



DEI DEAN'S FORUM

Friday, May 27th

9:00am - 10:30am

Richardson 107 and via Zoom

OSU COLLEGE OF FORESTRY

**DIVERSITY
EQUITY +
INCLUSION**

THIS IS KALAPUYA LAND

Oregon State University in Corvallis, Oregon, is located within the traditional homelands of the Mary's River, or Ampinefu, Band of Kalapuya. Following the Willamette Valley Treaty of 1855, Kalapuya people were forcibly removed to reservations in Western Oregon. Today, living descendants of these people are part of the Confederated Tribes of Grand Ronde Community of Oregon and the Confederated Tribes of the Siletz Indians.



AGENDA

Introduction

DEI Workgroup Activity

DEI Workgroup Update

Strategic Planning Updates

DEI Developments

Taskforce Updates



Introduction with Dean Tom DeLuca

DEI Workgroup and Dean's Staff Activity

Workgroup Members

Michele Justice, International Programs, Workgroup Lead

Kevin Bladon, FERM

Woodam Chung, FERM

Reem Hajjar, FES

Shannon Harwood, Communications

Ray Van Court, WSE (Graduate Student)

Patricia Vega, WSE

2021-22 Workgroup Priorities

Integrating DEI growth into job descriptions and assessment

Developing Recruitment and Hiring Principles

Workgroup Strategic Planning Involvement

- 2 meetings with Facilitator
- Focus Group
- Input into Strategic Planning Process
- 3 members on Strategic Planning Advisory Board (Woody Chung, Michele Justice, Shannon Harwood)

DEI Developments

- Integration of DEI into strategic planning process
- Information gathering phase complete
- Emerging Values:
- Inclusivity
 - Equity of Opportunity
 - Diversity of Thought
 - Inclusive and safe spaces
 - Diversify faculty, staff and students
 - Humility
- Implementation phase – DEI is central

DEI Developments

Associate/Associate Dean for Inclusive Excellence Update

- Tribal Relations
- Student Success
- Head Diversity, Equity and Inclusion for COF

Consultative review and updating of DEI Strategic Plan from 2017

Faculty searches - diversity of candidates

Taskforce Updates

Curriculum and Pedagogy Taskforce

Led by Ashley D'Antonio, FES

Members:

Carlos Gonzalez

Troy Hall

Shannon Murray

Lech Muszynski

Claire Tortorelli

Susan Sidder

Curriculum & Pedagogy Taskforce



Presented by: Ashley D'Antonio

CoF DEI Forum

May 27th, 2022

Thank you!

Taskforce Members

- ◆ Carlos Gonzalez
- ◆ Troy Hall
- ◆ Shannon Murray
- ◆ Lech Muszynski
- ◆ Susie Sidder
- ◆ Claire Tortorelli

Additional Support

- ◆ Kira Minehart
- ◆ Michele Justice
- ◆ Advisors
- ◆ Degree curriculum committees
- ◆ Eric Hansen
- ◆ Jeff Hatten

Strategic Plan Action Item

Theme	Goal	Strategy	Actions' Description
<p>Institutional Longevity –</p> <p>Make DEI an integrated, consistent, meaningful and continual part of the CoF community.</p>	<p>Goal 1: Develop appropriate policies and structures for continued dialogue and practice around issues of DEI.</p>	<p>Strategy 1.2: Establish structures to improve inclusion of DEI perspectives and materials in curricula.</p>	<p>Discuss and propose how each department will incorporate DEI into their degree programs. Evaluate existing DEI course content within degree programs.</p> <p>Appoint a committee, representative of all academic programs, to determine how to implement DEI into curricula of each degree program in CoF. Share recommendations with leadership within 1 year of plan adoption.</p>

Framing & Process

Workshops, training, discussions around DEI & social justice How have those been implemented?

What is our “baseline”?

What are we doing well? Where are opportunities for further development?



Bounds & Feasibility

What can we complete in 2 terms?

