challenging topics in the classroom, and reflection on establishing a welcoming and inclusive classroom environment.
- Attendance – Approximately 25 (not including facilitators)
- No post-workshop survey was conducted, but the task force is considering following up with attendees to determine when changes (if any) were made to course content as a result of participation in the two workshops.

The CoF Curriculum and Pedagogy task force meet every month from October through December 2021 and developed the DEI curriculum review process to work

towards the above action items. This process aims to establish a baseline for how curriculum programs and individual courses incorporate aspects of diversity, equity, inclusion, and social justice. The outcome of this process will be to summarize CoF's current efforts related to DEI and social justice in curriculum and pedagogy and to make DEI-focused recommendations for improvement at the program and course level. The DEI curriculum review process is a first step towards the DEI Strategic Plan theme of "Make DEI an integrated, consistent, meaningful, and continual part of the CoF community" specifically within CoF learning environments.

During Fall 2021, a Graduate Research Assistant – Kira Minehart – was hired to assist with the DEI curriculum review. The DEI curriculum review process will start in Winter Term 2021 following the process outlined by this task force.

### **Programming task force (Chair: Mindy Crandall )**

**Task force Members:** *Madison Dudley, Lara Jacobs, Dan Stark, Kaci Radcliffe, Christine Buhl, Jess Downey, Chris Still*

The goal of the programming task force is to develop, coordinate between, and promote events related to DEI, both within the COF and across campus more broadly. We are a new task force that just started in earnest in Fall of 2021. We aim to provide a wide variety of events, including workshops, professional development, and education and training opportunities, to students, staff, and faculty in the COF, being mindful of the accessibility of our offerings to eCampus students as well. Our goal is to provide 3-4 opportunities a term and act as a "clearinghouse" to ensure that each term includes events targeted at different audiences and that events don't directly conflict with each other.

#### **In Fall 2021 we coordinated, promoted, or hosted the following events:**

- Coordinated an Inclusive Teaching Workshop for the COF, provided by the Center for Teaching and Learning (Oct 29)
- Coordinated a COF viewing party for "Leading with Soul: Sisters of the Academy Leading at PWIs", a webinar hosted by NCORE (Nov 3)

- Promoted a workshop on Interpersonal Violence Prevention Education, provided by SARC, by request from Dr. Jim Rivers with FERM in cooperation with the Department of Fisheries, Wildlife, and Conservation Science (Nov 16)
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## **ADDITIONAL COF DEI INITIATIVES AND ACTIVITIES**

### **Dean's Awards Recognition**

In 2020, Adrienne Wonhof, Director of Administration and Operations, was awarded The Pauline Barto Award for Commitment to Diversity, Equity and Inclusion. Candidates have engaged in actions that help the College achieve its objectives by: promoting innovation in research and teaching by enhancing creativity through diversity; ensuring equity of opportunity to all persons who work or study at the College; and/or creating a culture of inclusivity and respect within the College and in interactions with partners.

### **OSU DEI Leaders Group and Equity Leaders Group**

Michele Justice serves on the university-wide DEI Leaders group, whose mission is to gather and share information about DEI projects and structure in each college as well as discuss and define the group's objectives and operating procedures. She is also a member of the university Equity Leaders group developed through the Office of Institutional Diversity.

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## **DEI ACTIONS ACROSS THE COLLEGE**

### **Student Groups & Organizations**

- **CoF Ambassadors** completed EOA's responsible employee training, participated in a session on land acknowledgement, and helped with programming to support the recruitment of underrepresented groups such as

the LSAMP Bridge Program. In late 2021, Ambassadors began planning a social justice dialogue series to offer to current COF students in 2022.

- **Xi Sigma Pi (XSP)** has opened the society to all forestry disciplines, as well as remote students, giving the opportunity for students across the country who may never set foot on campus. Additionally, 3 of our current officers are women, and two of those are remote-only students.

## **Student Recruitment & Admissions**

### **Undergraduate Recruitment**

Incorporating nearly all areas of the college, the college continues its comprehensive strategic recruitment plan. Since the launch of the plan, the college has seen an increase across all areas of the recruitment funnel, including among underrepresented students. For Fall 2021, the college had 205 new first-year and transfer students to its degree programs, a 5% increase over the previous year and the largest incoming new student undergraduate class in college history.

Overall, undergraduate enrollment remained steady (to 1,058 students) and female students now represent 47% of the college undergraduate student population while underrepresented minorities (self-reported) make up 17% of the student body. Over the past five years, enrollment of female students is up 45% while enrollment of underrepresented minorities is up 49%. In addition:

- 144 (11%) COF students are Veterans or military-connected (compared to 3% of OSU's student population).
- 351 (27%) COF students self-identify as first-generation (compared to 24% of OSU's student population).
- 284 (27%) COF undergraduate students are enrolled in the Degree Partnership Program with Oregon community colleges (compared to about 23% of OSU's total population).
- 563 (53%) COF undergraduate students have transfer credit (compared with 38% of OSU's population)
- Nearly 34% of COF students are Pell-eligible, indicating high financial need.

