diversity

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Why Diversity Matters…

The lack of diversity among higher education faculty and staff is a nationwide problem that is felt profoundly across the spectrum of higher education. It is a challenge that institutions of higher education continue to address seeking solutions to this concern. The lack of diverse faculty and staff on a college campus has a staggering impact on the educational environment.

The lack of diversity results in campus-wide perceptions that only white faculty hold the keys to academic learning, students feel they do not belong, students do not see themselves reflected on campus in the faculty, staff, or curricular offerings. A Eurocentric viewpoint is seen as dominant and frequently the only point of view, the academy is seen as a white, heterosexual, male dominated institution.
Our Vision

Ohio University is committed to the value and intrinsic worth of each individual. We desire to create an environment that enables each person to achieve their full potential and make Ohio University the nation’s best transformative university.

Ohio University is committed to the inclusion of all cultures and racial groups, socioeconomic groups, traditional and non-traditional students in the academic community, in the Athens and regional campus communities and societies.

Every campus, college, and administrative unit will continually examine itself and identify ways of assuring that a comprehensive approach to achieving diversity is attained and sustained.

Ohio University will act affirmatively to assure equal opportunity in employment and in delivery of programs and offerings consistent with both federal and state civil rights laws and affirmative action guidelines.

In its commitment to diversity and inclusion, Ohio University exemplifies its essential elements of culture, community, character, civility, citizenship and commitment.

Faculty and staff will exemplify principles of inclusion and respect for all people in fulfilling their responsibilities.

Ohio University is committed to equal opportunity for all people and is pledged to take direct and affirmative action to achieve that goal. In upholding its commitment, Ohio University will not accept racism, sexism, homophobia, bigotry, or other forms of violations of human rights. Such actions are inconsistent with, and detrimental to, the values that we hold essential as an institution of higher learning.
Defining Diversity

Unique characteristics and experience that make people similar and different from one another, such as race, ethnicity, culture, gender, sexual orientation, disability, national origin, age, language, socio-economic status, geography, body-size, religion, communication styles, speed of learning and comprehension.

- Diversity enhances institutional excellence by improving learning, critical thinking, creativity in research and workplace productivity
- Diversity enriches the educational experience
- Diversity promotes personal growth and a healthy society
- Diversity strengthens communities and the workplace
- Diversity enhances America’s economic competitiveness

Diversity Components

Structural Diversity
The numerical and proportional representation of different groups in a context

Interactional Diversity
Interactions with diverse people and interaction with diverse information/ideas

Institutional Diversity (Curricular/Co-Curricular)
Diversity courses, intergroup dialogue, programs, cultural awareness centers

At Ohio University we strive to...

Improve the campus climate to foster the nurturing, acceptance, and respect of women, racial/ethnic minorities, Lesbian, Gay, Bisexual and Transgender persons and diverse individuals.

Ameliorate and eliminate barriers in students, faculty, and staff interactions across gender, racial, ethnic and cultural boundaries.
**Goal 1:**

**Senior and Executive Leadership will promote, encourage and communicate a commitment to diversity**

Diversity is philosophically essential to the nature and wellbeing of Ohio University. As a practical matter, diversity is an essential condition for excellence in higher education.

Attaining organizational goals for diversity requires vision and leadership at all levels of the university. By communicating widely its core values and vision for diversity, the university makes its stated commitment visible for all members of its community: its future students, faculty, staff, and the public.

**Action Steps**

- Articulate a bold diversity mission statement and communicate it in institutional documents, websites, and internal/external communications
- Define diversity as a core value for the missions of teaching, research, and service
- Ensure that policy, planning, and decision-making bodies have diversity expertise
- Review policies and procedures for disparate impact and assess new policies on underrepresented students, faculty, and staff
- Create pathways to leadership positions at all levels of the university for underrepresented students, faculty, and staff

**Resources**

The Office for Diversity and Inclusion
Summer Institute for Diversity Education (SIDE)
Women Leading OHIO
The Office of University Equity and Civil Rights Compliance (ECRC)
Ohio University Human Resources
Goal 2: Attract Recruit and Retain a Diverse Faculty and Staff

A diverse faculty and staff that reflects society is important to student’s success. Faculty and staff representing different backgrounds, races, cultures, religions, ethnic groups, and genders are all part of a globally independent society. Working with diverse faculty and staff demonstrates the importance of a team and prepares students to work in an ever-changing global society. Within the context of budget reductions and restricted hiring, departments in the University must maximize any opportunities that exist to recruit diverse faculty and staff members, while efforts at retention and advancement become essential.

