



OAKLAND UNIVERSITY

DIVERSITY, EQUITY and INCLUSION

ANNUAL REPORT 2020





DEI Statement

At Oakland University, we advance diversity, equity and inclusion in an environment of mutual trust and respect at all levels of the institution and facilitate opportunities and success for all community members. Learn more about OU's commitment to diversity, equity and inclusion — including strategic priorities — at oakland.edu/president/strategic-planning/.

At Oakland University, we started the 2019 academic year with a meaningful, purposeful focus on diversity, equity and inclusion (DEI) efforts from the DEI Council as well as individual units across campus - but little did any of us know what lay ahead.

The university took a new approach to DEI programming by focusing on grassroots efforts throughout the entire year. Individual departments and units around campus applied for DEI “grants” to help fund new programming and promoted the events and content through both university-wide channels as well as their own targeted audience. This approach proved to be tremendously successful as we sponsored more than 30 programs throughout the year.

In addition, the DEI Council initiated a university-wide “common experience” around the theme of Unconscious Bias. The goal here was to facilitate a discussion and understanding of inclusion by all faculty and staff on campus having the same conversation at the same time. Hundreds of faculty and staff completed 700 online modules and hundreds more attended in-person training on a topic more relevant than ever.

In early 2020, the COVID-19 pandemic hit. Much of the effort put in by the DEI Council and other units was halted – numerous events were put on hold and initiatives were tabled. But, as always, the OU community pivoted to help our underserved populations in their time of most urgent need. We know that the pandemic is hitting our underrepresented students more than most and I am so proud of the many ways OU was, and continues to be, here for our most vulnerable populations when it comes to things like access to laptops, Wi-Fi and other essential needs.

In late May 2020 with the murder of George Floyd, our focus once again needed to shift - and we were forced to confront what has been right in front of us for so long - systemic racism, police brutality and racial inequality. And again, our campus community came together by holding vigils and marches, and opening up the campus community to ongoing conversations. As I said in my June OpEd in the Detroit Free Press,

“It’s exam time for my colleagues in academia. Time to ask how the liberal-minded thinking and theorizing can be put into effective practice. It’s time for professors and administrators to cross the line from intellectual pursuits to community engagement. And frankly, it’s time to stop talking about the need for social justice and to do something about it. Healing will require more than talk. In the end, only actions matter. We owe it to tomorrow’s leaders to show them that our time has come.”

In 2020, our work continues and is as urgent as ever. All units within the university have a collective responsibility to evaluate and reflect on how each unit can work to improve DEI in a manner consistent with their talents and mission. As an institution of higher learning, we will continue to put diversity, equity and inclusion at the forefront of our campus strategy — and turn talk into action.

Glenn McIntosh
Senior Vice President of Student
Affairs and Chief Diversity Officer





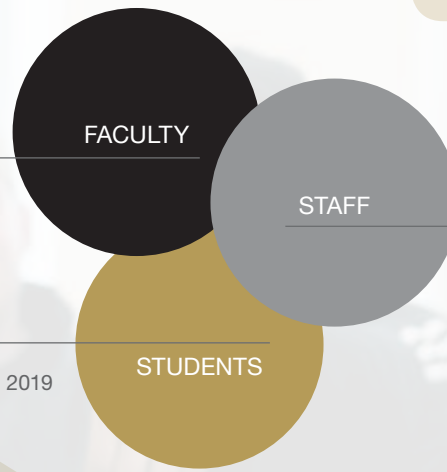
With the ultimate goal of becoming a physical therapist, **Matsimela Miller** is working hard to develop the skills he'll need for his career: intellect, compassion and resilience. By fueling his passion, he's looking at a future filled with endless possibility.

BY THE NUMBERS

Underrepresented Minority (URM)
First Time in Any College (FTIAC)

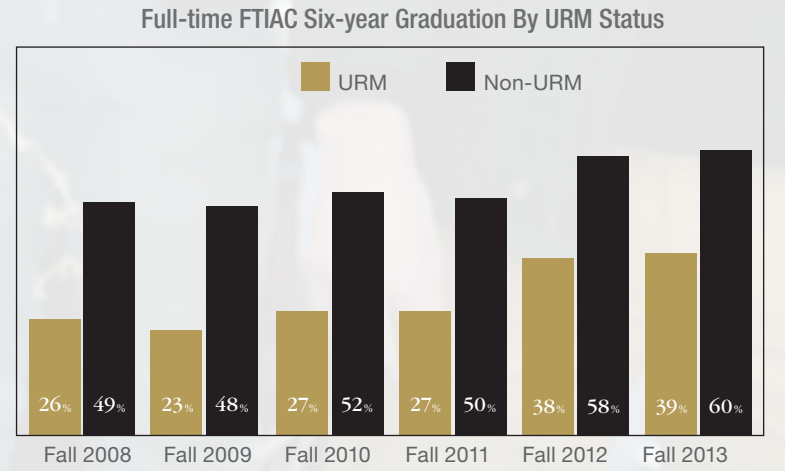
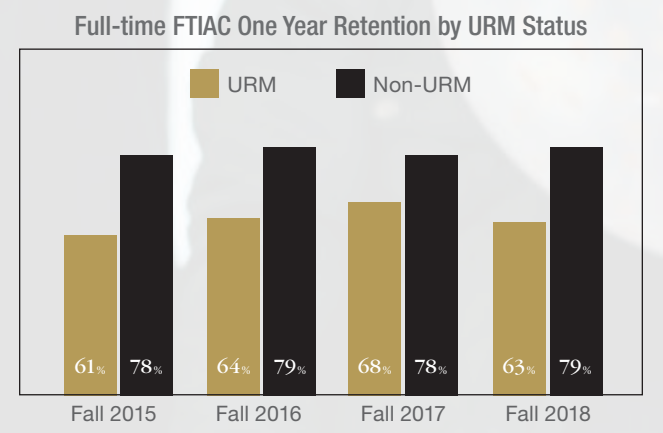
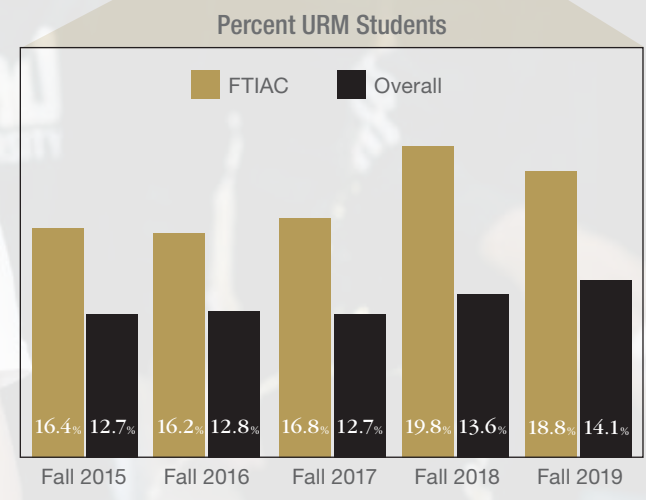
Enrollment
10,776 female | 8,237 male

9.4% URM
More than 15%
of new faculty hired
during FY20 are Black



17.4% URM
New staff hires for FY20
15.3% Black
4.5% Hispanic
.2% Native American

14.1% URM - Fall 2019



Visit oakland.edu/oira for more detailed institutional data and assessment information.