Focus

Undergraduate curriculum process that can be applied to graduate classes

Core courses (meaning what *most* students take) within CoF degree programs

Limitations missing direct student feedback and perspectives

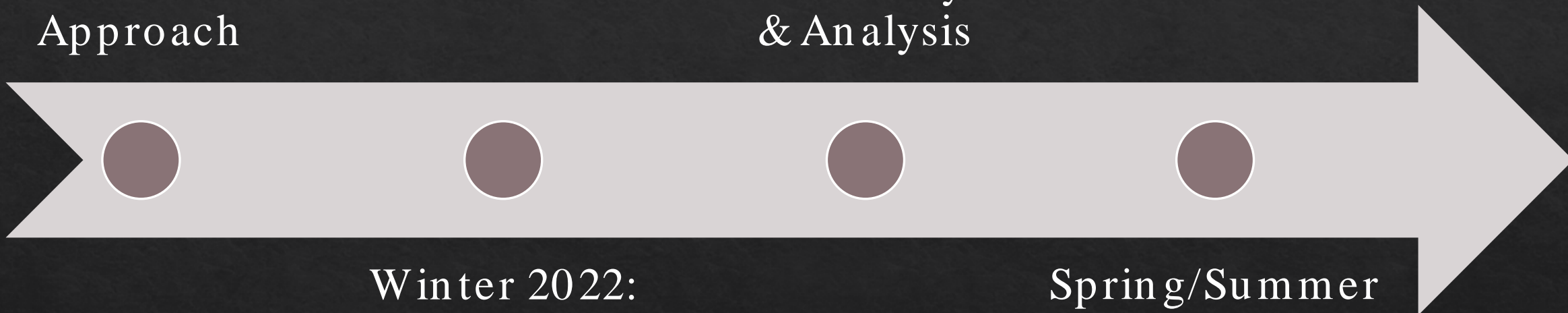
(future surveys, SLEs, Peer Review of Teaching)

