

Diversity Council

Annual Report 2023-2024

Prepared by Chrysanthemum Hayes and Becky Crandall, Co-Chairs

Meetings

The AY 22-23 Faculty Senate Diversity Council met October 2023 – June 2024. The group met virtually 10/20/23, 11/20/23, 1/12/24, 2/9/24, 4/12/24, 5/10/24, and 6/7/24 on Zoom.

Diversity Council Activities

AY23-24 for the Diversity Council consisted largely of dialogues with OSU representatives as the Council sought ways to solidify the group's role within larger institutional DEI initiatives. Specifically, the following individuals attended Council meetings:

- Dr. Jeff Kenney, Director of Institutional Equity for Diversity, Equity + Inclusion (January 12, 2024)
- Dr. Gloria Crisp, Associate Vice Provost for Faculty Affairs (February 9, 2024)
- Dr. Ana Lu Fonseca, Director of Diversity, Equity, and Inclusion (DEI) – OSU Extension & Engagement (April 12, 2024)

The Council did not make changes to internal guidelines, policies, or guiding principles this year; however, we engaged in dialogue about the Council's purpose within existing University DEI efforts. Ultimately, we agreed that the Council either a) needs a more clearly defined scope of work or b) should be reimagined due to the presence of campus resources that provide a mechanism for faculty to voice DEI-related issues (e.g., formal offices and college-level DEI committees).

Preparation and Planning

Prior to the first meeting of the year, the co-chairs (Hayes and Crandall) met to discuss an agenda for the first meeting that would orient members to the Council and provide an opportunity for members to share their goals for the year.

During the inaugural meeting on October 20, 2023, Council members described their motives and objectives for participation while also examining established regulations. They engaged in a thorough conversation regarding their collective understanding of the council's purpose and responsibilities, individual areas of focus, and unresolved questions pertaining to OSU's broader DEI initiatives. Based on that conversation, the group expressed interest in hearing from individuals on campus who help lead that work. The group also expressed interest in the following:

- Including student perspectives/championing those voices
- DEI-focused teaching practices
- Educating faculty on OSU's existing DEI-focused resources
- Highlighting the skill gap between existing resources and members
- Questions about where to go or what exists to help bolster teaching strategies

Based on those interests, after the first meeting, the co-chairs reached out to various campus stakeholders to invite them to future meetings. As noted earlier in the report, the following individuals accepted invitations:

- Dr. Jeff Kenney, Director of Institutional Equity for Diversity, Equity + Inclusion (January 12, 2024)
- Dr. Gloria Crisp, Associate Vice Provost for Faculty Affairs (February 9, 2024)

- Dr. Ana Lu Fonseca, Director of Diversity, Equity, and Inclusion – OSU Extension & Engagement (April 12, 2024)

Actions and Outcomes

The conversations with Drs. Kenney, Crisp and Fonseca were both educational for the Council and generative in that Council members were able to share ideas with each of the three guest speakers. For example, Council members articulated a clear need for DEI-resource-related information to be included in new faculty orientation meetings and P&T guidelines. Additionally, Council members provided feedback on the Office of Faculty Affairs Faculty Needs Survey and helped support promotion of the survey.

Recommendations

Given ongoing ambiguity about the Council’s role within the broader scope of OSU DEI efforts, the Diversity Council recommends the following:

- 1) Development of a clear scope of work for the Council, inclusive of concrete directives; OR
- 2) Dissolving the Council and appointing either a DEI representative or embedding DEI-related efforts within the other existing groups.

Membership

Chrysanthemum Hayes (v. Huff), Co-Chair '24
 Becky Crandall, Co-Chair '25
 Matt Evans '24
 Silvia Rondon '24
 Mei-Ching Lien '25
 Xiang Zhang '25
 Ben Archibeque '26
 Addison Desnover '26

Analytics & Reporting
 College of Education
 Civil & Construction Engineering
 Oregon Integrated Pest Mgmt. Center
 Psychological Sciences
 OSU-Cascades
 STEM Research Center
 Chemistry

Student Members:

- Aya Ari
- TBA

Ex-Officio Member:

- Difference, Power & Discrimination – TBA
- Office of Institutional Diversity – TBA

Executive Committee Liaison – Kate MacTavish