As Oakland University moves forward with implementing diversity, equity and inclusion goals across the university, a continued focus remains on our underrepresented students, including the work of our Center for Multicultural Initiatives. OU continues to put the spotlight on aspects of diversity that are often overlooked, as well as on underserved students with disabilities, members of the LGBT community, and veterans, service members, and their dependents.



CENTER FOR MULTICULTURAL INITIATIVES

- OUTAS 25 years of success
 - 6-year graduation rate 68%
 - 4-year graduation rate 50%
 - First year retention rate 90%
- 28th annual Keeper of the Dream Scholarship Awards Celebration
 - Awarded 7 OU students with \$5,000 scholarships
- Annual Hispanic Heritage Month Celebration (September - October 2019)
 - Keynote speaker – Nora Mendoza, Latino artist, founder of “galera mendoza” and co-founder of “nuestras artes de michigan”
- Annual African American Celebration Month (January - February 2020)
 - Keynote speaker – Michelle Duster, award winning author, educator and great granddaughter of civil rights pioneer Ida B. Wells

At OU, first generation college student **Dana Cogshell** is making strides toward a degree in pre-human resource development with a focus on diversity, equity and inclusion.

GENDER AND SEXUALITY CENTER

- Ranked # 1 most LGBTQ-friendly campus in Michigan (Campus Pride Index)
- Ranked #14 in the Nation Most LGBTQ-friendly Colleges and Universities (Affordable Colleges Online)
- 2nd annual Pride Month Celebration (March-April 2020)
 - Keynote speaker - Cleve Jones, AIDS and LGBT rights activist



As a transgender student, **Blake Bonkowski**, CAS '14, found support and community at the OU Gender and Sexuality Center (GSC). Now, as an academic adviser for the College of Arts and Sciences, Bonkowski's passion is helping transgender and nonbinary students.

VETERANS SUPPORT SERVICES

- Inaugural Veterans Celebration Week (November 2019)
 - Keynote speaker - James McCloughan, Presidential Medal of Honor Award Recipient
 - Awarded four scholarships to military connected students
- Gold Level Veteran Friendly school recognition 2019-2020
- Hosted seventh annual Consortium of Michigan Veteran Educators (September 2019)



Veterans Support Services provides a supportive and welcoming environment to veterans, service members and their dependents.

DISABILITY SUPPORT SERVICES

- Expanded and celebrated the 2nd annual Disability Awareness Month
 - Keynote speaker Eric Hipple, advocate for those with mental health challenges
- Creation of Social Work, Psychology and Sociology course: Peer-to-Peer Mentorship for Students with Autism that aligned with Peer-to-Peer program
- Participation at diversity and inclusion events with Flagstar Bank and Fiat Chrysler Automobiles
- Presented at College Autism Network annual conference, and internationally the Division of International Special Education and Services annual conference on peer-to-peer program and advocacy efforts



Lauren Denson found ample support for her learning disability at OU's Disability Support Services (DSS), giving her the tools and confidence to shape her path to graduating with a degree in psychology in 2020.

ACADEMIC AFFAIRS

As the core of the education mission of the university, the Office of the Provost, deans, department chairs and faculty work to develop a transformative learning environment that prepares an increasingly diverse student body for success in both professional endeavors and scholarship. Our goal is to provide students with the opportunity to emerge as leaders in their fields in a diverse, interdisciplinary and global context.

Our academic and extracurricular programs are designed to inspire and to cultivate the lifelong exploration of a diverse world of knowledge and experience. We also challenge students to realize the unlimited potential they possess to contribute to our culture and quality of life.

OVERVIEW

- Launched OU DEI Postdoctoral Program
 - Outcome: Two Postdoctoral fellows were hired (sociology and SEHS)
- Proposed Faculty DEI University ad-hoc committee
 - Outcome: Approved and met throughout the year
- Created OU Diversity Advocate (DA) Program
 - Outcome: 62 trained faculty DAs, 25 searches with DAs
- Facilitated Group DEI-related Training for Faculty
 - History Department, School of Business Administration, Provost's Council, College of Arts and Sciences Committee on Appointment and Promotion (CAP), University Faculty Re-employment and Promotion Committee (FRPC), School of Nursing
- Created the Diversity Advocate Online Training
 - Developed Winter 2019-Winter 2020

- Developed Diversity Advocate Resource page for those who have completed DA training
 - 2018-2019
- DEI Strategic Initiatives template for deans
 - Under development - to be completed in Winter 2020
- Proposed Inaugural Founders Day DEI Faculty Recognition Award
 - Winter 2020

SCHOOL OF EDUCATION AND HUMAN SERVICES

Supporting food bank efforts in Pontiac

- Multiple members of the School of Education and Human Services (SEHS) community, some of whom live in Pontiac, have helped to distribute food for the schools and community.

SEHS Equity, Diversity and Inclusion Committee

- This committee meets on a bi-weekly basis and centers its work on a yearlong theme. This theme guides a school-wide book study that is offered, as well as campus-wide educational events that are open to the community. It engages in work around race in society and education, inclusion in education, sex and gender, and respectful conversations across political differences. The goal is to continue to collaborate across the school and the university to support OU's initiatives, SEHS's mission and the needs of students and the surrounding community.

Revision of the Elementary Education Undergraduate Program of Study

- Since the 2016-2017 academic year, this group has been working to redesign a new, innovative, clinically-rich elementary education program of study. This new program, which will be rolled out in fall 2021 has made an explicit commitment to educating students for diversity, equity and inclusion in education and has a vision of preparing students to be transformative educators in their future classrooms.

