

# Diversity Council

## Annual Report 2014-2015

### Activity Report

The Diversity Council met regularly during fall term of the academic year with three (3) full committee meetings before the end of the year. Sub-groups from within the council met outside of the regular committee meeting, or worked collaboratively on sections of the report electronically.

During that time, the Council accomplished the following:

1. **Summarizing Diversity Survey Findings** – Sub-committees put final survey results together, summarized data to identify trends, common themes and extract quotes and qualitative material for use in presenting these findings.
2. **Preparation for and Presentation of Survey findings** – Committee prepared highlights of the survey as a final report, with a preliminary draft presented to the Executive Committee for prior review. Committee members Dwaine Plaza (Past Chair) and Dawn Moyer (Chair) met with the Executive committee in February to discuss the draft report. On February 12<sup>th</sup> Dr. Plaza and Ms. Moyer presented the final report to the full Faculty Senate. See attached [final document](#).
3. **Future Committee work** – The committee re-grouped in April to reconsider future goals for the committee, brainstorm additional survey opportunities and other ideas. See #5 below for a summary of this discussion.

### Highlights of the Survey Project:

The campus diversity climate survey was administered for three weeks starting on January 23, 2014. The committee hoped to get at least 500 responses to the survey, but were pleased to receive 854 responses 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%). Thirty percent (30%) of the respondents self-identified as marginalized or under-represented group. These individuals reported different treatment because of what they believed to be circumstances of race, ethnicity, gender, sexuality, or religiousness.

The faculty/staff diversity survey instrument contained 23 questions (see [Appendix 1](#)), and committee members divided up the survey analysis into these categories:

- Majority or “dominant group” responses (usually white male)
- Female responses
- Self-disclosed “minority” or “marginalized” responses
- Age-related responses

Findings of the survey indicated that a percentage of faculty members felt marginalized or underserved by the University for a number of different reasons. The goal of the Diversity Council was to identify and review these self-reported incidents or perspectives, and in the final report the committee highlighted some trends, as noted in the data. For example, women who responded to the survey reported more frequently than men that lack of diversity in the workplace, as well

as lack of tolerance for diversity in the workplace, had led them to consider leaving OSU. This was also true for self-reported "minority" respondents, who disclosed that they considered leaving OSU at a rate of ~10% (percentage of survey respondents who self-reported as "minority"). Both of these populations also indicated that they would be supportive of additional resources or trainings to help them learn more about diversity issues on campus and more broadly.

See the full report: "[A Demonstrable Commitment to Diversity](#)," 2015 for additional findings and recommendations from the committee.

4. **Committee Membership** – Several members of this committee were scheduled to cycle off in the 2015-16 academic year. Three agreed to stay on for an additional year of service. See faculty membership dates below.

Note: We did not have a student member on the Council in 2014 or 2015. No one came forward to any of our scheduled meetings. We hope in 2015-2016 that a student can be identified to be on the committee.

5. **Determining a Focus for Council Members** – The Diversity Council's future focus for activity will be explored during fall 2015 meetings, with the goal of identifying future project(s) within the quarter, with longer term planning for future endeavors to be outlined, in terms of timelines and resources. Some ideas proposed in committee meetings in 2015 thus far include:

- Use recommendations from survey report to create 'catalog' or map of existing diversity-related support resources for faculty to pursue professional development around diversity issues.
- Investigate current or previous efforts to create a "Diversity Action Plan" on campus. Assess this, if indeed, one has been previously scripted or attempted.
- Research what is NOT currently being done on the OSU campus to promote diversity, that the survey indicated was of interest to faculty.
- Create a longer term 'wish list' for future endeavors, based upon recommendations or survey findings.

### **Membership 2014-2015**

Dawn Moyer, Chair '15	College of Business ( <i>extended to 2016</i> )
Stacey Smith '15	History
Jillian St. Jacques '15	School of Writing, Literature & Film ( <i>extended to 2016</i> )
TBA (v. Alexander) '16	
Shiao-Ling Yu '16	World Languages and Cultures
Carolyn Fonyo '17	Environmental Science
Dwaine Plaza '17	Sociology

Student Members – None at this time

Ex-officios –

Director of Equity and Inclusion (Angelo Gomez)

DPD Director (Nana Osei-Kofi)

*Executive Committee Liaison – Alix Gitelman*