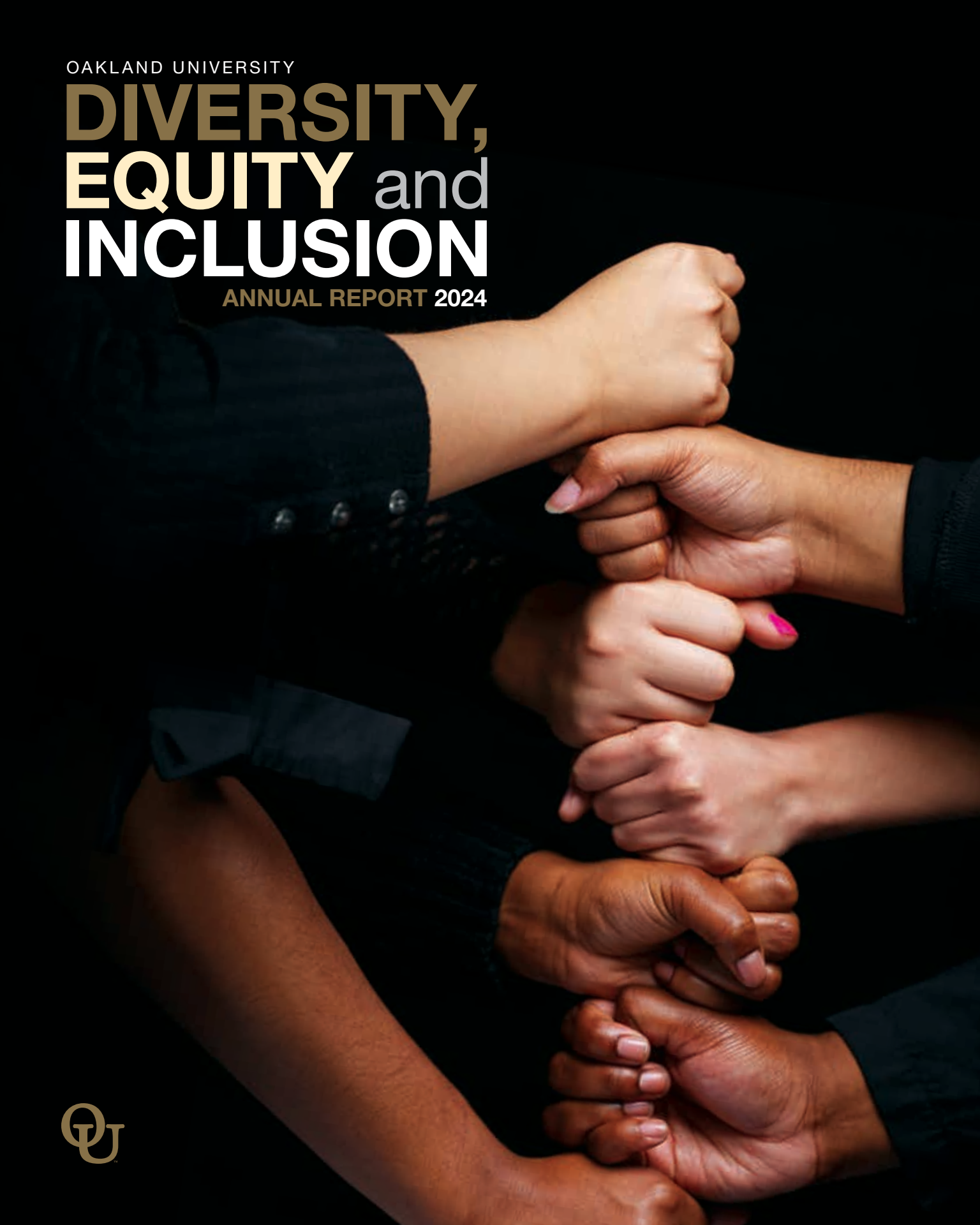


OAKLAND UNIVERSITY

DIVERSITY, EQUITY and INCLUSION

ANNUAL REPORT 2024





Ashley with her senior thesis book
*“The Black Trauma Discourse in films
of the 21st century.”*

Captivated by the creative process, ASHLEY PERRY views the world through a lens of possibility.

