



OREGON STATE

ADVANCE

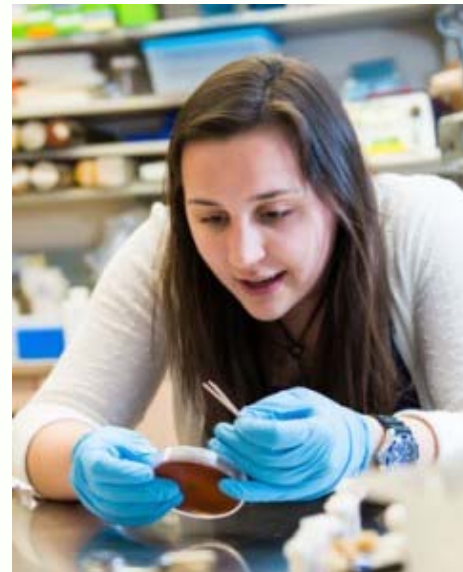
Inclusion. Equity. Justice.



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The National Science Foundation's ADVANCE Program

The goal of the National Science Foundation's ADVANCE program is to increase the representation and advancement of women in academic science and engineering careers, thereby developing a more diverse science and engineering workforce.



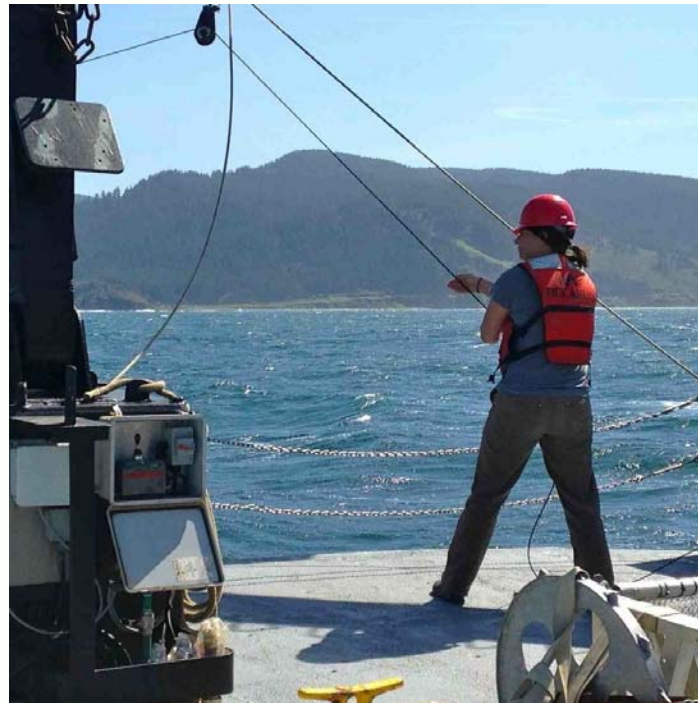
The goals of the ADVANCE program are

- to develop **systemic approaches** to increase the representation and advancement of women in academic STEM careers;
- to develop **innovative and sustainable ways** to promote gender equity in the STEM academic workforce; and
- to contribute to the development of a more diverse science and engineering workforce. ADVANCE also has as its goal to contribute to and **inform the general knowledge base** on gender equity in the academic STEM disciplines.



NSF's Institutional Transformation Grant

- The Institutional Transformation track is meant to produce large-scale comprehensive change and serve as a locus for research on gender equity and institutional transformation for academic STEM.



The role of institutional history and context: an example

The Difference, Power, and Discrimination Program (DPD) works to create an inclusive curriculum at Oregon State University, that addresses intersections of gender, race, social class, sexual identity, age, ability, and other institutionalized systems of inequity and privilege in the United States.



The DPD Faculty Development Program is designed to facilitate focused and productive engagement with contemporary, multidisciplinary *scholarship* on difference, power, and discrimination; *critical pedagogies*; and *curriculum transformation*.



Structure of the DPD Academy

- 45 hour Summer Intensive
- 15 hours of meetings during AY 2015
 - Fall
 - Winter
 - Spring



ADVANCE Summer Seminar



OSU's Readiness

- Institutional self-study
- Recording data: focus groups
- Connecting with ADVANCE programs
- Building relationships: STEM
- Connecting with NSF



Institutional Context

Strategic Plan 3.0

Diversity is central to the university's institutional mission and goals.

- Increase the diversity of faculty and staff through new hires and enhanced retention efforts.
- Implement an intentional staff recruitment plan to support growth in diverse students and faculty.
- Develop more comprehensive work-life balance initiatives for all employees.