Educational Resources Lab (ERL)

- Campus community: Regular displays of books and materials to honor/celebrate diverse and multicultural events and heritage celebrations:
 - LGBT Pride Month, African American History, Hispanic American Heritage, Women's History, Autism Awareness and more.
- Campus community and ERL library patrons: ERL has a circulating collection of diverse children's and young adult literature, available to all OU faculty, staff and students as well as through interlibrary loan. The collection reflects the work of diverse and multicultural creators as well as culturally relevant content, and catalog records for the books carry the searchable tag "Diversity Collection" to enable easier identification and access. The research collection of award-winning titles includes a diverse array of both medal and honor books: oakland.edu/erl/awardbooks. Examples include Autism, Cultural Identity, LGBT Books for Youth, Holocaust, Curriculum/partner with Holocaust Center, Mighty Girls, and Judaism, Islam and Christianity. ERL professional collection also reflects best practices for working with diverse and underserved populations.
- OU students and PreK-12 educators and counselor/partnership schools: Evenings in the ERL: Professional learning events that allow OU students to sit side-by-side with practicing PreK-12 educators and counselors. Topics have included Holocaust Center Resources and Curriculum and the Pyramid of Power; Restorative Practices; Supporting Children Facing Trauma.
- Oakland Family Services - Pontiac: Invited children from Pontiac, served by Oakland Family Services to visit campus, and learn about possibilities for higher education.
- SEHS faculty and staff: The SEHS Committee for Diversity, Equity and Inclusion purchased a set of 10 books to be used for book sharing events and common reading. The ERL houses and circulates them, making accessible copies of the readings available as needed.

Equity in Practice Retreat

- The retreat focused on four high-leverage teaching practices. The focus of the retreat was to allow participants the opportunity to take a deep dive into two of the four high-leverage teaching practices to learn more about how each practice is undergirded by equitable teaching practices and how to support novice teachers in learning how to enact the equitable practices in the classroom.

Annual Fall Initial Certification Retreat

- This daylong retreat focused on disrupting inequity through practice-based teaching and featured speaker, Dr. Blake Noel.



Wolverine State Missionary Baptist Convention | Read, I Lead, I Succeed Statewide Reading Initiative

- *I Read, I Lead, I Succeed* is a statewide reading initiative sponsored by the Wolverine State Missionary Baptist Convention. Dr. Gwendolyn Thompson McMillon developed the K-5 curriculum that utilizes trained community volunteers from African American churches to teach foundational reading skills to K-5 students. The project includes in-depth training for community volunteers and parents who assist with implementing ideas during project instructional time and at home. Preliminary data shows that community volunteers can successfully implement instructional ideas, and students are more engaged in these authentic instructional practices than they were in their classroom instructional practices at school. Increased student learning and motivation can be seen in preliminary data.

OUCARES Programs Support Autism Community

- Over 200 OU students from across campus volunteered with OUCARES over the past year to support over 2,200 people impacted by autism in our 100+ programs.

OUCARES Free Virtual Programming

- Due to the COVID-19 outbreak, the Oakland University Center for Autism (OUCARES) quickly developed virtual content to continue to be a resource and support the autism community. Since March 2020, OUCARES has offered weekly webinars, brief program videos and a vast array of resources from experts sharing practical tips and information to help 2,200+ individuals impacted by autism through the pandemic. Families have given extremely positive feedback and shared that the information OUCARES is sharing is making a difference in their lives.

Reading and Language Arts Department

In 2019-2020, Reading and Language Arts (RLA) has engaged in the following DEI-focused activities with our community partners:

- RLA undergraduate students provide 4,000 hours of 1:1 tutoring in the community per year, predominately in underserved areas, with on-site coaching, support and feedback from RLA faculty members. As part of these lessons, undergraduate students are expected to integrate books that reflect children's own multifaceted identities, cultures and experiences, and provide windows into other diverse identities, cultures and experiences.





- During COVID-19 school closures, RLA summer courses piloted a new online tutoring component for courses that are generally embedded in schools and have a face-to-face teaching practicum component. This year, 32 OU RLA undergraduate and graduate students each were matched with a child in Pontiac who was identified by community partners as in need of additional literacy support, to provide support with online literacy instruction this summer, supervised via video by RLA faculty. As part of these tutoring sessions, RLA students are expected to conduct parent and child interviews to learn about students' identities, cultures and interests, and to use this information to guide selection and integration of books that reflect children's own multifaceted identities, cultures and experiences, as well as provide windows in others' identities and cultures.
- RLA faculty and students regularly host family literacy nights in collaboration with community partners and participate in community partners' events to provide additional support as needed (e.g., field days, Thanksgiving feast, literacy assessments, etc.). This year, faculty participated in at least 15 community partnership events.
- In collaboration with Pontiac United Education Coalition (PUEC), several SEHS faculty and RLA students are working to support parents' homeschooling needs during COVID-19 school closures in Pontiac. So far, PUEC has designed and distributed a parent survey. Based on these data, SEHS faculty and RLA students will help create materials and resources to address Pontiac parents' homeschooling needs related to literacy.
- RLA preservice teachers, under the direction and guidance of Dr. Linda Pavonetti, created a collection of 19 interactive read-aloud videos, some of which feature books that address issues of diversity and equity, as well as reflect under-represented student populations, which were shared with community partners to support children and families during COVID-19 school closures.
- In collaboration with Oakland ISD Community Outreach and Pontiac School District, SEHS has supported and RLA faculty have participated in Pontiac summer literacy pop-up events.

- In collaboration with Dr. Ashelin Currie from Oakland ISD, OU RLA faculty developed a literacy tutoring program and implemented training for 25 current literacy volunteers from across Whitman, Alcott and Herrington elementary schools.

SCHOOL OF ENGINEERING AND COMPUTER SCIENCE

OUTREACH AND SCHOLARSHIP ACTIVITY

The School of Engineering and Computer Science (SECS) Outreach Program, established in 2010, made formal in 2012 and buoyed largely by the extra space that came with the new Engineering Center in 2015, has seen significant increases in student attendance since inception, including special programming for underrepresented and underserved students. This has allowed the SECS to increase the throughput of potential K-12 students in both the summer and school year. All of the Outreach staff are now required to go through diversity training through the Center for Multicultural Initiatives.

STEM Field Trips and workshops

- 800+ PSA 4th graders (fall and winter): largely underrepresented and underserved students
- 2,000+ from individual schools
- Saturday workshops (typically 40 fall + 40 winter), mostly math readiness, serving mostly Pontiac and Detroit students (registration through DAPCEP – the Detroit-Area Pre-College Engineering Program)

Targeted K-12 populations for outreach

- Underrepresented minorities
- Women in STEM
- K-12 general population
- High-achieving students

STEM Teacher Training

- SECS hosts around 50 teachers annually for a 1-day workshop with instruction on best practices in teaching STEM, getting hands-on activities in the classroom at low cost, integrating Next-Generation Science Standards (NGSS) into the classroom and other activities. Recruitment is done through DAPCEP, our PSA Department and Oakland Schools.