Having chosen OU for its close-knit community and expert faculty guidance, the graphic design major stands out in her club and internship roles on campus, broadening her perspective and connecting her with career opportunities.



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/studentaffairs-diversity/dei/.



In these times, it is essential to stand by our principles while remaining open to diverse perspectives and constructive dialogue.

Our commitment to diversity, equity and inclusion (DEI) is about fostering a community where all members are treated with respect and fairness based on their character, without discrimination or prejudice. We believe that an inclusive environment benefits everyone and helps us achieve a more equitable and harmonious society.

Higher education brings together individuals who envision a better society—one where differences in skin color, gender, ethnicity, religion, sexual orientation, political affiliation, abilities, socioeconomic status and other dimensions of diversity are seen as valuable parts of our collective mosaic, not as reasons to deny opportunity or progress. By promoting DEI in our policies and practices, we aim to create an environment where respect for differences and equal opportunities for growth and advancement are fundamental for all members of our community. We strive to ensure that DEI efforts are fair, transparent and merit-based, fostering a culture of mutual understanding and collaboration.

The underlying principle of DEI is that an educated perspective and seeking to understand our differences rather than allow our differences to divide us are critical factors in fostering a more civil, just and healthy society. The laboratory and perhaps a model for a more just society can be a university community that adheres to the practices of diversity, equity and inclusion.

Of course, DEI is a work in progress. And there's plenty of work ahead of us.

I am so proud and inspired by the dedication of the DEI Council led by Glenn McIntosh, senior vice president of Student Affairs and chief diversity officer. Their work is instrumental in Oakland's inclusive culture where everyone feels welcomed, valued and accepted.

In many ways, Oakland's DEI effort is itself a model of diversity and collaboration. As you'll read in this year's "Diversity, Equity and Inclusion Annual Report," every school, college and unit are actively engaged in the university's DEI effort.

Today, more than ever, we must work together to advance the principles and purpose of DEI- even as we adapt and evolve to our changing times.

Ora Hirsch Pescovitz, M.D.
Oakland University President



As we navigate an era where the principles of diversity, equity and inclusion (DEI) are increasingly under challenge across our nation, it is crucial that we, as an Oakland University community, stand united and unyielding in our dedication to these essential values.

In this time of significant political, social and economic shifts, our commitment to cultivating an environment that champions civility and openness to all forms of diversity is more important than ever.

Our strategic efforts aim to make our campus not only responsive but also proactive in becoming more accessible, inclusive and empowering. We are committed to ensuring that every voice is heard, and every individual feels valued and included.

The 2023-24 DEI Annual Report offers an inventory of our strides forward, as we endeavor to create a campus where every person thrives academically, socially and professionally. This report showcases the steadfast commitment and exemplary contributions of our senior executive officers, administrators, faculty, staff and students. Their collective dedication and work are the foundation of our accomplishments and a source of our community's strength.

As you read through the pages of the report, you will see it as a powerful testament to our shared commitment to building a community where everyone, irrespective of their background, is enabled to succeed and celebrated for their unique contributions.

Together, let us continue to aspire and work toward a future where diversity, equity and inclusion are not just upheld but are the hallmarks of our community's identity.

Let us stand up, stand strong and stand together!
Go Grizzlies!

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

The intentional and innovative policies, practices, events and partnerships represented in the 2023-24 DEI Annual Report are testament of Oakland University's commitment to advancing diversity, equity, inclusion and belonging with the mindset encouraged by Matilda Dodge Wilson's quote, "To attempt great things is to expect great things. Nothing attempted – nothing gained."

In that spirit, the Office of Diversity, Equity and Inclusion is committed to creating an environment of mutual trust, respect and empathy so that we can be open to learning about the value we all bring to the Oakland University community. In doing so, we ensure the sustainability and recognition of the importance of DEI while contributing in making Oakland University a campus of choice for students, administrators, faculty and staff from varied ethnicities, religions, sexual orientation, abilities, socioeconomic status, military connectedness and other layered experiences.

Aura J. Cazares

Aura J. Cazares, Ed.D.

*Assistant Dean of Students and
Director of Diversity, Equity and Inclusion*



AFFINITY GRADUATION CELEBRATIONS



Black Excellence Celebration



Latina/o/x Graduate Celebration



Lavender Celebration



Inaugural Native Student Celebration



First-generation college student and acting major DENETRIA GIBSON values telling important stories.

