

Diversity Council

Annual Report 2015-2016

Committee Chair: Dawn Moyer

2015-16 committee membership increased (new members nominated, current members continued), and the focus of committee was left 'open,' but current events brought Diversity into the spotlight nationally. Additional cross-examination of previous, current and future activities or resources was important, but time consuming. Representation on the committee included:

- Athletics
- Equity & Inclusion
- Diversity & Engagement
- Academic units (Sociology, Writing & Film, Business, Agriculture, Philosophy, Science, CLA)
- Board of Trustees
- Difference, Power & Discrimination
- Student representative (was included in invitations, polls about best days/times to meet)

Additional collaborations with these units, including at DC meetings and outreach by committee chair:

- Leadership Council (liaison on DC)
- Office of the Senior Vice Provost for Academic Affairs
- Student Affairs
- Dean of Students/Diversity Office

2015-2016 Membership

Dawn Moyer, Chair '16	College of Business
Debbie Colbert (v. Alexander) '16	OSU Board of Trustees
Shiao-Ling Yu '16	World Languages & Cultures
Carolyn Fonyo '17	Graduate School
Dwaine Plaza '17	Sociology
Amarah Khan '18	Diversity & Cultural Engagement
Jillian St. Jacques '18	School of Writing, Literature & Film
Jason Thomas '18	Athletics

Student Members:

- Muhammad Hassan
- TBA

Ex-Officios:

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

Executive Committee Liaison – John Becker Blease

Summary: The Diversity Council met 2-3 times per academic term (fall, winter and spring), with sub-committees identified during fall planning. These sub-committees also met and prepared materials for the full committee to consider, including: a document illustrating comparative definitions of diversity and initiatives at other campuses; report on a teleconference with a "Historically Black Institution" on the east coast; and comparison of diversity-related curriculum for education of faculty and staff, as well as students.

Additional 'ad hoc' and non-voting members attended on occasion, sometimes on behalf of another interested party or committee, this occurring more frequently as national and local diversity-related issues and initiatives gained momentum. At times this made for rich conversation around current work on campus toward diversity goals, and other times

prompted review of historical documents such as OSU's mission statement, reports of the "Advance Grant," "Thinking Group" and the "Self-Study" undertaken related to campus climate, as well as this council's own survey of faculty in 2014.

Several committee members stayed on for the 2015-16 academic year, inasmuch as they felt passionate about the work and committee's dedication to moving forward with efforts. All agreed that our definitions of diversity were broad, our experiences unique and varied, and that this lent itself to structured reflection, and that renewed interest in this topic campus-wide generated additional support and attention to an important topic.

Tasks, Sub-Committees & Outcomes:

- Committee Chair met with Leadership Council members & Dean of Students' office to share information and collaborate. Future collaborative work is expected to come from this outreach.
- Diversity definitions: A sub-committee was formed to compare definitions of diversity and initiatives related to diversity at peer institutions, HBCs and aspirational peers. Submitted to Leadership council. [See Appendix A.](#)
- Curriculum: A sub-committee was formed to consider curriculum for diversity-related learning. Faculty from Equity & Inclusion attended Diversity Council meetings to share information on current work and future directives. Student 'diversity curriculum' was discussed in fall, and proposed faculty curriculum was in process as of May 2016 meeting.
- Search Advocate training: The full committee considered this model as a potential recommendation or requirement for faculty and staff. No consensus about utility of this model broadly (i.e. ability of a non-tenure-track committee to make recommendations that would effect P&T or tenure-track evaluation).

Discussions about programs and services that serve to catalyze action for students on campus related to diversity were of interest, as they may be utilized as a reference point for faculty and staff diversity education as well. The student "Speak Out" events of this academic year were illustrative of the need for these issues to come out of the 'ivory tower,' and find daily application across disciplines and departments. Providing undergraduate students with opportunities to conduct research, in addition, would allow for mentoring as well as skill building for students who otherwise might not 'rise' through the standard channels.

Although many committee conversations were lively, there is still much work to do to gain momentum on specific outcomes related to diversity at OSU. Discussions at times centered around OSU's need to move beyond "tokenism" in hiring, OSU as a "revolving door" for people of color, and a significant interest in targeted strategies for retaining diverse faculty and staff. Hiring practices were also a point of discussion for the committee, as most recognized that diversity was lacking in some areas, and intentional efforts would serve to increase campus climate and make OSU more attractive. Future Diversity Council work may center on opportunities for ongoing *training* for new and continuing faculty & staff, and ways in which faculty can be encouraged to participate in diversity efforts.

Current and future recommendations for this committee, going forward:

- **Critical** to include more tenure-track faculty on this committee.
- Renew commitment by OSU to include diversity-related verbiage in all searches for jobs at OSU (i.e. 'Demonstrated commitment to diversity promotion,'), per "Thinking group" 2011/12
- Work to propose requirements for diversity-related trainings for faculty, to be utilized in performance reviews, ideally P&T for faculty & all professional faculty

- Promote adoption of Search Advocacy in Colleges to further promote diversity in hiring practices. Advocate for additional expansion of this program, so that units wanting to require a Search Advocate are not limited by training dates and capacity.
- Contribute to or work toward creation of a 'map' of existing diversity-related efforts on campus. We found many challenges in keeping apprised of departments, initiatives and studies that dovetail with the work of the Diversity Council.

Respectfully submitted,
Dawn J. Moyer
7.11.16