

**CURRENT STRATEGIES**

1. **Build Partnerships** with other offices and individuals leading DEI initiatives on campus and elsewhere. Through these collaborations we have shared resources, discussed strategies and developed workshops or set the groundwork for future collaborative events.
2. **Develop and deliver interactive workshops** to build awareness of differences and bias, cultivate community, and develop practical skills for creating more inclusive learning environments. We held three workshops in 2018 and are in the process of developing several more.
3. **Infuse diversity, equity and inclusion into the operations of the DEI Committee.** The members of the DEI Committee have engaged in various practices to ensure that the committee itself operates in an equitable and inclusive manner where members value the diversity within the group.
4. **Increase visibility of DEI initiative.** To build awareness of the goals of the College’s DEI initiative and the reasons behind it, the DEI Committee is currently working on several projects to increase our visibility with faculty, staff and students.
5. **Incorporate community-building into student orientation.** To build a sense of belonging and respect for differences between students, several members of the DEI Committee are working with the coordinators for undergraduate and graduate student orientation to develop community-building activities.

Scroll down for more information about each current strategy.

**1. Partnerships initiated with:**

<p>OSU Offices/Programs</p> <ul style="list-style-type: none"> <li>○ Diversity and Cultural Engagement</li> <li>○ Equal Opportunity and Employment</li> <li>○ Extension Service</li> <li>○ Office of Institutional Diversity</li> <li>○ Search Advocate</li> <li>○ Social Justice Education Initiative</li> </ul>	<p>OSU Colleges</p> <ul style="list-style-type: none"> <li>○ Agriculture</li> <li>○ Earth Ocean and Atmospheric Sciences</li> <li>○ Education</li> <li>○ Engineering</li> <li>○ Health and Human Sciences</li> <li>○ Liberal Arts</li> </ul>
<p>OSU Cultural Centers</p> <ul style="list-style-type: none"> <li>○ Ettihad Cultural Center</li> <li>○ Pride Center</li> </ul>	<p>External</p> <ul style="list-style-type: none"> <li>○ Oregon Sea Grant</li> <li>○ Survivor Advocacy Resource Center</li> <li>○ The Nature Conservancy</li> <li>○ USDA Forest Service PNW Research Station</li> </ul>

**2. Develop and deliver interactive workshops**

**Past Workshops**

- **Navigating Bias in Learning Environments.** Facilitated by staff in OSU’s Office of Institutional Diversity, this workshop teaches faculty, staff and graduate students how to prepare for and respond to bias incidents in learning environments. The facilitators present a bias incident

response framework and have participants discuss in small groups how to apply the framework to specific examples of bias incidents. Workshop length is 2 hours and it was delivered twice – once in winter term and once in spring term.

- **How leadership can support the LGBTQ+ community in CoF.** This workshop was designed to build awareness of issues faced by the LGBTQ+ community and discuss ideas for specific actions that members of the College leadership team can take to better support this community. The College partnered with OSU's Pride Center to develop the components of this workshop, which included education, self-reflection and sharing in small groups, and brainstorming in small and large groups. Participants were asked to come up with specific actions they will take to better support our CoF LGBTQ+ community based on what they learned.

### **Future Workshops**

- **Navigating Bias in Learning Environments.** We plan to continue to offer this 2 hour workshop once per term.
- **Supporting the LGBTQ+ community.** We are continuing to work with the Pride Center to develop additional training sessions for the College leadership that build on the initial session, and to modify the initial session for delivery for additional groups (students, faculty and staff).

### **3. Infuse diversity, equity and inclusion into the operations of the DEI Committee.**

- Developed working agreements to set expectations for behavior to ensure that all members are treated equitably in committee meetings and other group activities.
- Studying models for decision making that ensure minority voices are heard and valued (e.g. consensus decision making), and considering which models to use depending on the type and scope of a decision (i.e. when to use majority rule versus consensus decision making).
- Learning about each member's unique combination of personality, life experiences, talents and interests to assign committee roles accordingly and fully realize the benefits of diversity in the context of teamwork.
- Participating in trainings and events related to increasing social justice and supporting underrepresented populations. Some trainings are completed as a group by incorporating them into committee meetings and others are taken separately by individual members. Eight of the thirteen committee members have participated in the Navigating Bias in Learning Environments workshop.

### **4. Increase visibility of DEI initiative.**

- Build and continue to develop a highly-visible webpage that states our vision and mission, and links to many resources to build awareness of inequities and support the development of more diverse, equitable and inclusive learning environments.
- Design a sticker to put outside offices and other workspaces that identifies people who are committed to supporting diversity, equity and inclusion. Develop an accompanying poster that clarifies the meaning and message of the stickers.

- Inform students as soon as they arrive about the College's DEI initiative at undergraduate and graduate student orientation events.

**5. Incorporate community-building into student orientation.**

- Partner with the Adventure Leadership Institute to design opening and closing exercises for community-building at the Annual Ring for incoming undergraduate students.
- Incorporate exercises that bring awareness of and respect for commonalities and differences amongst students at the two-day graduate student orientation at the HJ Andrews Experimental Forest.