That's why she is an active member of OU's performing arts community - like the Infinity Kpop Dance Team and Kaleidoscope Cabaret. With the shining support of SMTD faculty and CMI staff, DeNetria has changed the way they view themselves, gaining the confidence to tell the stories that will make a difference.

Advancing Diversity, Equity and Inclusion BY THE NUMBERS

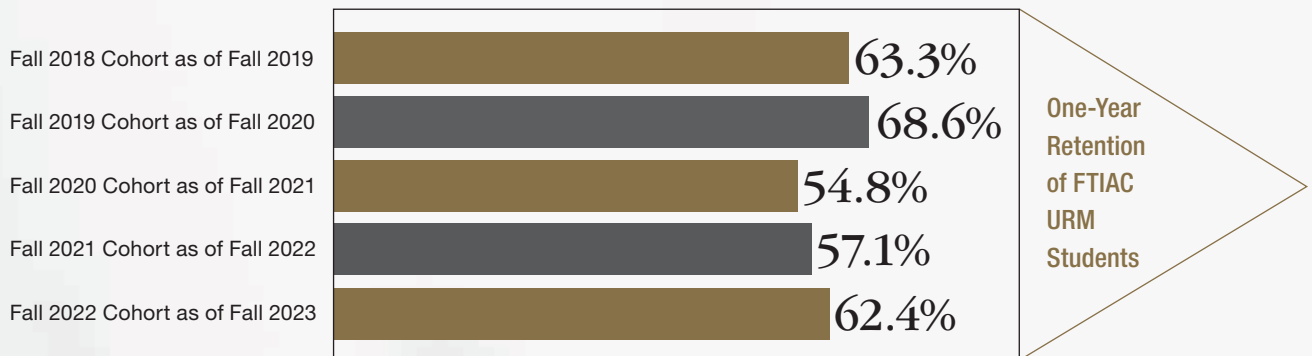
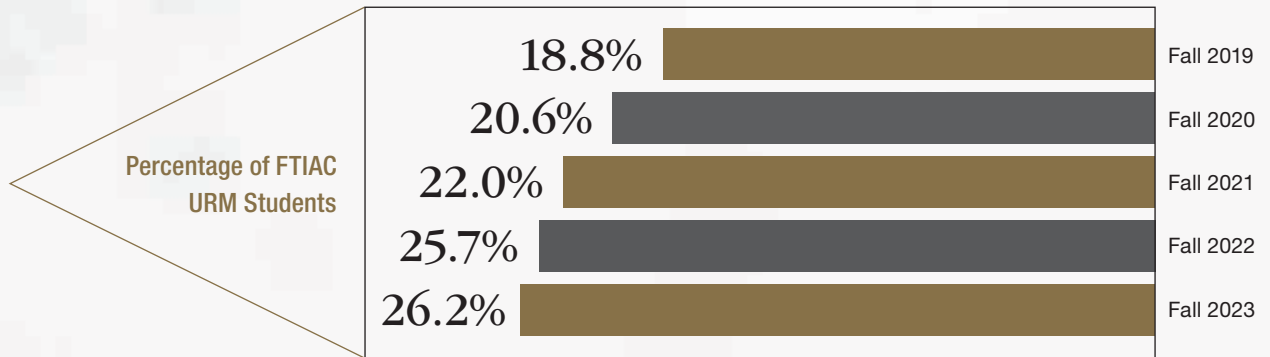
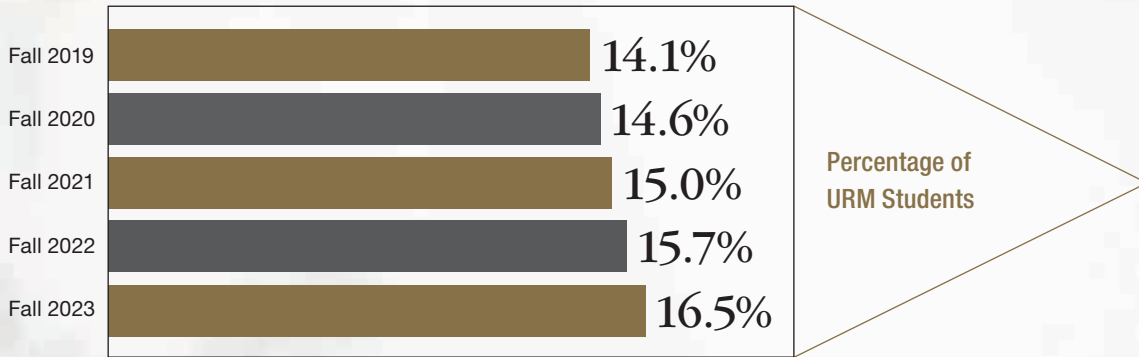
The stories, journeys and initiatives experienced in the 2023-24 academic year are influential in the advancement of recruitment and retention of a diverse campus community. As such, we celebrate an increase in retention and recruitment of underrepresented minority (URM) students and continue to support advancement of our faculty and staff.