Fall 2021:
Process &
Approach

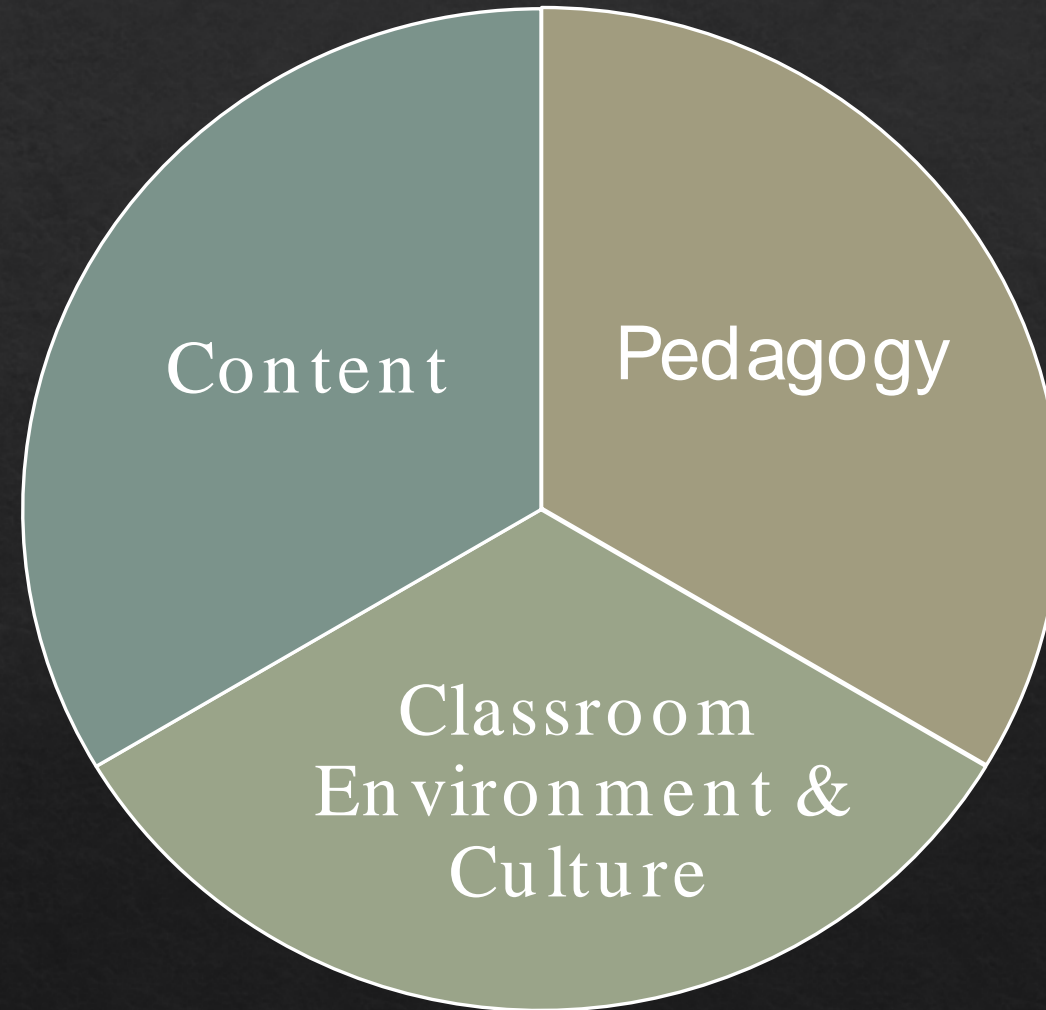
Spring
2022:
Summary
& Analysis

Winter 2022:
Info Collection

Spring/Summer
2022:
Write-up
Deliverables



Inclusive Teaching



Adapted from materials presented by Inara Scott at CoF "Inclusive Teaching Workshop" from Fall 2021

DEI Curriculum Review

Program Level Learning Outcomes

- Focus Groups
- Curriculum Committees
- Advisors

PROF Reviews

- Question prompts
- What people have tried, what works, what info do they want?
- Focus on pedagogical practices

Syllabi Review

- All CoF Syllabi
- Scoring Matrix
- “Follow-up” to Workshop from Winter 2022

Outcomes & Deliverables

1. “Process” document shared outside CoF
 2. Internal summary of entire effort CoF Community
 - Key findings
 - Short- and long-term opportunities
 3. Curriculum Committee Summary
 - More program-level specifics
 - Program-specific recommendations
- “Library” examples & resources





Key Take-Aways: Strengths

Low stakes & formative assessments

**Highlight diverse and/or underrepresented perspectives
via guest lectures & assigned readings**

Utilize low or no-cost materials

Key Take-Aways: Opportunities

Short
Term

- Encourage ALL faculty to adopt strengths
- Use & respect of pronouns
- Flexible late & attendance policies

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Short Term

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Long Term

- Integrate DEI into course & program level SLO
- Promote sense of belonging and inclusion for underrepresented students in CoF

Key Take-Aways: Opportunities

Short Term

- Encourage ALL faculty to adopt strengths
- Use & respect of pronouns
- Flexible late & attendance policies