Underrepresented and Underserved Student Program Partners

- Detroit Area Pre-College Engineering Program (DAPCEP)
- Pontiac Schools
- Public Schools Academy (PSA)
- DTE Energy
- Engineering Society of Detroit
- State of Michigan King-Chavez-Parks (KCP) Initiative
- Michigan Women Forward (MWF)
- Oakland Schools OTC Program

INDIVIDUAL PROGRAMS

Engineering Society of Detroit (ESD)

- Residency camp for 60 Detroit girls (provide room and board, and logistical and delivery support)
- Cohorts every year starting in the 7th grade

Detroit Area Pre-College Engineering Program (DAPCEP)

- 55 full summer scholarships annually
- DTE Detroit Program at the Edison Boat Club adjacent to the Conner Creek power plant
- DAPCEP students attend Saturday workshops in the fall and winter semesters at no cost to them for math and science readiness (full scholarships)

DAPCEP Preparing African American Males for Energy & Education (PAAMEE)

- Funded by NSF iTest (Innovative Technology Experiences for Students and Teachers), \$5,000 per semester
- Cohorts of 30 or more DAPCEP students twice per year

Michigan Women's Foundation

- 60 girls attend a 1-week residency STEM camp every summer
- Mostly Detroit female students 7th – 11th grades

Oakland Schools OTC

- 54 high school students in four cohorts from each of their tech campuses each summer (mostly economically challenged and underrepresented).
- Middle school students from around Oakland County (about 500 each summer).

Pontiac Schools

- Maintained relationship with STEM students throughout the school year
- Full summer scholarships through DAPCEP
- Full fall/winter workshop scholarships through DAPCEP



Htech Jobs of the Future Program

- Michigan College-University Partnership (MICUP)
- Through the King-Chavez-Parks (KCP) Initiative under the Michigan Talent Investment Agency (TIA), under the Department of Talent and Economic Development
- To increase transfer enrollment and retention for two groups of students:
 - Underrepresented (minority, academically challenged)
 - Underserved (economically challenged, Pell grant eligible)
- Funding on a 6-year cycle (2017-2024)
- ~\$90,000 per year for 6 years (plus matching funds from Provost and President)
- Cohort of 20 students formed each fall and winter semesters

OU Student Orgs: Active student chapters of Society of Women Engineers (SWE) or the National Society of Black Engineers (NSBE)

- Provided Outreach volunteer opportunities to service the Pontiac and Detroit communities
- Hiring of women and minorities for the Outreach staff to better reflect underserved populations

Engineering and Computer Science Academic Promise Scholarship

- Beginning with the incoming class of fall 2019, the School of Engineering and Computer Science sponsored the new Engineering and Computer Science Academic Promise Scholarship.
 - This scholarship assists students with financial need in meeting their cost of attendance, and ensures that all tuition and housing charges are covered with gift aid, as well as provide opportunities for involvement and immersion in the activities of the School. The scholarship will be awarded over four academic years (eight consecutive fall and winter semesters).
 - Once selected, students must join and maintain active involvement in the SWE and NSBE

SCHOOL OF HEALTH SCIENCES

The School of Health Sciences is very proud of its thoughtful approach to diversity in health sciences that is at the heart of its community engagement work in helping to bring better nutrition, positive exercise, health promotion and environmental awareness to underserved communities in Pontiac and Detroit.

- Through the ECLIPSE (Explorations in Collaborative Leadership and InterProfessional Education) student leadership program, more than 80 students are now contributing over 1,000 hours of voluntary efforts annually, supporting a diverse set of community partner agencies primarily in Oakland, Macomb and Wayne counties
- It is through these inclusive community efforts, creating "true meaning in our work," that School of Health Sciences (SHS) is attracting a greater diversity in its student body and increasing its minority student leadership, particularly in the ECLIPSE program

- The Master of Public Health program is experiencing a steady increase in international students, particularly students of color. SHS attributes this growth to be emblematic, both of the increased visibility that its global health teaching and research is engaged in (e.g., Belize, Ghana, Bahamas, Saudi Arabia), and the warm and engaging atmosphere that its diverse faculty team attracts
- Two of the eight Keeper of The Dream Award Winners selected were from the School of Health Sciences. The student recipients are Mikal O’Neil and Raneen Allos.
- SHS faculty came together this summer with the goal of launching their own SHS Diversity Equity and Inclusion Committee. An initial group has formed to create this committee and is seeking connectivity with the university-wide committee on campus



- Full-time faculty diversity has been a challenge because of the competition among schools for hiring diverse doctoral prepared faculty. SON has nurtured its own pipeline of new faculty by starting its Ph.D program in fall 2019 and acquiring the Health Resources and Services Administration (HRSA) Nurse Faculty Loan Program grant which supports the DNP and Ph.D students’ tuition costs and allows them up to 85 percent loan forgiveness by teaching after graduation. The SON has also recruited from its part-time faculty pool who tend to be more diverse.
- When comparing its part-time faculty diversity rates, the clinical services department in the SON continues to successfully recruit and hire nurses from diverse backgrounds to teach students in the clinical area. The SON had a small increase in the percentage of part-time faculty who are male, Black/Non-Hispanic and Asian from fall 2018 to fall 2019. The part-time faculty have become a pipeline for full-time faculty hires. For this current year, SON hired two full-time faculty from diverse backgrounds who started out as part-time faculty in the SON.

Student Enrollment

- There has been a significant increase in the enrollment of underrepresented students in the BSN program for fall 2019 from 2018; however, the overall percent of diverse students continues to be lower than the target population goal of 17-20 percent, especially the traditional BSN program.
- Five articulation agreements were finalized from a variety of communities; many who serve students from diverse backgrounds. These include Washtenaw, Schoolcraft, Henry Ford, Macomb and Albion.
- The faculty and advising staff continue to work toward launching the holistic admission process for the BSN program. The target is to launch fall 2022.

Faculty Recognition

- Laura Pittiglio was nominated for the OU Diversity Award because of her work with the LGBT students and community.

Faculty and Staff Development

- A Faculty and Staff Diversity Continuing Education Training was hosted in fall 2019.

Curriculum Assessment, Policy Review and Clinical Site Enhancement

- The SON continued to review its BSN curriculum to assure that students are applying the theoretical concepts of community, diversity, disadvantaged and vulnerable populations and social determinants of health.
- The SON is expanding clinical site placements in communities that have diversity such as Pontiac.

Community Engagement

- To diversify the pipeline of prospective students entering the program, the SON has continued to offer the Patient Care Tech program to Pontiac High School students. SON also continues to have Camp RN for Junior High School students.