Fall 2019 — **9.4%**
 Fall 2020 — **9.0%**
 Fall 2021 — **9.1%**
 Fall 2022 — **9.2%**
 Fall 2023 — **8.9%**



Fall 2019 — **17.5%**
 Fall 2020 — **17.9%**
 Fall 2021 — **17.7%**
 Fall 2022 — **17.2%**
 Fall 2023 — **19.5%**



URM — Underrepresented Minority

FTIAC — First Time in Any College

CENTER FOR MULTICULTURAL INITIATIVES

Hispanic Heritage Month *September-October 2023*

- Las Vidas Negras Importan: Decolonizing Latinx Heritage Month
- Milagro Danza Folklorica
- Community Service Project at Hispanic Outreach Center

African American Celebration Month *January-February 2024*

- 32nd annual Keeper of the Dream Scholarship Awards Celebration; Keynote Speaker – Loni Love
- AACM - Food Drive
- Taste of Africa
- Gala Black Women Rock Awards Ceremony

7th Annual Black Excellence Celebratory *April 2024*

- 150+ participants

Second annual Latina/o/x Graduation Celebration *April 2024*

- 25+ participants

Oakland University Trustee Academic Success (OUTAS) program

- 6-year graduation rate: 75%
- First year retention rate: 91%

Read more about the CMI, its beginnings and Director Omar Brown-El in the OU Alumni Magazine.



TAYION WILLIAMS does not let any obstacles slow him down.

Raised by his sister after the passing of his mother at a young age, Tayion directed his own path by focusing his ideas and thought processes on success. As a CORE (Collectively Oakland Retains Everyone) Ambassador in the Center for Multicultural Initiatives, Tayion found a supportive environment in which he interacts with students and provides them with the guidance he had always sought out. A leader on campus, Tayion shines through his work in the classroom and as a resident assistant, first year assistant and programs director for Student Video Productions.

GENDER AND SEXUALITY CENTER

Campus Pride Index

- OU ranked second most LGBTQIA+ friendly Michigan colleges/ universities 2023

Pride Month

March – April 2024

- Fifth annual Tim Larrabee Memorial Lecture; Keynote Speaker – Stuart Getty
- Gender and Sexuality Alliance's (GSA) 19th annual Drag Show
- 11th annual Lavender Graduation Celebration and Scholarship Awards

The Gender and Sexuality Center provides resources for OU students, staff and faculty seeking to learn more about the LGBTQ+ community. This past November, the GSC facilitated OU's first annual **Transgender and Nonbinary Awareness Month**, which consisted of 13 events aimed toward advancing our campus community's understanding of transgender and nonbinary identities and their relationship to their own gender identity. The GSC also launched two new collaborative programs: **QTPOC @ OU** and **Beyond Gender**. Monthly QTPOC @ OU gatherings provided the GSC and CMI the opportunity to center experiences of LGBTQ+ Students of Color. In collaboration with the OU Counseling Center, Beyond Gender provided its first cohort of participants with a supportive space for students to explore their gender and connect with fellow students who shared their experiences. The GSC also continued to celebrate **Pride Month** (mid-March to mid-April) with 20 events celebrating the LGBTQ+ community.