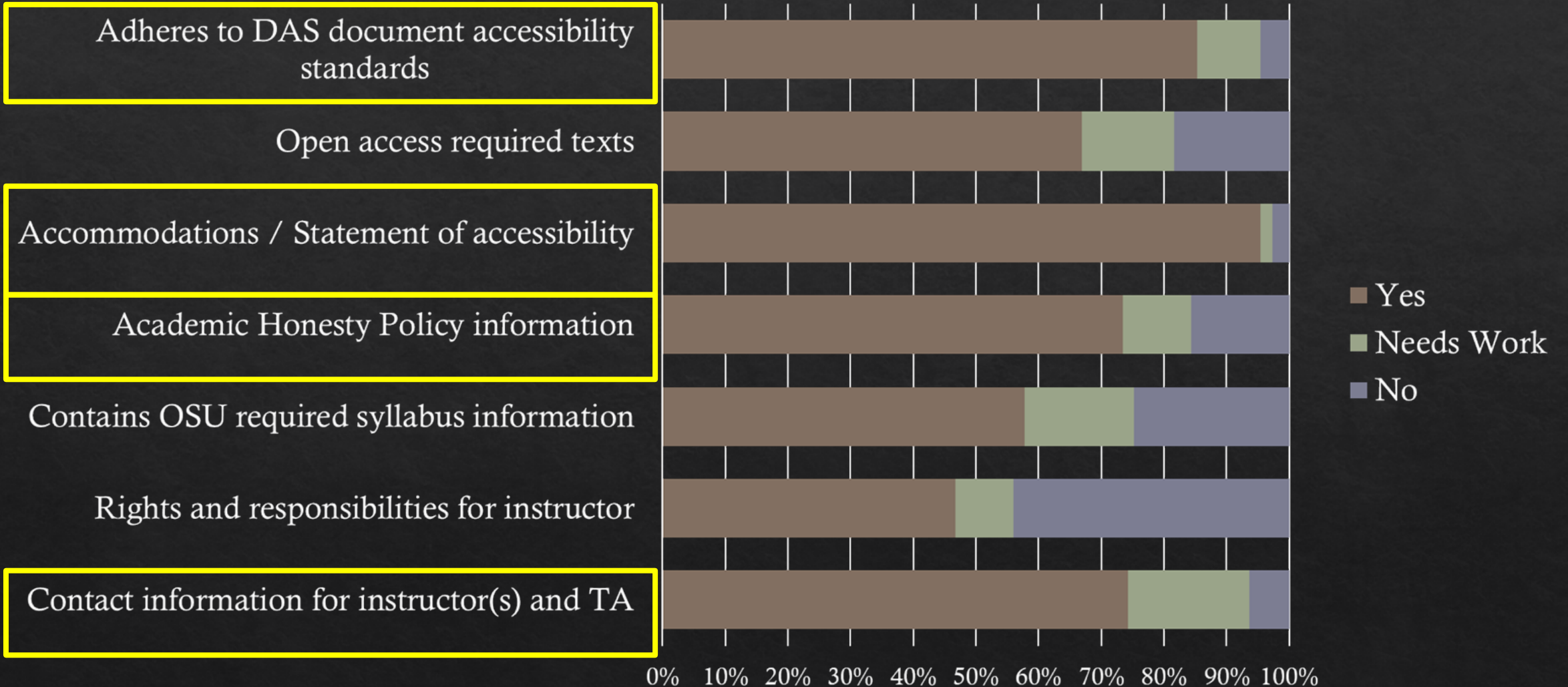
Long Term

- Integrate DEI into course & program level SLO
- Promote sense of belonging and inclusion for underrepresented students in CoF

Resources & Culture

- Provide opportunities for continued training & resources
- Encourage faculty to identify and communicate pedagogical approach & perspectives of DEI