Statewide and National Policy Participation

- Representation by SON faculty on statewide and national nursing workforce diversity committees. Drs. Julie Kruse and Carolyn Tieppo are involved in a State of Michigan Nursing Workforce Diversity Committee. Also, Dr. Kruse is a member of the American Association of Colleges of Nursing National Nursing Workforce Diversity Committee.

HRSA Nurse Faculty Loan Program and Nurse Anesthesia Training Grants

- Drs. Meghan Harris and Anne Hranchook successfully acquired these grants to support doctoral students and nurse anesthesia students. HRSA requires students to commit to serving the underserved and requires schools to be deliberate about recruiting diverse students and support students who commit to work with disadvantaged populations and students after graduation.

COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences (CAS) is uniquely positioned to raise awareness of diversity in many forms, including a major in Women and Gender Studies and minors in LGBTQ Studies, Latin American Studies, and African and African-American Studies, among many offerings. The work listed below highlights just some of the efforts underway in CAS and how the College implements its “Unity in Diversity” commitment.

CENTER FOR PUBLIC HUMANITIES

- Founded in September 2019, the Center endeavors to establish a prestigious platform from which Oakland’s public intellectuals can offer humanistic scholarship and creative work in alternative, accessible formats for the benefit and enrichment of the region’s diverse learning communities. We aim to reduce access barriers that might prevent the general public from engaging with the humanities.

- The Center screened the acclaimed 2019 documentary, “Toni Morrison: The Pieces I Am” to pay homage to the Nobel laureate writer and tireless advocate of the humanities. Kresge Fellow and poet Nandi Comer introduced the film and premiered her poem, “In Praise of More Important Things: For Toni Morrison.”

SOCIAL WORK PROGRAM

- Working in conjunction with office of Student Involvement to run the Food Pantry

CENTER FOR CIVIC ENGAGEMENT

- September 2019 – Civic Engagement Film Series: *Selma*
- September 2019 – Constitution Café featured Bridget McCormack, Chief Justice of the Michigan Supreme Court
- October 2019 – Economic Growth and Development in Pontiac: Opportunities and Challenges
- October 2019 – OU’s Women in Legislatures, featured U.S. Representative Elissa Slotkin, State Senator Ruth Johnson, State Senate Mallory McMorrow and State Representative Brenda Carter
- February 2020 – Respect and Rebellion: Maintaining Relationships with those Who Disagree with You, featured John Wood and Ciaran O’Connor as speakers
- February 2020 – Visit to OU by former U.S. Secretary of State Madeleine Albright and U.S. Representative Elissa Slotkin
- May 2020 – U.S. Representative Elissa Slotkin virtual town hall on COVID-19 for college students only

WOMEN AND GENDER STUDIES

- January 2020 – “Envisioning the Public Humanities at OU,” co-sponsored event with Center for Public Humanities
- January 2020 – “Making Men: Women’s Work and the Progressive Limits of the ‘New Man’” Lecture by Kristen Barber, co-sponsored event with Sociology, Anthropology, Social Work and Criminal Justice

Not able to hold the following scheduled events due to COVID-19 and closure

- OU Leaders of Change Luncheon, presentation of Van Sell, Barbara Hamilton, and WGS Scholastic Achievement awards to WGS students, and Googasian, Larrabee, and Emerson awards to OU faculty and staff – scheduled for March 2020 and postponed due to COVID-19
- Rosie the Riveter Lecture at the Pontiac Transportation Museum, co-sponsored event with Communication, Journalism and Public Relations – scheduled for March 2020 and postponed due to COVID-19
- 36th Annual Women and Gender Studies Film Festival, screening of “KIKI” and panel discussion – scheduled for March 2020 and postponed due to COVID-19

SCHOOL OF NURSING

The School of Nursing (SON) has created and participated in many initiatives this past year to increase the diversity of its faculty and students as well as create means to increase cultural competence amongst faculty and staff who are working with diverse students and co-workers. Recognizing that increasing diversity, equity and inclusion are one of the major goals of the university and one of the four goals of the SON Strategic Plan, as well as a major goal of the American Association of Colleges of Nursing, SON has worked diligently to assess its curriculum, provide faculty and staff development and to strengthen student and faculty recruitment, admission and hiring processes to diversify. SON is not only focused on diversity, the School of Nursing is also assessing and changing the process to develop a more inclusive environment that promotes equity for student success and faculty and staff employment opportunities. Initiatives completed include:

- hiring practices
- student admissions processes
- curriculum assessment and policy review
- clinical site enhancement
- community engagement
- faculty recognition
- statewide and national policy participation.

Hiring Practices

- The Chair of the SON Search Committee attended the Search Chair diversity training in fall 2019. All applicants for a faculty position were required to submit a diversity statement as part of the materials used by the search committee for consideration of position candidacy to ensure their background and values were a consideration for faculty recognition.
- Outcome: The SON is pleased to have attracted a more diverse applicant pool during this search. Five new (or replacement) faculty positions were filled: three were internal candidates and two were external candidates. The SON is pleased to have hired diverse candidates to begin in fall 2020. This will improve faculty diversity rates from the past two years for full-time faculty.

RELIGIOUS STUDIES

The following events were hosted by Religious Studies

- World Religions Showcase, September, with the Center for Religious Understanding
- “Beyond (Dis)belief: Will Artificial Intelligence signal the end of atheism?”, Saeed Khan, October 2019, with The Center for Religious Understanding
- Forgiveness, Wellness and Religion Panel, November, with School of Nursing and Center for Religious Understanding
- Interfaith Event, November 2019
- “The Trump of the Tropics? Evaluating Jair Bolsonaro’s First Year as President of Brazil,” Bryan Pitts (Indiana University Bloomington), November 2019, sponsored by Religious Studies, International Studies, History, Modern Language and Literatures, Sociology, Anthropology, Social Work and Criminal Justice, Political Science, with Center for Religious Understanding
- Dr. Mohammad Khalil (Michigan State University) lecture and brainstorm sessions on future of Religious Studies, December 2019
- In Memoriam: The spiritual journey of an atheist Jew who escaped the Nazis, Suzanne Spencer-Wood (Anthropology), February, with Center for Religious Understanding
- Jerusalem movie from National Geographic, February 2020
- Howard Reich, author of The Art of Inventing Hope: Intimate Conversations with Elie Wiesel, March 2020
- Religious Fundamentalism event, with Center for Religious Understanding, March 2020

Not able to hold the following scheduled events due to COVID-19 and closure

- Monday, MarA Different India? Modi’s Second Term, Shalini Jayaprakash, pm: [Sponsored by RS, IS, SASC, PS, HIS] (with Center for Religious Understanding)
- Religious Studies Student Conference