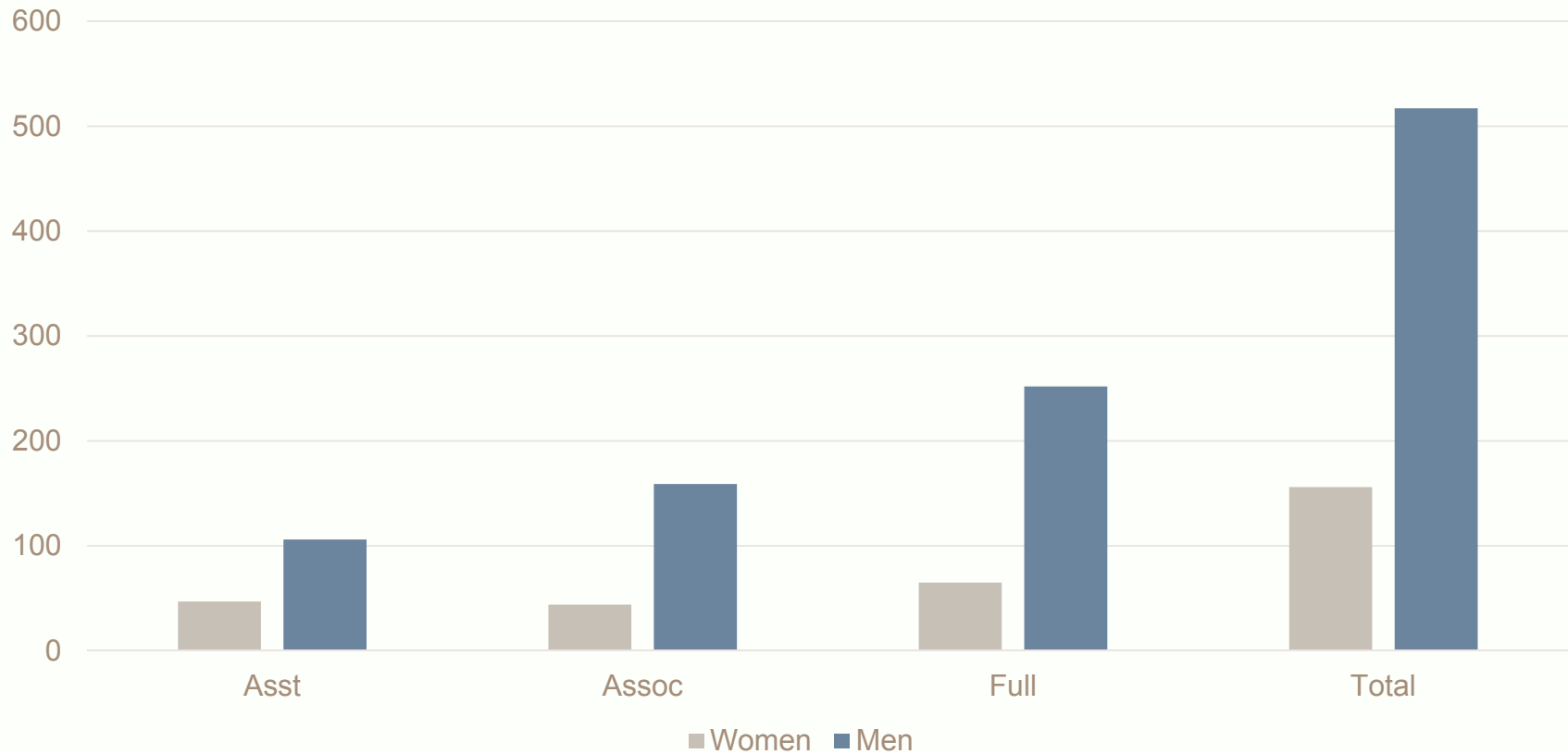
Vision for Equity, Inclusion, and Diversity

Oregon State University aspires to be a **collaborative, inclusive** and **caring** community that strives for **equity** and **equal opportunity** in everything we do; that creates a **welcoming** environment and enables success for people from all walks of life; and that shares common, fundamental values grounded in **justice, civility** and **respect** while looking to our **diversity** as a source of enrichment and strength.



2014: Women TT Faculty in STEM

Table 1. Number of Women Tenured and Tenure Track Faculty in Science/Engineering



Primary Goal

Serve as a catalyst for advancing the study and practice of **equity**, **inclusion**, and **justice** for women and others from historically underrepresented groups who are faculty in the academy. Through this goal we focus on STEM/SBS, at three levels of influence: personal, symbolic, and institutional.



