

# Diversity Council

## Annual Report 2013-2014

### Activity Report

The Council met regularly during the academic year with nine (9) monthly meetings before the end of the year. Sub-groups from within the council met outside of the regular monthly meeting.

During that time, the Council focused on the following:

1. **Charge** – The Faculty Senate President (Dan Edge) re-charged the Diversity Council with the task of exploring current attitudes, opinions, and experiences of all faculty members represented by the Faculty Senate, on a variety of diversity issues. The original task was given to the committee by Kevin Gable, the past faculty senate president. He encouraged us to pursue a survey of faculty that was focused on understanding faculty's perceptions of the climate for diversity and equity on campus
2. **Identifying Diversity Issues** – The Council began the year by reviewing a draft diversity survey for OSU. Our group spent the fall term re-revising the survey we developed the term before so that the entire committee was happy with the order and type of questions that were being asked. This was a very painful process that required patience and a committee that was willing to endure a group process editing of a survey.
3. **Survey Themes** – Some of the themes that the Council focused on were: How are diverse faculty being treated on campus? How are the faculty adjusting to the structural changes at OSU? How accepting are faculty for the diverse student backgrounds that are coming on campus?

After ten iterations of the diversity survey, the faculty Diversity Council came up with a final version of an OSU diversity survey in October of 2013. The survey was pilot tested in November 2013. We used the feedback to make changes to the survey. We finalized the survey in early December. The survey was eventually disseminated in January of 2014 using Qualtrics online platform. The final survey instrument contained 23 questions (see [appendices](#)). The survey remained open for three weeks starting on January 23, 2014. Three reminder emails were sent out after the survey was first sent out. We were hoping to get at least 500 responses to the survey, but we were pleasantly surprised to have 854 respondents by February 23, 2014 when the survey closed. Females responded to the survey at a higher rate (58%) compared to men (41%). Members of the dominant group represented the largest number of respondents (65%). Only 30% of the respondents self-identified as marginalized or under-represented group. These individuals identified as experiencing minority treatment because of race, ethnicity, gender, sexuality, or religiousness.

The [available data from the quantitative survey questions](#) do not explain the *reasons* that respondents from different subgroups may have reported differences in their experiences. Responses to the final survey items, an open-ended series of questions asking respondents to share any comments about diversity or information not covered by the survey questions, may provide some insight, but further exploration is needed to better understand the causes of any differences.

The results of the survey are currently being analyzed by the faculty council members. The most difficult part of the analysis is the qualitative data. We have divided our analysis up into gender, length of time at OSU, dominant group, age, and rank. We are using these variables to look at faculty's perceptions of the climate for diversity and equity on campus. The faculty Diversity Council will produce a final detailed report of the results of the diversity survey to the Faculty Senate Executive Committee by October 2014. The Diversity Council is willing to make a formal presentation of the diversity survey results to Faculty Senate Executive Committee and the Faculty Senate membership in the fall 2014 term. We have included in this report a copy of the original survey that was completed by faculty, and we include a copy of the initial frequency distribution of the 854 surveys.

4. **Student Membership** – We did not have a student member on the Council in 2013 or 2014. No one came forward to any of our scheduled meetings. We hope in 2014-2015 that a student can be identified to be on the committee.
5. **Determining a Focus for Council Members** – The Diversity Council's research will continue into the 2014-2015 academic year. We will report the findings from the survey to the Faculty Senate Executive Committee and the faculty membership in 2014.

### **Membership 2013-2014**

Dwaine Plaza, Co-Chair '14	Sociology
Ron Metoyer Co-Chair '14	Electrical Engineering and Computer Science
Jo Alexander '16	Disability Access Services
Dawn Moyer '15	International Programs
Stacey Smith '15	History
St Jacques, Jillian 15	School of Writing Literature & Film

Student Members –

- TBA
- TBA

Ex-officios –

Director of Equity and Inclusion (Angelo Gomez)  
DPD Director (Nana Osei-Kofi)

Executive Committee Liaison – Alix Gitelman