SCHOOL OF MUSIC, THEATRE AND DANCE

- October 2019 – Haruna Walusimbi - East African Music and Dance
- November 2019 – Community Workshop and Concert with Haruna Walusimbi (Pontiac Creative Arts Center)
- November 2019 – Imani Winds
- November 2019 – World Music and Dance Concert with Haruna Walusimbi
- December 2019 – Facing Our Truth: 10-minute Plays on Trayvon, Race and Privilege

Not able to hold the following scheduled events due to COVID-19 and closure

- March 2020 – Women in Jazz Workshop with Regina Carter and Nancy Stagnetta

- March 2020 – OU Jazz Band with Regina Carter and Nancy Stagnetta
- March 2020 – Children’s World Music Concert
- March 2020 – World Music Concert
- April 2020 – Sparks of Glory with composer Paul Schoenfeld
- May 2020 – Sarovar: An Afternoon of Carnatic Music

SCHOOL OF BUSINESS ADMINISTRATION

Summer Camps for High School students

- Designed to spark interest in versatile, dynamic and rewarding business career paths, business camp activities include hands-on activities, field trips and guest lectures from area business professionals. Campers also gain college readiness tips and learn about business degrees.
 - Explore the World of Business
 - Business Essentials
 - Glimpse into being an Actuary

Women in Business (WIB) mentorship program and student organization

- The WIB mentor program creates a dynamic network of experienced women business professionals paired with female undergraduate business students to magnify career success for mentors and mentees.

National Association of Black Accountants (NABA)

- Consistently one of the most active student organizations in the business school

Michigan Association of Certified Public Accountants (MICPA) High School Leaders Conference

- Since 2001 MICPA and OU have partnered to bring high school students from Michigan to OU to learn about accounting careers.

OAKLAND UNIVERSITY GRADUATE SCHOOL

The King-Chavez-Parks Visiting Professors (VP) Program

- The Martin Luther King, Jr. • César Chávez • Rosa Parks Visiting Professors Program was created by the Michigan State Legislature in 1986 as part of the larger King-Chavez-Parks (KCP) Initiative, designed to stem the downward spiral of college graduation rates for students underrepresented in postsecondary education. The purpose of the VP Program is to increase the number of instructors in the classroom to provide role models for academically or economically disadvantaged students. This year, Oakland University was allocated \$9,895 from the State of Michigan for the fiscal year, which runs from October 1 - September 30, 2020
- The Oakland University Graduate School is currently in the process of interviewing applicants for the KCP Visiting Professors (VP) Program

The King-Chavez-Parks Future Faculty Fellowship (FFF) Program

- The Martin Luther King, Jr. • César Chávez • Rosa Parks Future Faculty Fellowship Program was created by the Michigan State Legislature in 1986 as part of the larger KCP Initiative, designed to stem the downward spiral of college graduation rates for students underrepresented in postsecondary education. The purpose of the FFF Program is to increase the pool of academically or economically disadvantaged candidates pursuing faculty teaching careers in postsecondary education
- This year, Oakland University was allocated \$105,034 from the State of Michigan for the fiscal year, which runs from October 1 - September 30, 2020
- The Oakland University King-Chavez-Parks FFF Selection Committee recently met and chose three OU graduate students for the fellowship starting in the fall semester. The three doctoral students are: Cody Trevillian - Ph.D., in Applied Computational Physics, Destany Sauls – Ph.D., in Psychology, and Jenna Lunge – Ph.D., in Psychology. They all will be awarded \$35,000
- In addition, the Oakland University Graduate School provides tuition assistance to the KCP Future Faculty Fellows in order for them to successfully complete their programs

Historically Black Colleges and Universities (HBCU)

- The Graduate School is exploring the possibility of partnering with HBCUs to bring bachelor’s graduates to Oakland University to participate in masters and doctoral programs.

CENTER FOR EXCELLENCE IN TEACHING AND LEARNING

Diversity and Inclusion Workshops

- Open Education Resources (OER)- Affordable Course Materials, Resources
- Digital Accessibility
- Inclusive Practices and Universal Design for Learning
- Diversity and Storytelling
- Universal Design for Learning: An Introduction, January 2020. *A. Nichols Hess, C. Moore*
- Universal Design for Learning: Challenges and Considerations, January 2020. *A. Nichols Hess, C. Moore*
- Universal Design for Learning: In Practice, February 2020. *A. Nichols Hess, C. Moore*
- Introduction to Digital Accessibility, February 2020. *C. Moore, N. Bongers*
- Microaggressions: Now What?, February 2020. *Adina Schneeweis*
- SAFE Training: Students, Administrators and Faculty for Equality, February 2020. *Grace Wojcik*
- Engaging in Difficult Conversation about Race and Diversity, March 2020. *Chaunda Scott*

2019-2020 Learning Communities

- Storytelling Diversity – Pedagogy, Practice, Inspiration. *Facilitated by Adina Schneeweis*
 - Complicated circumstances require collaboration; the only way to become stronger teachers, who address challenging issues and who prepare our students to engage with such situations, is through a collaborative environment. Telling stories about one another helps us make sense of experience, and helps bridge gaps — a necessary tool to teach our students in today’s disconnected and strained socio-cultural environment.

Focus on Student Success and Inclusive Practices Grant

- Cosponsored by the Division of Student Affairs and Diversity
- This grant funds the development, implementation and evaluation of evidence-based teaching practices that will improve teaching and student learning. The funding supports the faculty’s time to research, develop and assess their project that goes above and beyond the expected course preparation time. Full-time faculty and part-time faculty who have taught at least 24 credits at OU may apply. Teams of two may apply with a strong rationale (e.g., team-teaching).

HONORS COLLEGE

- The National Society for Minorities in Honors (NSFMIH), which was founded in The Honors College at OU in 2015 and is managed from OU and conducts a national conference at institutions around the nation, held a highly successful 4th Annual Conference at California State University Fullerton in October 2019
- The Honors College launched a people with disabilities in honors program and presented on this at the NSFMIH conference in California
- In July, a team from The Honors College was invited to present at the national Council on Undergraduate Research (CUR) Annual ABM pre-conference session on supporting students with disabilities doing undergraduate research
- A book was contracted “A Question of Equity: Honors Education and the Foundations of Fairness” (CSP, 2020) and is being edited in The Honors College at OU.
- The Honors College increased the percentage of students identifying as African American, Hispanic or Multi-race, and around 19% of students joining The Honors College now identify as non-White.
- The Honors College launched its annual Humanitarian Awards for contribution to the lives and well-being of others.

