



Moving Towards an Inclusive Workplace at the UO

Wednesday, July 18, 2018

12:00 noon – 1:00 pm

Crater Lake Room South – Erb Memorial Union



Overview of Workshop

- Why Inclusion is important?
- University of Oregon current data.
- What does Inclusion look like?



Introductions

- Presenter: Rafael López
- Attendees
 - What division/unit/department do you work for?
 - How long have you worked at the UO?
 - How long have you lived in Eugene?
 - How long have you lived in Oregon?
 - What brought you to this workshop?



Why Inclusion is Important?

- What does inclusion mean to you? Define it.
- What does diversity mean to you? Define it.
- Why is inclusion and diversity important in the workplace?



IDEAL Framework

- Inclusion
- Diversity
- Evaluation
- Achievement
- Leadership



IDEAL Framework

APPENDIX I

IDEAL Framework Development History

In 2013, President Michael Gottfredson affirmed the centrality of diversity, equity and inclusion to the UO's academic mission. He charged the campus—as well as friends of the university and community partners—to work together to assemble an overarching strategic framework for diversity, equity and inclusion. His charge included the need to develop metrics and evaluative tools to measure performance and drive accountability.

The Vice President for Equity and Inclusion (VPEI), in collaboration with the University-Wide Diversity Committee (UWDC), presented a report to then-Interim President Scott Coltrane and then-Acting Provost Frances Bronet in 2014. Coltrane and Bronet commended the UWDC's work and encouraged it to prioritize strategies for finalization.

After President Michael Schill's appointment in July 2015, the Division of Equity, Inclusion and Diversity—and the UWDC—worked to ensure the IDEAL Framework aligned with and supported his three university priorities. An updated committee report was presented to President Schill in early 2016, and a final framework was prepared by the president in spring 2016 in consultation with the VPEI and UWDC.

In developing IDEAL, the planning team, led by the Division of Equity, Inclusion and Diversity, consulted with several universities, hosted a Diversity Expert in Residence Program, engaged in a listening tour, hosted a day-long symposium on best practices, facilitated focus groups, and held a campus town hall meeting to receive feedback. Additionally, an independent firm conducted an environmental scan of the UO's diversity and inclusion climate as well as a review of previous campus-wide and unit-wide climate data.

A heartfelt “thank you” is due to all members of the UWDC, Division staff, and members of the broader campus community who participated in the development of IDEAL.



IDEAL Framework: Inclusion

IDEAL → INCLUSION, Diversity, Evaluation, Achievement, Leadership

Students, faculty, staff, and administrators deserve a positive, equitable, and inclusive environment in which they can live, work, learn, and teach. The University of Oregon needs to be a welcoming, supportive and respectful community for people diverse in culture, identity, thought, perspective, and interests.



IDEAL Framework: Inclusion Strategies

STRATEGIES AND INITIATIVES

- ✓ Develop and engage university departments and communities in opportunities that enhance campus climate and interpersonal communication.
- ✓ Develop and/or enhance statements about diversity, equity, and inclusion in university and departmental communications.
- ✓ Work to ensure accessibility for all students as it relates to classrooms, technology, and various other university services.
- ✓ Incentivize university actors to make diversity and inclusion a priority.
- ✓ Examine the utility of exchange and visitation programs which would enhance institutional priorities and the university's goals relative to diversity, equity, and inclusion.
- ✓ Better incorporate issues of equity, implicit bias, and cultural understanding in centralized and departmental human resources initiatives such as searches, onboarding, training, and exit interviews.
- ✓ Provide more educational opportunities for students, faculty, administrators, and staff across campus to learn more about inclusive behaviors and cultural competency.
- ✓ Enhance existing and, where appropriate, create new physical spaces for cultural and educational activities that promote inclusion.



IDEAL - Diversity

IDEAL → Inclusion, **DIVERSITY**, Evaluation, Achievement, Leadership

The term “diversity” can be defined in a number of different ways. The UO looks at it broadly and inclusively, encompassing race, ethnicity, disability, thought, culture, religion, sexual orientation, gender, and economics. The UO seeks to promote further diversity among its faculty, staff, and student body through active recruitment and intentional retention.