Syllabus Review: Logistics

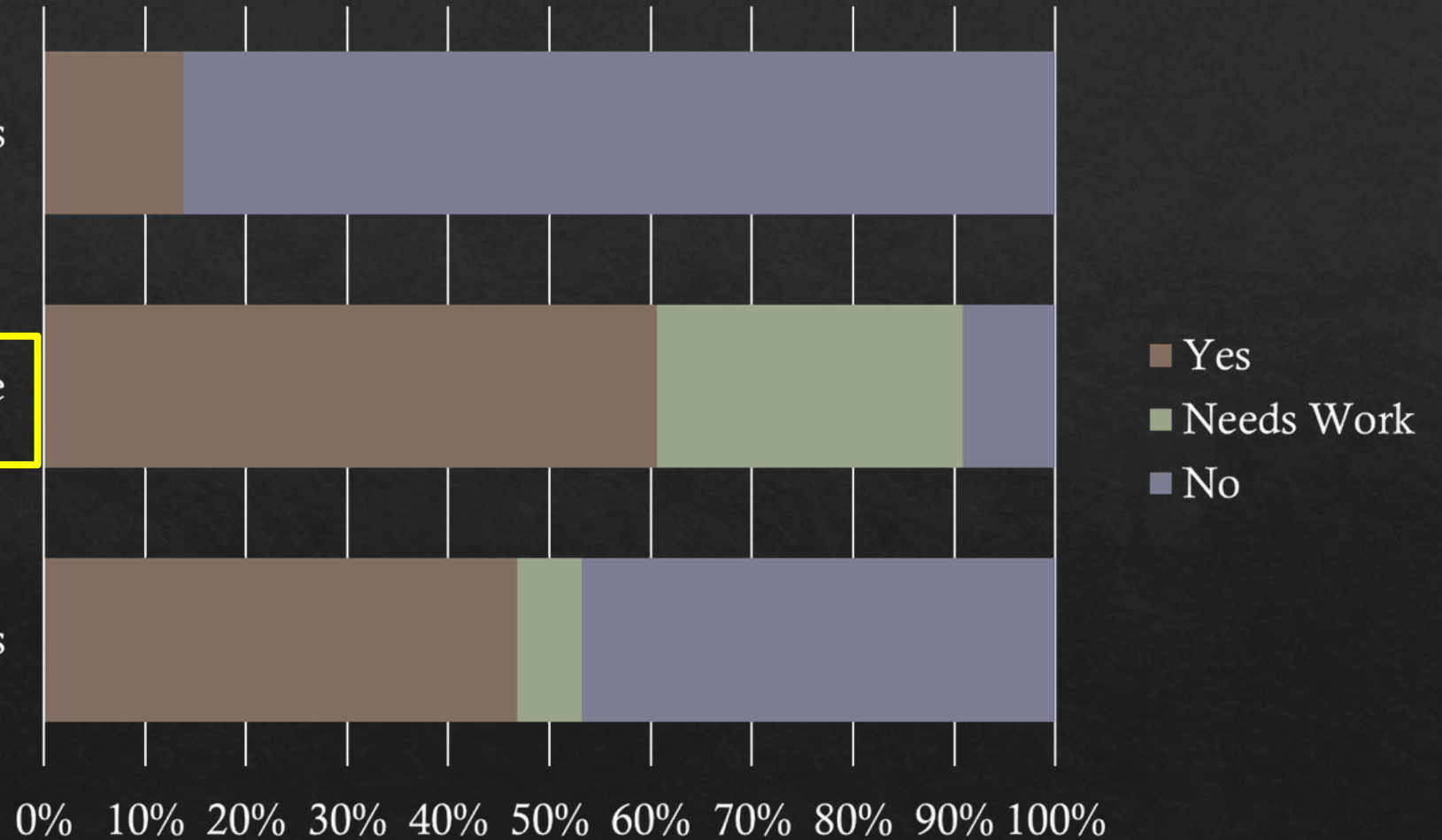


Syllabus Review: Language

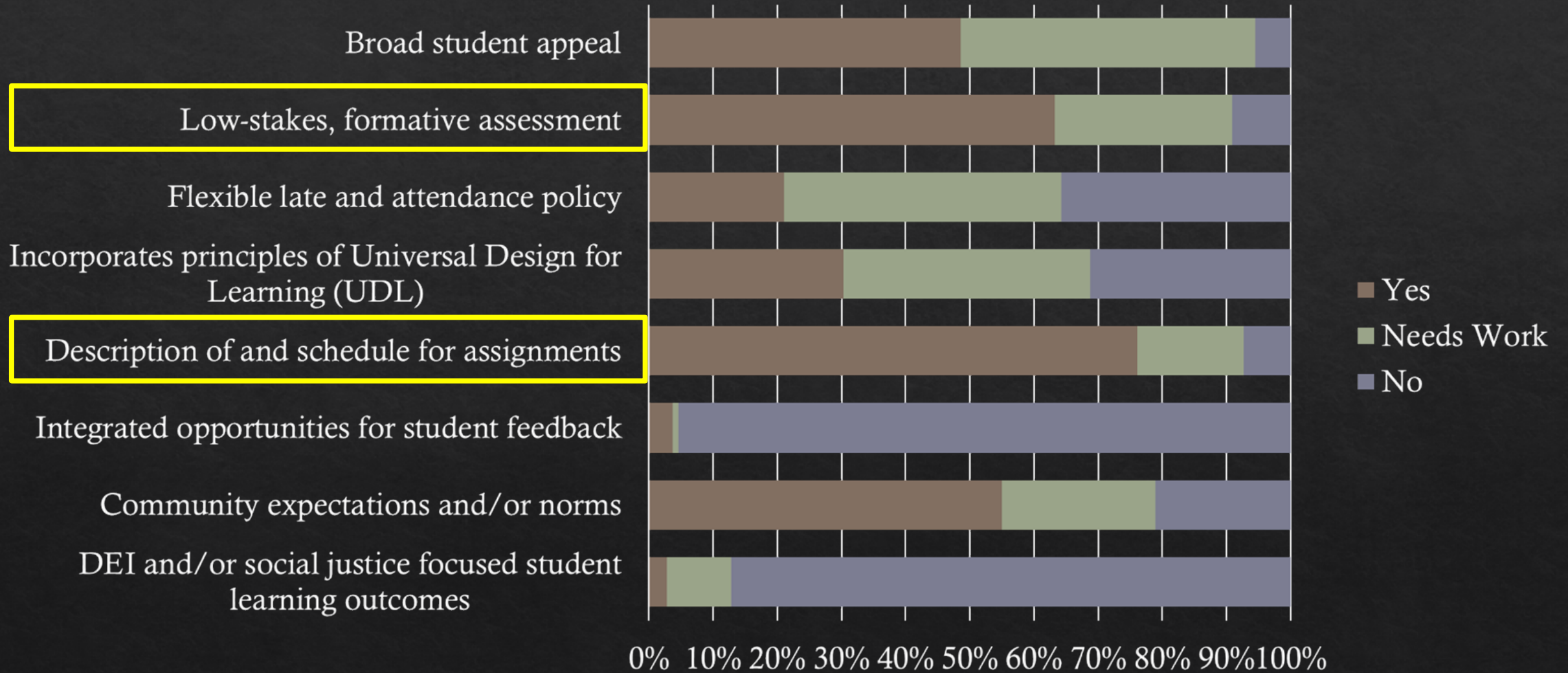
Instructor / TA pronouns

Inclusive and welcoming language

DEI statement included in syllabus



Syllabus Review: Learning Environment & Content



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What questions do you have?

Programming Taskforce

Led by Mindy Crandall, FERM

Members:

Madison Dudley

Lara Jacobs

Dan Stark

Kaci Radcliffe

Christine Buhl

Chris Still

Jess Downey



College of Forestry DEI Programming Task Force

Update for Dean's DEI Forum, May
27, 2022



About the Programming TF

Established this year

Our goals:

- Coordinate opportunities for DEI education, awareness, conversations, and trainings across the CoF
- Ensure a variety of topics and target audiences
- Promote existing campus DEI-related opportunities to the CoF



Alignment with the Strategic Plan: Building Awareness

Theme: Building Awareness

- Cultivate a community of students, staff, faculty, and external partners that is competent in knowing about and exemplifying DEI values within CoF and beyond.
- Increase exposure to other cultures and ways of thinking and learning.



Alignment with the Strategic Plan

Theme: Welcoming Climate

- The college is a home for learning and personal development.

Theme: Enhancing DEI

- Understand barriers to DEI in general and specific to forestry and natural resource management.



Alignment with the Strategic Plan

Theme: Institutional Longevity

- Develop appropriate policies and structures for continued dialogue and practice around issues of DEI.
- Coordinate activities and reporting across all CoF DEI themes to keep issues salient.



Task Force Members

- Mindy Crandall, FERM, Chair
- Dan Stark, FNR Extension & FES