STUDENT AFFAIRS AND DIVERSITY

The Division of Student Affairs & Diversity (SA&D) provides transformational experiences and co-curricular learning to foster student success. The offices of SA&D continue to provide opportunities to live, learn, innovate, participate and explore a unique and diverse community that will enrich students and prepare them for success.

Through engagement with a broad cross section of the campus and community, students share in new experiences together. They seek out events that are diverse, equitable and inclusive. Creating opportunities for students of all backgrounds, genders and abilities is essential. These activities are impactful. Students remember the lessons of these moments throughout the rest of their lives. These instances of learning from one another form a basis of understanding and compassion that helps students be successful at OU and beyond.

UNIVERSITY RECREATION AND WELL-BEING

OU Recreation Center (Rec) Usage by Gender, Student Type and FTIAC (First Time in Any College) Status

- The second largest student type to use the Rec were Transfers.
- The Rec was almost equally used by male and female students.
- In 2019, at least 46% of all enrolled URM students visited the Rec.
- In 2020, at least 43% of all enrolled URM students visited the Rec.

Oakland University Recreation and Well-Being Student Employment Diversity

- University Recreation and Well-Being (Rec Well) is the second largest student employer on OU's campus. Each year the department provides up to 150 students with a paycheck as well as opportunities to develop transferable skills, build leadership skills, acquire certifications, attend conferences and complete academic internships. Additionally, Rec Well is committed to building a diverse team and providing opportunities for underrepresented minority students. Our goal has been to increase our student employee diversity each year. This year, we increased student URM employment on our staff by nearly 10% to increase the overall number of URM student employees to 30%.



Unified Basketball Intramural Sports League

- This year, Oakland University Recreation and Well-Being made it our goal to bring together students with Special Olympic athletes of different abilities in order to offer a Unified Basketball Intramural Sports League. Unified Sports joins people with and without intellectual disabilities on the same team. It was inspired by a simple principle: training together and playing together is a quick path to friendship and understanding. The Unified Sports Basketball League consisted of four unified teams of 40 OU students and Special Olympics athletes.

Free Summer 2019 Student Membership Outreach Initiative

- In an effort to promote student engagement, retention and healthy lifestyles, University Recreation and Well-Being collaborated with OU Student Congress to offer free summer continuing student recreation center memberships to those enrolled in winter 2019 classes that already registered for fall 2019 classes. These memberships were provided to OU students who would not have otherwise been on campus taking classes throughout the summer, this included 32 English as a Second Language students.

OFFICE FOR STUDENT INVOLVEMENT

Activities and Accomplishments 2019-2020

The Office for Student Involvement (OSI) prides itself on not only showcasing the diversity within Oakland University, but empowers student leaders to lead the charge. The activities and accomplishments below are a collaborative effort between Oakland University Student Congress (OUSC), International Students and Scholars Office (ISSO), Greek Council, Student Program Board (SPB), the Center for Multicultural Initiatives (CMI), Student Video Productions (SVP), and others.

DEI Programming 2019

September

- "Welcome to OU" Celebration for International Students (OUSC, OSI and ISSO)
- "All We Do is Step, Stroll, and Hop" featuring Rasheed Cromwell, JD (Greek Council, OSI)
- Hispanic Heritage Month: Movie - Roma (SPB and SVP)
- Hispanic Heritage Month: Community Service Project at Hispanic Outreach Center (Golden Key International Honour Society and OSI)
- Hispanic Heritage Month: Quinceañera (CMI and OSI)

October

- Hispanic Heritage Month: Movie - "Skate Kitchen" (OUSC)
- Hip Hop Decolonizing Detroit, Building Community (SPB)
- Disability Awareness Month: Movie - Inside Out (OSI)
- Disability Awareness Month: Patrick "Mr. Shineyhead" Fischer Performs ASL Stand-up Comedy (OUSC)

November

- First-Generation Student Recognition Week (OUSC)
- Comedian Feraz Ozel (SPB)
- Minority Mental Health Panel (OUSC)

DEI Programming 2020

January

- African American Celebration Month: Speaker Chris Singleton (SPB)
- African American Celebration Month: The Black Pop Culture Clash! Game Show (OUSC)

February

- Voting While Black - A Panel Discussion (OUSC)
- African American Celebration Month: Comedian LeClerc Andre (SPB)
- Global Festival (Anthropology Club, Asian Students Association, Catholic Campus Ministry, Chinese Students and Scholars Association, Information Computation Communication and Control Organization, International Allies Organization, International Students and Scholars Office, Lebanese Student Association, Student Activities Funding Board (SAFB), Saudi Students Organization, Oakland University Student Congress, Office for Student Involvement and WXOU, Oakland University's campus radio station)
- African American Celebration Month: Natural Hair Expo (OUSC, L.O.V.E. Naturally, and Association of Black Students (ABS))



FIRST YEAR ADVISING CENTER / ORIENTATION AND NEW STUDENT PROGRAMS

- 8.5 hours diversity training with student orientation team
- 100 percent completion of Oakland Adviser Training Academy module "Inclusive, Respectful and Equitable Communities and Communication" by all academic advisers.
- Led student support initiatives for Emerging Scholar (conditional admission) population, comprised of 50 percent underrepresented minority students

CAREER SERVICES

- Diversity Networking Mixer, February 2020: Career Services hosted the Diversity Networking Mixer Sponsored by Quicken Loans. This event provided students with an opportunity to celebrate their identity in an intimate, networking environment with employer partners who have demonstrated best practices in creating a safe and inclusive work environment. This event provided students with a safe space to network and explore companies that offer support and celebrate diverse identities in race, religion, culture, gender and sexuality, veteran status and ability and accommodation status.
 - Participating employers included: Blue Cross Blue Shield of Michigan, Brose North America, Comerica Bank, Continental Automotive Systems Inc., Enterprise Holdings, Flagstar Bank, Faurecia, Ford Motor Company, IHS Markit, Meritor, Northwestern Mutual, Quicken Loans, Sedgwick, Willis Towers Watson
- Highlight Your Heritage Event Friday, October 2019: To celebrate Hispanic Heritage Month, Career Services in partnership with the Center of Multicultural Initiatives, hosted a panel sponsored by Sherwin Williams. Through this workshop, students had the opportunity to discover how they can highlight their heritage on their resume and during interviews. They were taught strategies to go beyond simply listing their language proficiency and find out how to highlight culture during their job search.



OU welcomed **Lisa Leslie**, three-time WNBA MVP, four-time Olympic Gold Medalist and Hall of Famer, as the keynote speaker for the 2020 annual Keeper of the Dream Awards Celebration in January.