IDEAL Framework: Diversity Strategies

STRATEGIES AND INITIATIVES

- ✓ Put in place national best practices for the recruitment and retention of graduate and undergraduate students with an overall aim of increasing the population of diverse students at the university.
- ✓ Increase and improve pathway and bridge programs for diverse students to ensure greater awareness of the UO and its opportunities as well as engagement with the UO.
- ✓ Examine and implement strategies to retain faculty and staff from typically underrepresented and underserved populations.
- ✓ Develop a network of UO employees, students, alumni, and friends to strengthen community connectivity and support diverse students, faculty, and staff as they work toward reaching personal and professional goals.
- ✓ Develop and implement formal and experiential learning opportunities for students and employees to acquire knowledge and skills with respect to issues of diversity.
- ✓ Support academic projects (e.g. research, curriculum development) on topics that lend themselves to diverse perspectives.
- ✓ Bring to campus scholars from diverse backgrounds to enrich academic discourse and education.
- ✓ Establish and support employee resource groups to enhance professional development opportunities for faculty and staff.



UO Personnel Data: Headcount

[Home](#)

Personnel: What's New

Faculty and Employees

- All Employees
- Ethnicity and Gender
- Faculty
- Schools and Colleges
- Employees by Area
- Appendix

Select a Category

(Multiple values) ▼

Employees by Category — Headcount

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Administrators	38	38	37	36	38	35	26	28	30	28
Faculty	1,735	1,786	1,929	1,984	2,026	2,031	2,066	2,154	2,081	2,041
Officers of Administration	1,094	1,123	1,174	1,242	1,246	1,321	1,367	1,408	1,410	1,447
Classified	1,483	1,512	1,559	1,585	1,625	1,665	1,639	1,651	1,635	1,582
GTF	1,315	1,340	1,389	1,472	1,470	1,488	1,504	1,455	1,433	1,408
Grand Total	5,665	5,799	6,088	6,319	6,405	6,540	6,602	6,696	6,589	6,506

Source: UO Office of Institutional Research based on the October extract of the personnel system.



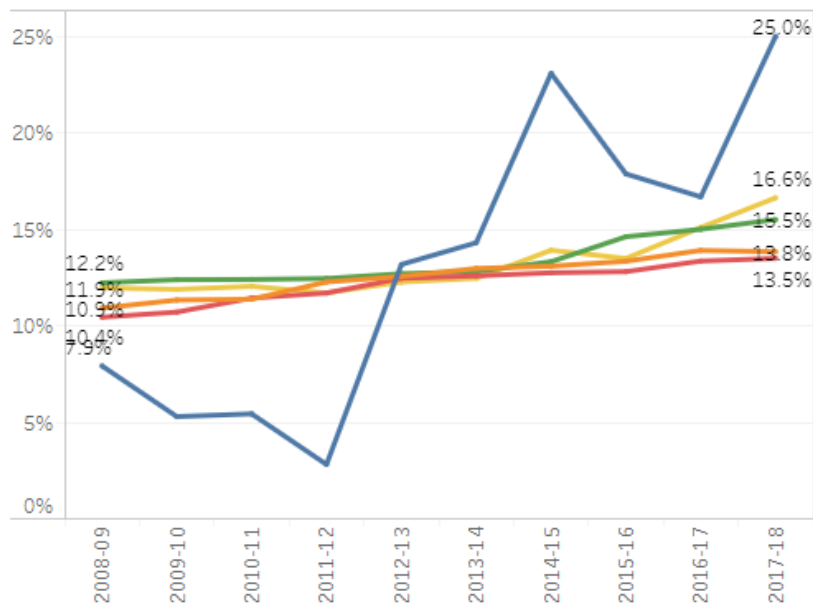
UO Personnel Data: Classifications

Category

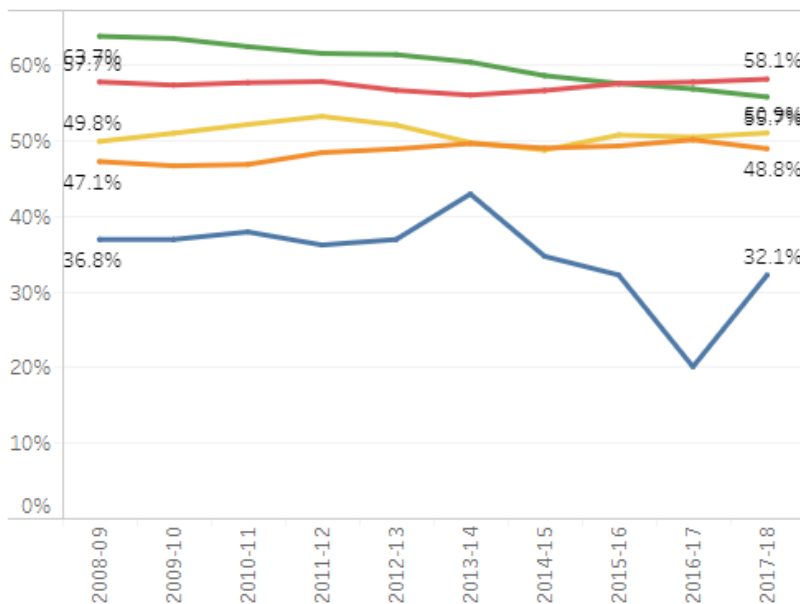
- Administrators
- Officers of Admini...
- GTF
- Classified
- Faculty