- Madison Dudley, FERM
- Kaci Radcliffe, MNR eCampus & Oregon Department of Energy
- Christine Buhl, Oregon Department of Forestry (& OSU affiliate)

Previous members:

- Lara Jacobs, FES, 2021-2022

New members:

- Chris Still, FES
- Jess Downey, FES

How we operate

- Meet several times per term
- Plan to offer 3-4 events per term
- Field ideas, requests of events from CoF members
- Institutionalized a process & group to manage what the college was already doing



A sample of previous events

- How to write – and read – diversity statements
- DEI Drop-in Discussion: SWIFT
- TECK workshop
- Supporting Tribal Wildland Fire Programs
- Blacks & Science Seminar
- Blanket Stories
- Picture a Scientist – discussion (2)
- Interrupting Bias
- Land Acknowledgment Discussion
- Discussing Difference: leading DEI-focused lab group discussions



2021 – 2022 Events

Event	Presenter, Host	Audience
Welcome to the work	CTL, CoF	Instructors, TAs
Leading with Soul discussion	NCORE, CoF	Everyone
Interpersonal Violence Prevention	SARC, CoF, FWCS	GRAs, FRAs, crews
Compassionate Response & Referrals	SARC, CoF	Employees
DEI Statement Writing	CoF	Everyone
CoF L&L: Tree Equity	CoF	Everyone
CoF L&L: LGBTQIA+ Identity & Intersectionality	CoF	Everyone
CoF L&L: Ungrading	CTL, CoF	Instructors, TAs

Moving Forward

- Streamline procedure for developing and promoting events
- In-person vs. hybrid vs. remote format
- Balance audience & topics
- Maintain delivery of quality programs
- Incorporate more essential trainings for skill development and upgrading

Community Building and Inclusion Taskforce

Led by Meg Krawchuk, FES and Ann Van Zee, Communications

Members:

Paul Oyier

Kerry Menn

Sean SanRomani

Beth Thompson

Eric Jones

Community building & inclusion taskforce

Who are we?