- Celebrating Inclusivity in the Workplace: Diversity and Inclusion Panel, November 2019: In partnership with The Center for Multicultural Initiatives, Career Services hosted a panel with various employer representatives. This panel provided the student participants with the opportunity to discover companies that share a passion for diversity and inclusion in the workplace. During this interactive panel, industry experts shared their inspiring experiences and advice on how to research company culture best aligned with student priorities and individual values.
 - Participating Employers included: Sherwin Williams, Flagstar Bank, and Ernst & Young
- Visit to Flagstar Bank Headquarters in Troy, February 2020: Flagstar Bank invited Oakland University to visit their Corporate Headquarters in Troy during their Black History month celebration where an Underground Railroad exhibit was on display, a Dance Troupe performed, and they featured Ivory Williams, Master Storyteller, in a live demonstration of “The Art of Storytelling.” Representation from Oakland University included leaders from Career Services, Center for Multicultural Initiatives, Disability Support Services, Gender and Sexuality Center and Veteran Support Services.

PRE-COLLEGE PROGRAMS

- Pre-College Programs partners with local schools to provide middle and high school students enrichment opportunities that will help set their course for college. The program offers academic, social, career and cultural enrichment opportunities that can help students prepare for post-secondary education. The office of Pre-College Programs also employs university students as tutors, peer mentors and office assistants.

DIVERSITY, EQUITY AND INCLUSION

- Working with University Human Resources, organized the online common campus experience on implicit bias. Nearly 700 modules were completed.
- Launched a lunch and learn series covering topics such as: Microaggressions, Toxic Masculinity, and Intersectionality
- Initiated targeted discussions with all deans and unit leaders to evaluate staffing levels, discuss areas of improvement, and recruiting and hiring strategies
- Presented awareness training during orientations for faculty, staff, and various student employee positions
- Working with Disability Support Services, hosted a wheelchair basketball awareness event involving students, faculty and staff

UNIVERSITY ADVANCEMENT

Diversity, Equity and Inclusion is an integral part of the University’s Aspire. Advance. Achieve Campaign. Over the last year, University Advancement engaged in the following efforts to positively impact students, faculty, departments, alumni and community.

DEI Case Statement Finalized

The Advancement team met with University leaders to gather diversity, equity and inclusion initiatives and priorities to feature in the case statement for the comprehensive campaign. Fundraisers are sharing the piece with prospects and donors to increase financial support and donations for DEI efforts.

Advancement Activities with the Black Alumni Chapter

The OU Alumni Association’s Black Alumni Chapter has a mission to “enrich and engage the lives of African American alumni, students and friends to promote Oakland University and foster a culture that advances diversity, equity and inclusion.” To that end, the group engaged nearly 400 alumni and friends in fiscal year 20 during several successful events, including the annual Black Alumni Chapter Summer Picnic, a new homecoming celebration event and two informal receptions, and a group basketball game outing with pregame lunch. An important history project was also launched in partnership with Kresge Library and can now be found amongst the other online exhibits.

Fundraising

The Advancement team worked with various campus and community partners to raise more than \$150,000 for 14 different diversity-related efforts.

Advancement DEI Sponsorship Publications

- University Advancement updated the sponsorship opportunities and packages for Hispanic Heritage month, Pride Month, Veterans Day banquet and the diversity title sponsor. In addition, it created branded and cohesive marketing materials for these programs that are shared with potential donors.
- While all fundraisers work on various initiatives within their school or unit, last year a corporate and foundation relations officer was assigned to specialize in this area and a graduate assistant was hired to assist. This position is responsible for gathering all content and working with all DEI stakeholders to help them present their story and programs. The corporate and foundation relations officer is the primary liaison between University Advancement and each of these programs which includes KOD, Pride Month, Hispanic Heritage, Veterans and Disability Services.



OTHER INITIATIVES

Over the last year, the advancement of Diversity, Equity and Inclusion became a shared goal and responsibility across campus. The following examples demonstrate the steps individual departments and units took to continue to advance DEI on campus and throughout the extended Oakland University community.

ATHLETICS

- Impact Summit, Paul Wesselmann: The Ripples Guy – 400 Staff, Coaches and Student-Athletes
- Golden Grizzlies Lead Programming: Promoted Weekly to 300+ Student-Athletes (DEI, Mental Health, Career, Leadership, Wellness, Nutrition)
- LGBTQ+ Student-Athletes & How to Have a More Inclusive Team Culture, Andrew Bucur – 40 Student-Athlete Advisory Committee Members
- Stressors & Mental Health of Collegiate Athletes, Shannon Gaffney – 20 Senior Staff and Head Coaches
- Invisible Playbook: How to Create a Culture of Inclusive Excellence – 10 Staff and Coaches
- Everyday Bias, Deirdre Pitts – 40 Staff & Coaches
- LGBTQ+ Pride Games (Soccer, Volleyball, Basketball)
- Athletics Department staff participated in WeCOACH, an organization focused on mentoring, educating and supporting female coaches and athletics administrators

UNIVERSITY COMMUNICATIONS AND MARKETING

University Communications and Marketing (UCM) has worked to promote diversity, equity and inclusion activities and to honor accomplishments which foster this critical aspect of the overall OU Strategic Plan. Included in these efforts are promotion of OU diversity, equity and inclusion initiatives both on campus and off through internal communications and media relations activities, and marketing and advertising production. In addition, the UCM team participated in a variety of DEI activities throughout the year, including a unit-specific training on Unconscious Bias.



DIVERSITY, EQUITY AND INCLUSION COUNCIL

Thank you to the following individuals for their continuing hard work in crafting Goal #4 and continued dedication to carrying out the charge of this council.

Also, a big thank you to those throughout the University who have helped in this process and who make the effort every day to create a more inclusive culture at OU.

Glenn McIntosh, Chair
Student Affairs & Diversity

Judith Ableser, Ph.D.
Center for Excellence in Teaching and Learning

Dan Arnold
AP Assembly

Susan Awbrey, Ph.D.
Graduate Education

Alissa Bandalene
Student Representative

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Joi Cunningham
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Sarah Guadalupe, Ph.D.
Disability Support Services

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The Honors College

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Aaron Spencer
POAM Representative

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University Communications and Marketing

Ray Sykes
OU CMT Representative

Ronald Watson
University Human Resources

Robin White
OU PSA Representative

Grace Wojcik
Gender and Sexuality Center

STAND UP STAND STRONG STAND TOGETHER

Inclusion Pledge

I believe that everyone has the right to live, work and study in a community where they feel welcomed, safe, included, valued and accepted.

I pledge to be respectful of others and stand up against bullying.

Before graduating with a degree in communication in 2020, **Kessia Graves** made it her mission to help first-year students find their footing at Oakland University. Her campus involvement empowered new students to step out of their comfort zone and earned her the Keeper of the Dream Award.