Project Goals and Activities

**Recruitment and
Promotion**

Institutional Climate

**Awareness and
Actions**

- Influence academic recruitment and promotion policies and practices to assure equitable, inclusive, and just advancement.
- Contribute to an institutional climate that reflects a shared value for equity, inclusion, and justice.
- Provoke faculty and administrators' personal awareness of difference, power, and discrimination in the academy and actions that contribute to equitable, inclusive, and just treatment.

**Summer
Seminar**

**Sponsored
Events**

Roadshow

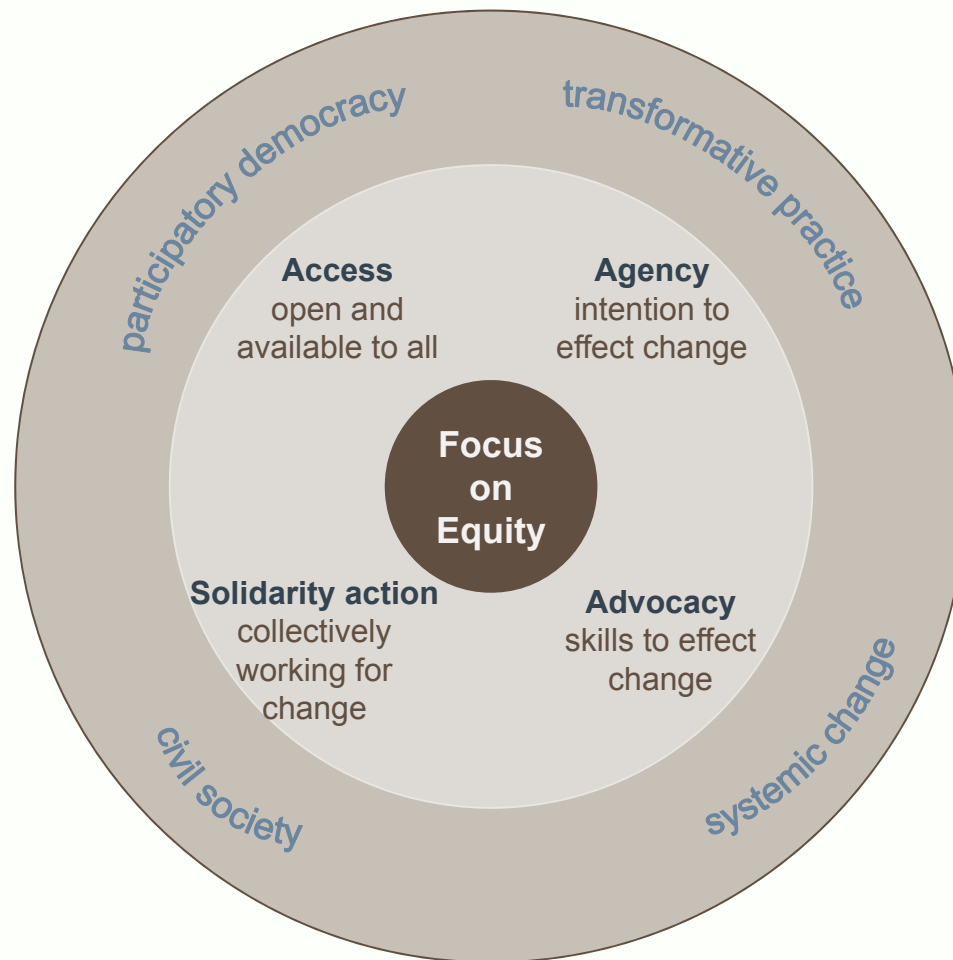
**Influencer
Dialogues**



ADVANCE Summer Seminar



Social Justice Lens



Social Justice Lens: A Teaching Resource Guide (BCTF, 2010)

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Putting the team together

OSU's Leadership team

- **Susan Shaw**, PI, Director of the School of Language, Culture, & Society and Professor of Women, Gender, & Sexuality Studies
- **Michelle Bothwell**, co-PI, Associate Professor of Biological Engineering
- **Lisa Gaines**, co-PI, Director of the Institute for Natural Resources
- **Tuba Ozkan-Haller**, co-PI, Professor of Oceanography
- **Becky Warner**, co-PI, Professor of Sociology
- **Deborah John**, senior personnel, Associate Professor of Public Health and Human Sciences
- **Nana Osei-Kofi**, senior personnel, Director of the Difference, Power, & Discrimination Program and Associate Professor of Women, Gender, & Sexuality Studies
- **Dwaine Plaza**, senior personnel, Professor of Sociology
- **Jennifer Almquist**, project manager



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Management Elements

- Budget
- Personnel
- Marketing
- Broad participation/ shared ownership of transformational efforts





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