- Woody Chung
- Meg Krawchuk
- Eric Jones
- Kamana Poudel
- Beth Thompson
- Kerry Menn
- Ann Van Zee
- Paul Oiyer



Community building & inclusion taskforce

What is progress?

Think about geologic time: how the slightest shifts, imperceptible daily, carve canyons and make mountains. Trust that you are making progress even if you can't yet see it.

KEEP MOVING

Good Bones, Maggie Smith

Community building & inclusion taskforce

What did we do?

- We did not let this initiative die
- We kept going
- We connected with each other

Community building & inclusion taskforce

What do we want to do?

- Flourish and thrive.
- **Build connection and trust between each other so that we can advance DEI work, center the voices of marginalized people and increase empathy, compassion, curiosity and relationships within the college.**

How do we do this?

- Participation- an open invitation to join us!
- Imagination + hope

Hope is imaginative; it allows you to envision what might be up ahead, even when you see nothing. Hope. Imagine your way forward.

KEEP MOVING

Community building & inclusion taskforce

1. You Are Welcome Here banners

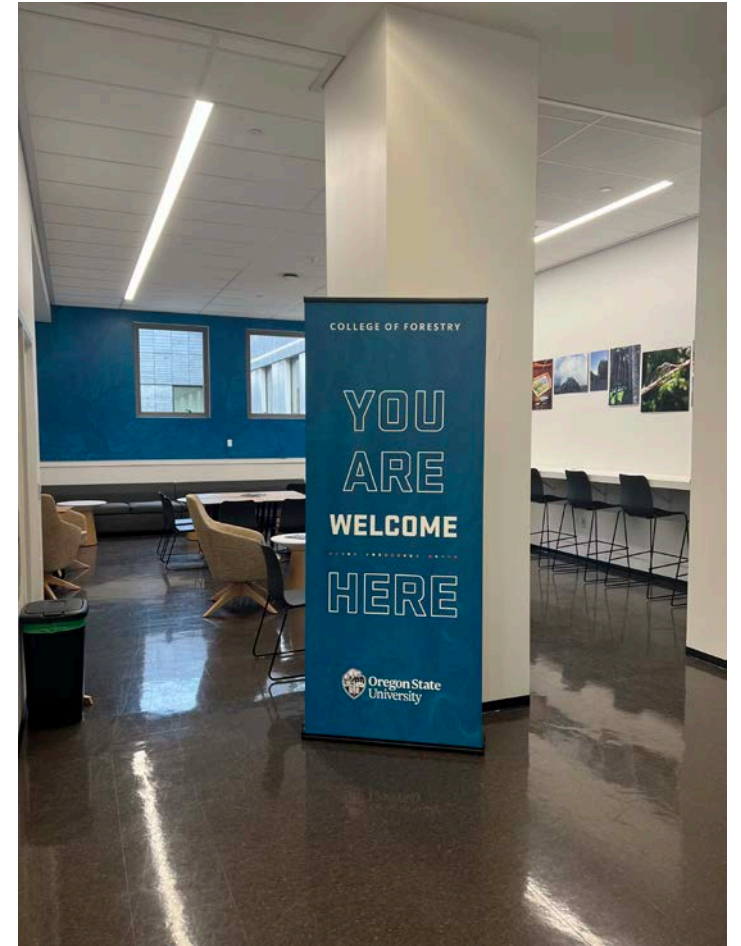
You belong here



Community building & inclusion taskforce

1. You Are Welcome Here banners
2. Topographic map visual of Kalapuya lands

Develop conversation about land acknowledgment

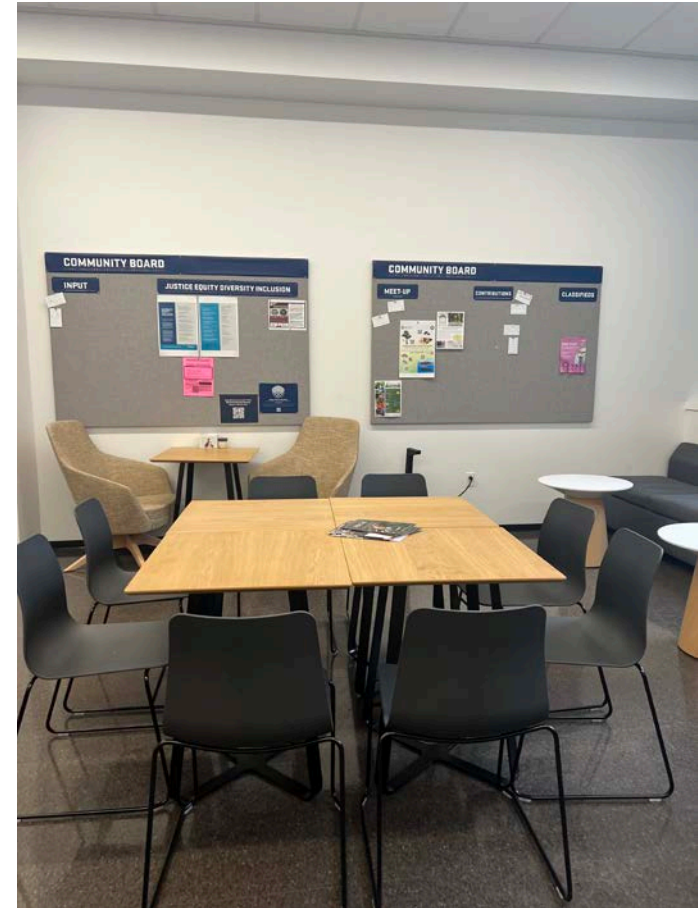


Community building & inclusion taskforce

1. You Are Welcome Here banners
2. Topographic map visual of Kalapuya lands
3. Name for the space, by survey and community input
 - The Grove: A place for Community
 - **A** place, not the **THE** place- **The** place is entire college.
 - An intentional meet up space for connection.

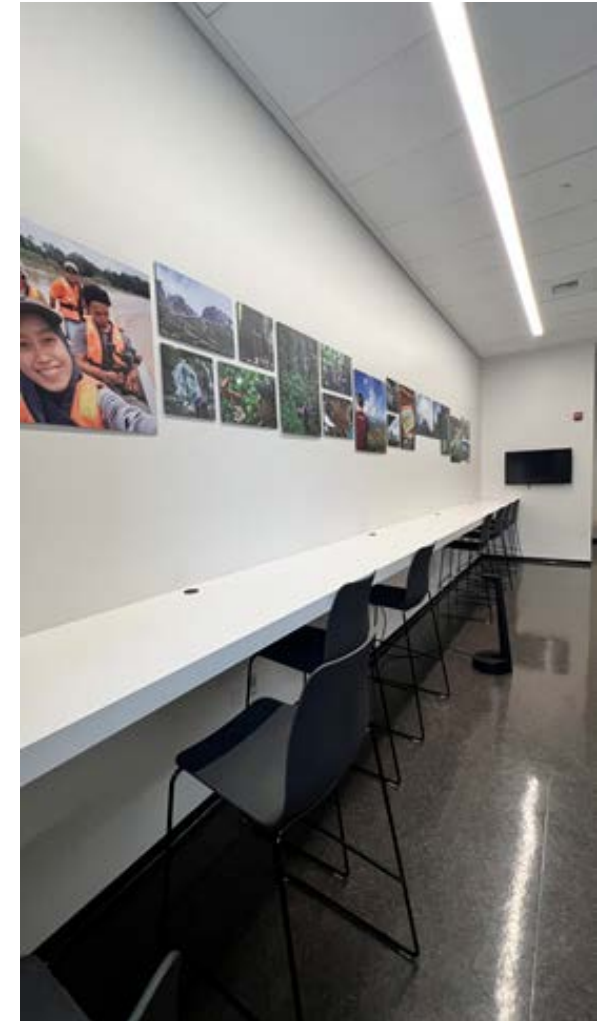
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 - Info distribution/ meet up/ opportunity to provide input/ share resource



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5. Digital screen



Community building & inclusion taskforce

Future plans

- Design west wall to add thematic Grove elements to the space to make it more grove like
- Add lending library, books, puzzles, games
- Actually meet there!
- In person!
- Between 8-5!
- And drink coffee/tea, eat lunches!