Note: Employees of color include American Indian/Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or more races.

Employees of Color among Administrators, Faculty, Officers of Administration and 2 more



Females among Administrators, Faculty, Officers of Administration and 2 more





UO Personnel Data: Ethnicity

[Home](#)

Personnel: What's New

Faculty and Employees

All Employees	Ethnicity and Gender	Faculty	Schools and Colleges	Employees by Area	Appendix
-------------------------------	--------------------------------------	-------------------------	--------------------------------------	-----------------------------------	--------------------------

All Employees by Ethnicity — Headcounts

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
American Indian or Alaska Native	83 1.4%	89 1.4%	82 1.3%	78 1.1%	88 1.3%	88 1.3%	90 1.3%	81 1.1%	77 1.1%	67 1.0%
Asian	225 3.7%	233 3.8%	260 4.0%	283 4.2%	298 4.3%	308 4.4%	308 4.4%	304 4.3%	328 4.7%	317 4.6%
Black or African American	83 1.4%	89 1.4%	87 1.3%	94 1.4%	94 1.4%	108 1.5%	117 1.7%	120 1.7%	121 1.7%	134 1.9%
Hispanic or Latino	199 3.3%	203 3.3%	214 3.3%	232 3.4%	285 4.1%	299 4.3%	322 4.6%	341 4.8%	360 5.2%	379 5.5%
Native Hawaiian or Other Pacific Islander	15 0.2%	15 0.2%	22 0.3%	23 0.3%	19 0.3%	20 0.3%	24 0.3%	25 0.4%	28 0.4%	26 0.4%
Nonresident alien	318 5.3%	318 5.2%	327 5.0%	329 4.8%	327 4.7%	320 4.6%	343 4.9%	341 4.8%	344 4.9%	373 5.4%
Race and ethnicity unknown	360 6.0%	393 6.4%	417 6.4%	417 6.1%	411 6.0%	408 5.8%	395 5.6%	401 5.7%	375 5.4%	399 5.8%
Two or more races	74 1.2%	76 1.2%	101 1.5%	101 1.5%	69 1.0%	68 1.0%	87 1.2%	91 1.3%	86 1.2%	96 1.4%
White	4,646 77.4%	4,731 77.0%	5,039 76.9%	5,248 77.1%	5,301 76.9%	5,383 76.9%	5,326 76.0%	5,352 75.9%	5,257 75.4%	5,086 74.0%

Source: UO Office of Institutional Research based on the October extract of the personnel system.

Note: Excludes undergraduate student employees.



UO Personnel Data: Gender

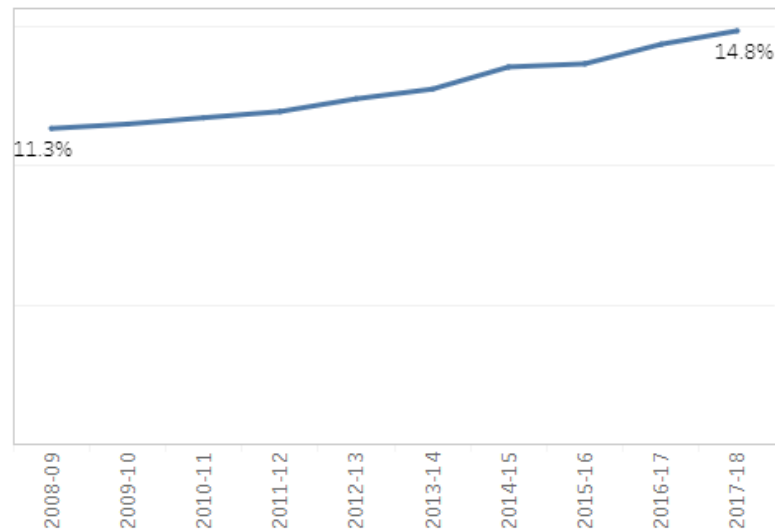
Source: UO Office of Institutional Research based on the October extract of the personnel system.