Action Steps

• Draft position descriptions to attract a diverse pool of candidates; emphasize diversity expertise and research priorities in position descriptions

• Utilize available data in faculty and staff hiring processes to monitor and improve the applicant pool

• Create a departmental toolkit and training for faculty and staff recruiting and workplace diversity, with attention to recruitment strategies, interviewing, orientation, career advancement, and succession planning

• Participate in workshops and briefing sessions on recruitment of faculty and staff members from underrepresented backgrounds

• Collect names from faculty pipeline programs and create a centralized database so that departments can contact, host and recruit program participants who are interested in faculty careers

• Provide greater visibility for faculty and staff affinity groups and encourage University leadership to partner with them when recruiting new faculty and staff

• Create post-doctoral opportunities that attract diverse faculty

Resources

The Office for Diversity and Inclusion
Opportunity Hire Fund
Multicultural Junior Faculty Mentoring Program
Multicultural New Faculty & Staff Welcome Reception
Latino Caucus
Lesbian, Gay, Bisexual, Transgender Center (LGBT Center)
Multicultural Programs and Center
Women’s Center
Southern Regional Education Board (SREB)
The Institute on Teaching & Mentoring
HERC-Higher Education Recruitment Consortium
Goal 3:
Attract and Retain a Diverse Student Body
Diversity in all of its forms, serves to enrich the distinct educational experience of students, faculty, and staff. There is no better way to learn about the world than to create an environment where students of diverse backgrounds and indeed, students from all over the world, study, live, learn, and socialize together.

Action Steps
- Develop pipeline program initiatives with K-12 and other educational partners
- Recruit at venues frequented by underrepresented populations e.g., churches, community centers, Native American events, Latino celebrations, cultural festivals
- Expand outreach efforts to historically black colleges and universities, Hispanic serving institutions, tribal colleges and two-year institutions
- Develop summer enrichment programs to show case the university to middle school and high school students
- Review periodically the impact of holistic admissions practices on the recruitment of underrepresented students
- Monitor demographic trends in student populations to prepare for shifting priorities in outreach and recruitment

Resources
Ohio University Undergraduate Admissions
Office for Diversity and Inclusion
Native American Outreach Consultant
Office for Multicultural Student Access and Retention (OMSAR)
Ohio University Undergraduate Admissions
Multicultural Visit Programs (MVP)
OURS-Ohio University Recruitment Society
Office of the President
The Interlink Alliance
Goal 4: Provide Rich Learning Experiences that Prepare Students for Global Leadership

Students graduating from OHIO must have the enthusiasm, knowledge, skills and network to lead in today’s global knowledge economy. They must be competent, confident, cooperative and connected to make a positive difference for all to benefit. Access to a global academic experience is essential for our graduates to be prepared for global leadership.

Action Steps

• Invest in faculty to globalize curriculum, pursue global research and creativity, and offer experiential learning opportunities for students that embrace globalization across the disciplines and campuses

• Increase opportunities for faculty and students to establish the connections and develop the cooperative skills they need to advance their global academic objectives

• Increase students’ interest, engagement and access to knowledge about the world and global issues throughout the completion of their degree

Resources

Office of Global Affairs and International Studies
International Student Union (ISU)
OHIO Global Studies Union
Global Perspectives Faculty Workshops
University Advancement
Center for International Studies
Office for Diversity and Inclusion
The Department of Linguistics
Ohio Program of Intensive English (OPIE)
English Language Intensive Program (ELIP)
Collaborative Online International Learning (COIL)

Global Health Initiative
Tropical Disease Institute
College of Business
Center for International Business Education and Development (CIBED)
University International Council
Goal 5:
Create a Campus Climate that Embraces, Respects and Values the Equality of All Individuals

Sustaining and assuring a welcoming environment while incorporating diversity of voices, knowledge, and lived experiences in the education and academic process is of paramount importance to higher education. Campus climate is the interplay among people, processes, institutional culture, and represents how an organization is perceived. A welcoming campus climate means an acceptance of multiple perspectives, experiences, attitudes, equality and a firm non-acceptance of discrimination and intolerance of individuals who have historically been underrepresented in society.

Action Steps
• Offer forums, trainings and educational opportunities to openly discuss the value of diversity and inclusion within the college
• Appoint a Diversity Liaison charged with monitoring diversity activities and programming within the college and working in collaboration with the Office for Diversity and Inclusion
• Provide leadership workshops for department chairs to focus on departmental climate and its impact on faculty
• Conduct unit and campus climate assessments on a regular basis and address identified issues
• Departments and programs will strive to integrate diversity into the curriculum
• The Summer Institute for Diversity Education (SIDE) will offer training to faculty and staff designed to promote cross-cultural understanding and inclusiveness

Resources
Office for Diversity and Inclusion
Summer Institute for Diversity Education (SIDE)
Executive Professional Development Workshop for Diversity & Inclusion
Multicultural Leadership Ambassadors
Lesbian, Gay, Bisexual, Transgender Center (LGBT Center)
Multicultural Programs and Center

Women’s Center
Division of Student Affairs
Campus Conversations
University International Council
Ohio University Alumni Association
Office for Diversity and Inclusion
Inspiring and Transforming Community

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