## **Recruitment and Support of Diverse Students**

The college is intent on both increasing the diversity of our student population through recruitment, and improving the academic and professional success that our diversity students achieve. The college also supports efforts to help our students with dominant identities become more culturally aware of current and past contributions of non- Euro-Americans to natural resources. The college accomplishes this by participating in a wide variety of campus-based programs and by conducting several of our own programs.

### **For example, the college:**

- Advertises and supports the activities of our various cultural centers on campus.
- Supports and interacts with a variety of programs aimed at enhancing the diversity and success of OSU students—for example, the Educational Opportunities Program (EOP), the college Assistance Migrant Program (CAMP), the Minority Education Office, and 4-H International Summer Camp.
- Supports OSU’s general education requirements in Cultural Diversity, and Difference, Power and Discrimination.
- Supports and often actively participates in OSU programs such as: Science and Math Investigative Learning Experiences (SMILE) geared towards rural communities in Oregon; collaborations with the Forest Service offering educational and career information to high school youths who attend summer camps in our region; participate in Louis Stokes Alliance for Minority Participation (LSAMP) in STEM sciences programming; participation on, or involvement with, such groups as American Indians in Science and Engineering (AISES), Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS), Society for Advance of Chicanos and Native Americans in Science (SACNAS), and the Mexican American and Chicano/a Association (MeCha). Traditionally, the college is also involved in campus and regional events that promote women and minorities in the sciences.

- Partners with several efforts on campus that promote and support STEM education for underserved students. The college's involvement in these programs range from providing financial support that gains access to the programs for our students, faculty engaging through demonstrations and/or mentoring activities, content development and delivery of learning outcomes, and the development of new programs and initiatives (such as broadening the Environmental Leadership for Youth program in OSU Extension to include forestry components and traditional ways of knowing—the latter is part of a collaborative federal grant with the college as a co-PI.
- Revised how to score and allocate scholarships in the college to better match them with students with financial need or support for equitable access to our educational programming, both curricular and extra-curricular.

## **Graduate Student Applications and Recruitment**

FERM was able to use their Laurels award funds to support one military veteran and one working parent. This academic year, their funds were allocated towards two working women in forestry and a third male student with a high-achieving academic record.

FES removed the GRE requirement for their graduate application as part of the larger shift away from it at OSU and other universities. FES also updated their graduate application to include a few questions about DEI, handling adversity, and questions that serve as opportunities to show skill in volunteering, quantitative work and qualitative work. These questions are designed to give prospective students the opportunity to show off relevant skills in a more inclusive way than a resume or general cover letter might..

## **Student Services Office (SSO)**

- 3 attended Advisor Coffee Talk hosted by EOP: Educational Opportunities Program
- 3 participated in Anti-Racism in Advising (2-part series)
- 2 participated in Clery Act Security Authority Training

- 2 attended COF DEI Presentations led by Leadership Team
- Diversity in Advising at OSU (workshop)
- 3 attended MLK Celebration: Angela Davis Lecture
- 1 attended "Things I Wish I knew About Being a Professional of Color in Ag & Forestry" lecture
- 1 attended "Demystifying Your Obligations as a Mandatory Reporter & Responsible Employee"
- 2 attended "Resources for Financially Stressed Students During the Pandemic"
- 1 attended lecture on Traditional Ecological Knowledge
- 1 attended workshop "Toward Anti-Racism: Shifting Thoughts, Feelings and Behavior"
- 1 attended Provost's lecture by Mae Jamison
- 3 attended training from SARC on Mandatory Reporting and Trauma-Informed Care
- 6 engaged in an ongoing Anti-Racism Community of Practice internal to the Student Services team

## College Research Forests

The following is a summary of all the DEI related activities, trainings, and discussions that the Research Forest Staff participated in this past year.

### Workshops, Trainings, and Courses

- Attended inclusive pedagogy workshop (CoF)
- Attended workshop on how to make outdoor education programs more accessible for people with disabilities (Natural Resource Educator Working Group)
- Special emphasis on disability inclusion and access
- Participated in "Everyone's Earth: Conversations on Race and Environment - Voices of National Leadership in Anti-Racism in the Outdoors" webinar
- [Collaborating Towards More Inclusive Communities](#)
- [The Path Forward: Tools & Resources to Enhance Equity and Inclusion on Connecticut's Trails](#)

- Access vs. Inclusion 101: How to Get Started
- Completed OSU Disability Access Training
- Making Outdoors Accessible for Everyone: A Novel Partnership, February 16, 2021
- Sponsored by the College of Public Health and Human Sciences and Outdoor Recreation
- Economy Initiative (OREI). This webinar was focused on the topic of making the health benefits of outdoor recreation accessible to people of all ages and abilities, from all walks of life.
- Provost's Lecture Series featuring Ibram X. Kendi, April 14, 2021
- The focus of the lecture was anti-racism.
- College of Forestry Annual DEI Forum, April 20, 2021
- Indigenous Land Acknowledgements: Why They Matter and Why They are Not Enough, November 1, 2021
- Attended Angela Davis Presentation