Note: Excludes undergraduate student employees.

All Employees by Gender — Headcounts

	Female	Male
2008-09	3,239 54.0%	2,764 46.0%
2009-10	3,318 54.0%	2,829 46.0%
2010-11	3,551 54.2%	2,998 45.8%
2011-12	3,741 55.0%	3,064 45.0%
2012-13	3,772 54.7%	3,120 45.3%
2013-14	3,790 54.1%	3,212 45.9%
2014-15	3,730 53.2%	3,282 46.8%
2015-16	3,764 53.3%	3,292 46.7%
2016-17	3,733 53.5%	3,243 46.5%
2017-18	3,667 53.3%	3,210 46.7%

Employees of Color



Note: Faculty of color include American Indian/Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or more races.



UO Student Data: Ethnicity

UNIVERSITY OF OREGON

Enrollment by Ethnicity

Please select a year(s) to refine your analysis

Year

(Multiple values)

Enrollment by Ethnicity

Note: The counts reflect an unduplicated headcount of students.
Source: UO Office of Institutional Research; Fall term fourth-week enrollment.

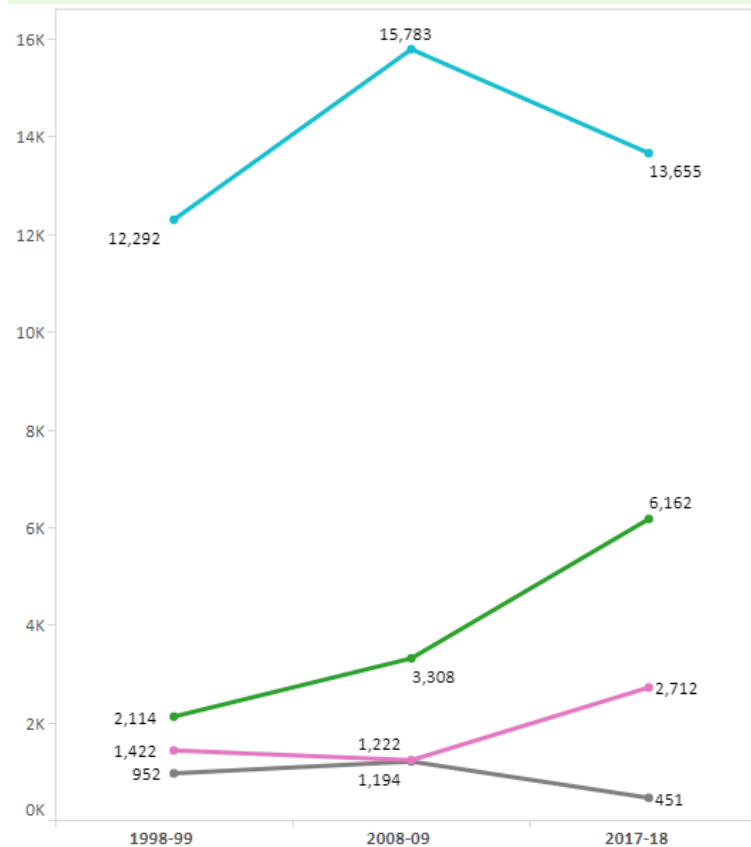
	1998-99	2008-09	2017-18
International	1,422 8.5%	1,222 5.7%	2,712 11.8%
Students of Color	2,114 12.6%	3,308 15.4%	6,162 26.8%
White	12,292 73.3%	15,783 73.4%	13,655 59.4%
Race and ethnicity unknown	952 5.7%	1,194 5.6%	451 2.0%
Grand Total	16,780 100.0%	21,507 100.0%	22,980 100.0%

Ethnicity

- International
- Students of Color
- Race and ethnic...
- White

Enrollment by Ethnicity

Source: UO Office of Institutional Research; Fall term fourth-week enrollment.





