

## STARS PA 5, PA 7

### [Division of Equity and Inclusion \(DEI\)](#)

The [Division of Equity and Inclusion](#) promotes inclusive excellence through a commitment to intuitional fairness and equity, eradication of discrimination and through celebrating and affirming the strengths of a multicultural community. We serve the diversity goals and educational mission of the University of Oregon.

DEI is comprised of four units: [Office of the Vice President for Equity and Inclusion](#) (VPEI), the [Center on Diversity and Community](#) (CoDaC), the [Center for Multicultural Academic Excellence](#) (CMAE), and the [Multicultural Center](#) (MCC).

Launched in 2016, the University's IDEAL Framework guides the diversity, equity and inclusion work through the implementation of Diversity Action Plans (DAPs) developed by more than 35 schools, colleges, and administrative divisions across campus. The IDEAL Framework's pillars include:

1. Inclusion – cultivating a more welcoming and respectful environment for all.
2. Diversity – developing and implementing equitable strategies for recruiting, retaining and advancing a cadre of students, faculty and staff with a wide variety of backgrounds, talents, perspectives and experiences.
3. Evaluation - using assessment and measurement strategies to evaluate our process in meeting the university's goals of equity and inclusion.
4. Achievement – ensuring that our policies, processes and practices provide access for all to achieve their personal best.
5. Leadership – develop, nurture and coach leadership to facilitate inclusive environments as well as the resources for success.

The Office of the Vice President provides campus leadership and coordination around issues of equity, diversity and inclusion; facilitates the implementation of the IDEAL Framework through support for campus-wide unit-level DAPs; and partners with UO units and other educational institutions to promote equity and inclusion, as well as with statewide civic and community groups to accomplish goals of mutual significance and to advance the university's mission.

### [Center for Multicultural Academic Excellence \(CMAE\)](#)

The Center for Multicultural Academic Excellence is a place where students are empowered, engaged and nurtured for success. CMAE works to provide opportunities for community building, integration and connections to campus resources. Our vision is to build and empower and inclusive and diverse community of scholars who exemplify academic excellence and inspire positive change.

### Services provided:

1. **Multicultural Academic Advising:** holistic advising to support students from underrepresented backgrounds, including student recipients of the Diversity Excellence Scholarships.
2. **CMAE-specific classes:** in collaboration with the English department, classes are taught by highly experienced instructors in a diverse, culturally supportive environment.
3. **Plus Learning Guides:** provides free supplemental instruction and peer tutoring in math and writing.
4. **Resource Pond:** a textbook lending library that helps offset academic textbook expenses for low-income and underrepresented backgrounds.
5. **Cultural Study Halls:** ethnicity-specific study time for Latinx (Tarea Time); Asian, Desi & Pacific Islander (ADPI Study Hall); and, Native American and Indigenous (Native Homework Hour) students.
6. **Retention programming:** includes a variety of supports for undergraduate students, for example, the annual New Student Fall Retreat, a computer lab with printing services, community-building and social networking events, study abroad scholarships and support, and a Student Leadership Team who serve as peer mentors and leaders in the Center.

### Programs offered:

1. **Oregon Young Scholars Program:** offers rising Oregon high school freshmen, sophomores, juniors and seniors a chance to experience college life first hand. During this summer on-campus, residential experience students will live in a dorm with a roommate and share meals, classes and projects with their peers, just as they would in college. Networking and tutoring programming continues in a cohort format throughout the academic year.
2. **Male Alliance Groups:** provide an affinity space for Black, Latinx, and Pacific Islander male students to meet, engage and network with other students, faculty, staff, and community members for the purpose of community building, academic enrichment and leadership development.
3. **Reach for Success:** the UO's primary visitation program for traditionally underrepresented 7<sup>th</sup> and 8<sup>th</sup> grade students. This interactive campus visit is designed to give students a tangible college experience while fostering campus relationships.

## Multicultural Center (MCC)

The MCC aspires to be a space where all students are welcome to meet, plan, and help with educating the community about diversity. It is a hub of activism, connecting students of all races and backgrounds to encourage collaboration around diversity programming and education. The MCC serves more than 25 different student unions and ASUO groups, including Asian and Pacific American Student Union (APASU), El Movimiento Estudiantil Chicano de Aztlán (M.E.Ch.A.), UO Muxeres, Black Student Union, Black Women of Achievement (BWA), Muslim Student Association (MSA), Vietnamese Student Association (VSA), Native American Student Union (NASU), Womxn of Color Coalition (WoCC), Jewish Student Union (JSU), Kultura Philipinas, Kalapu Pasifika, Coalition Against Environmental Racism (CAER), Queer Ally coalition (QA); Queer, Trans

& Intersex Students of Color (QTISOC), Arab Student Union (ASU), and AccessABILITY Student Union (AASU).

## Center on Diversity and Community (CoDaC)

The Center on Diversity and Community builds the capacity of individuals and units across campus to advance the university's goals of equity and inclusion. CoDaC works closely with other units in DEI around the planning and implementation of the IDEAL Framework and unit-level diversity action plans, as well as supports an ongoing collaboration with the Office of the Provost to strengthen faculty searches and hiring practices. CoDaC's mission is to advance inclusive excellence through critical thinking and an ethic of care.

### Services include:

1. Manage Implicit Bias workshops for staff and faculty, primarily those serving on recruitment search committees
2. Collaborate with the Office of the Provost and the Graduate School in the recruitment, retention, and development of underrepresented faculty and graduate students
3. Lead the university's new Search Advocate program, which has trained more than 100 advocates across the university to partner with faculty and staff search committees, advancing inclusive excellence by exploring assumptions, norms, and practices that internal committee members might not question
4. Serve as the home for Creating Connections, a student-led group whose mission is to connect graduate students who identify with underrepresented populations across all schools and colleges at the UO to create a supportive social network
5. Host Writing Circles, a cohort professional support model for faculty and graduate students, as well as other professional development workshops
6. Support faculty mentoring programs and campus strategies groups
7. Sponsor networking and social events for underrepresented faculty and graduate students