### **Self-Study by Staff**

- Regular DEI discussions (topics identified by) at monthly staff meetings.
- Watched "Picture a Scientist"
- Watched "All Bodies on Bikes" about plus sized bicycle riders and the challenges they face with finding bicycles to fit their body types
- Read article: "How to Find Plus Sized Bikes" article
- Read "The ABC's of LGBTQIA+" New York Times article
- Read "What is LGBTQ" definitions
- Listened to Ted Talk by Dr. Kimberly Crenshaw "What the gay rights movement learned from the civil rights movement"
- Read the OPB article: [Racism In The Great Outdoors: Oregon's Natural Spaces Feel Off Limits To Black People](#)
- Participation in DEI communities of practice.

### **Research and Projects**

- Actively participated in College of Forestry’s partnership and involvement with Letitia Carson Legacy Project
- Met with Dr. Ian Munanura and Stephen Fitzgerald to pursue a research project that explores barriers to recreating on McDonald and Dunn Forests for diverse populations
- Lined out group of students for TRAL456 planning class on a project to identify how to make Peavy Arboretum accessible for people with physical disabilities
- Staff developed, marketed and facilitated virtual Get Outdoors Day that included bilingual (Spanish & English) materials and distribution to Title 1 schools in Linn-Benton Counties.
- Installation, participation, and outreach for the “This IS Kalapuya Land” art exhibition in the Research Forest

### **Hiring, Student Intern Orientation, and Mentoring**

- Interviewed and hired non-binary student through the Mentored Employment Program for Forest Discovery Program (start date: January 2022)
- Continue work on hiring student workers and finding ways of reducing bias during the introduction, interview and hiring process
- For new and returning student interns, we have specific training on working with others and DEI related content. Students are also given online videos and articles to read. The student’s supervisor/mentor circles back with each student to engage in conversation and questions about the material assigned for viewing or reading. This has been an excellent way to engage students in a deeper way about DEI. The training that was developed and delivered to staff and to student interns and is contained in a pdf document: OSURF DEI training and questions
- Staff continued to learn and work on reducing bias during the hiring process (use only initials to identify applicants, conduct interviews via phone, know priority hiring statuses, etc.)

## International Programs

During the COVID pandemic, International Programs changed its activity to meet the challenges and constraints presented in a number of ways: given the impossibility of offering in-person international programming, COF IP provided online seminars and professional development workshops instead. Kerry and Michele actively supported international students and scholars with a host of personal, academic, financial and logistical challenges brought on by the changing global pandemic conditions. COF IP partnered with Reem Hajjar (PI) to transition a grant-funded initiative to provide in-person education to 3-4 Peruvian graduate students into an online opportunity for a cohort of 12 students to complete the MNR. Since the return to in-person programming in Spring of 2022, the team has worked hard to continue to be inclusive of our online student community, and to provide affordable and high-quality opportunities to all COF students. COF IP consistently works towards its goal of including all voices in its activity, and serving all of the diverse members of the college. The team also prioritizes equity of opportunity in its work, providing accessible online learning opportunities, as well as affordable international experiences.

In addition, International Programs has initiated a number of activities that address DEI Strategic Plan action items directly. They fall primarily under the category of *Building Awareness: **Goal 2:** Increase exposure to other cultures and ways of thinking and learning.*

- Developed new website to build awareness of post-graduation international opportunities at: <https://www.forestry.oregonstate.edu/international/post-graduation-opportunities>, (BA 2.1.c).
- Re-launched overseas faculty-led programs halted by COVID. (BA 2.2.b and c)
- Developed new program in British Columbia focused on First Nations perspectives on and management of natural resources. (BA 2.2.b and c)
- Facilitated curriculum integration of University of Canterbury forestry courses with FERM. (BA 2.2.a)

- Hosted online Future Forests half-day webinar focused on solutions-based approaches to climate change and sustainability. This was open to a worldwide audience for no cost, and was attended/viewed by 350+ people from more than 40 countries. Held in conjunction with University of British Columbia and University of Helsinki faculties of Forestry. (BA 2.3.a and c)
- Established website outlining English language learning resources (Enhancing DEI 1.1.c): <https://www.forestry.oregonstate.edu/international/english-skills-international-students-and-scholars> .
- Expanded Dean’s Fund for International Engagement allocation to include students pursuing research and/or programming through Tribal Nations. (Enhancing DEI 3.1.b)
- Both COF IP employees participated in DEI training and development activities; Kerry Menn led a DEI awareness group with the Student Services Team, and Michele Justice continued to serve as DEI Workgroup Lead, and on the university’s DEI Leaders group, and new Equity Leaders group through OID. Both also served as search advocates.