UO Student Data: Gender

UNIVERSITY OF OREGON

Enrollment by Gender

Please select a year(s) to refine your analysis

Year

(Multiple values)

Gender

Male

Female

Enrollment by Gender

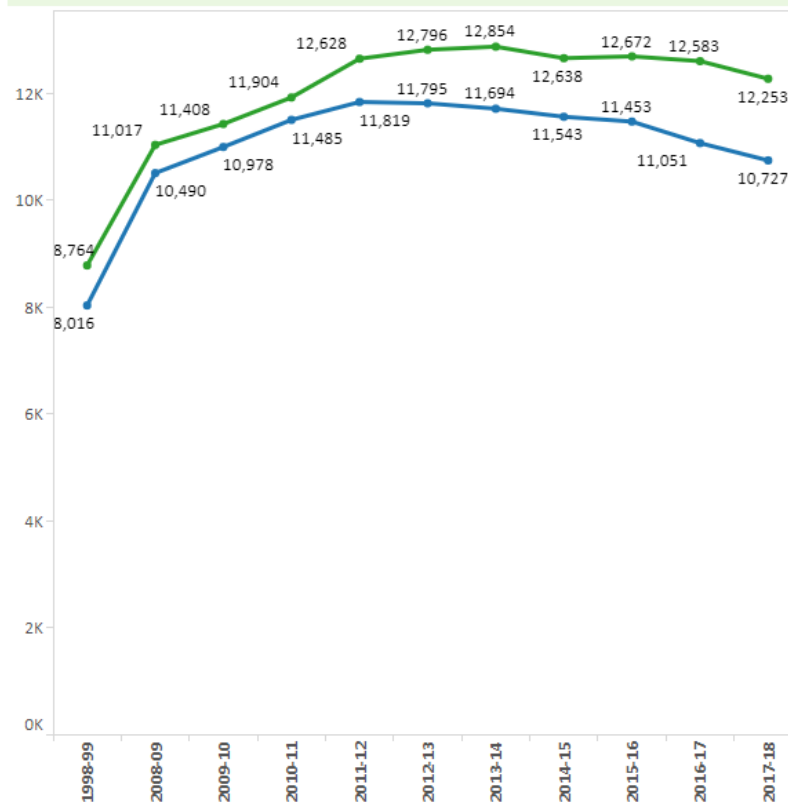
Note: The counts reflect an unduplicated headcount of students. Location in a particular School or College is based on a student's first major.

Source: UO Office of Institutional Research; Fall term fourth-week enrollment.

	Male	Female
1998-99	8,016 47.8%	8,764 52.2%
2008-09	10,490 48.8%	11,017 51.2%
2009-10	10,978 49.0%	11,408 51.0%
2010-11	11,485 49.1%	11,904 50.9%
2011-12	11,819 48.3%	12,628 51.7%
2012-13	11,795 48.0%	12,796 52.0%
2013-14	11,694 47.6%	12,854 52.4%
2014-15	11,543 47.7%	12,638 52.3%
2015-16	11,453 47.5%	12,672 52.5%
2016-17	11,051 46.8%	12,583 53.2%
2017-18	10,727 46.7%	12,253 53.3%
Grand Total	50,601 47.6%	55,840 52.5%

Enrollment by Gender

Source: UO Office of Institutional Research; Fall term fourth-week enrollment.





Overall Picture

- What is the majority demographics here at the UO?
- Who is missing from this data?



Self Evaluation

- What is your hometown?
- How was this place inclusive, not inclusive?
- How was this place diverse, not diverse?



Campus Climate and Inequities

- “Campus climates are microlevel work environments that differ across (and within) institutions, are imbedded in cultures and are reflective of broader social, economic and political contexts” (De Welde and Stepnick 2015: 17).



Campus Climate and Inequities

- Whom do we invite to lunch with us?
- Whom do we interact with on a consistent basis, and are they different from us?
- Whom do we share important advise?
- Whom do we consider when creating work groups or committees?



Barriers to Inclusion

- **Implicit Bias:** is the notion that our expectations or assumptions about others are based on stereotypes about physical characteristics related to race, gender, age, ethnicity. (De Welde, 2017)
- **Project Implicit:**
 - <https://implicit.harvard.edu>
- **Understanding Implicit Bias**



What does Inclusion Look Like?

- Ideas for embracing inclusion at workplace:
 - Learn about the cultural backgrounds, lives, and interests of employees outside of work.
 - Include opportunities for staff to interact in settings outside of work.
 - Ensure all employees have the opportunity to take part in decision-making and planning for social activities.
 - Organize collective meals where employees can learn about one another's cultures by sharing food.





What does Inclusion Look Like?

- How do we move away from Naïve Realism?
- How do we do make connections through differences vs similarities?
- How do we stay curious and be lifelong learners of culture and people?



Last Thoughts

- Reflect and Move:
 1. Take stock on your personal history
 - Where you come from, what your values are, etc.
 2. Take stock of your current environment
 - What are the demographics, what dynamics are at play
 3. Implement personal methods to be inclusive at your workplace