*LGBTQIA ERG
with the Gender
and Sexuality
Center at the
Motor City
Pride parade*



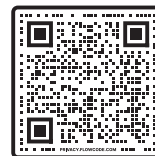
VETERANS SUPPORT SERVICES

Michigan Veterans Affairs Agency
Gold Level Status (seven consecutive years) – OU Veteran-Friendly Schools 2023

Veterans Appreciation Week
November 2023

- Mess Hall Monday
- Scholarship Luncheon - Keynote Speaker, Candy Robertson, USN Master Chief
- Awarded six \$1,000 scholarships

Learn more about student veterans and how OU impacted their journey at oakland.edu/veterans/stories



Veteran MATTHEW BEGTZOS chose OU for its familiarity, location and safety after his service as a dog handler in the United States Marine Corps, and found his path as an operations management major in the School of Business Administration.

Fully focused on his studies to begin the next chapter in his life, Matthew is still involved in service by volunteering for his classes or participating in Veteran Support Service events, such as the 9/11 stair climb.

DISABILITY SUPPORT SERVICES

- The most common accommodation is extended testing time
- The most common disability type is psychological (depression, anxiety, etc.)
- The number of students registered with the office has steadily increased over the past three years
- Implementation of Glean, a note taking application for students in January 2024. This program streamlines the note taking accommodations process and is more efficient and cost effective



In celebration of Disability Awareness Month, Disability Support Services and the OU Testing Center welcomed the Honorable Richard Bernstein, Michigan Supreme Court Justice, to campus on Oct. 19, 2023 for "Recognizing the Strengths of Disability." Justice Bernstein is the first and only blind justice ever to serve on the Michigan Supreme Court.

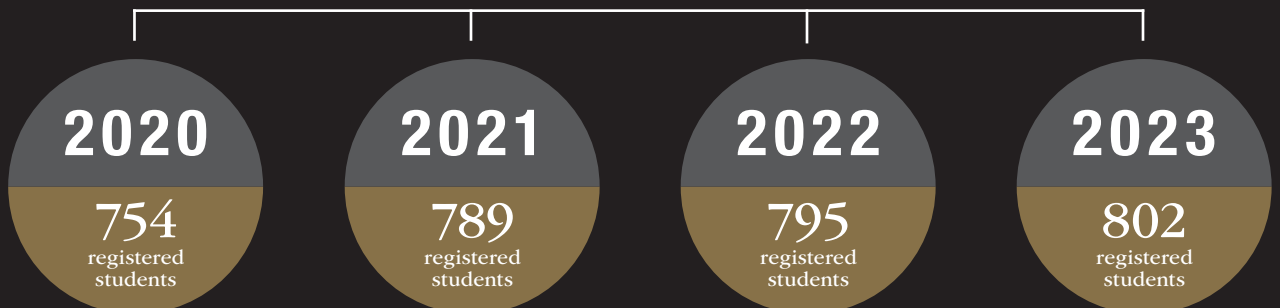


After health setbacks and a motorcycle accident left bioengineering major SHANNON NEWTON questioning if continuing her studies was feasible, it was the steadfast support from the campus community that equipped her with tools for success.

"The support from disability services, guiding me to accessible resources and collaborating with my professors to facilitate my success, reaffirmed my sense of belonging within the school community."

— Shannon Newton, bioengineering student

DSS ENROLLMENT





ACADEMIC AFFAIRS

The Office of Academic Affairs is committed to ensuring that DEI remains a critical and strategic priority at Oakland University.

Simply put, without inclusive excellence, inclusive pedagogy, and culturally and contextually informed high-impact practices, universities cannot fulfill their strategic missions in contemporary U.S. society. As our region continues to diversify and we learn more about how tackling contemporary racism and other forms of discrimination are critical to student success, we must ensure that the science behind diversity pedagogy informs our best practices. At Oakland University, we are committed to student success on both personal and professional levels and seek to ensure that each member of our campus community is honored for their unique cultural experiences and treated in an equitable fashion at all times. Our practices and pedagogy are informed from an equity lens, and we are honored to be the university of choice among diverse student populations.

Britt Rios-Ellis, Ph.D.

Executive Vice President of Academic Affairs and Provost

OFFICE OF ACADEMIC AFFAIRS

The Provost's Office engaged in intentional discussions through a new podcast, *Equity Matters*, hosted by Provost Rios-Ellis with OU community members. Provost Rios-Ellis' commitment to communicating and sharing their perspectives regarding diversity, equity and inclusion was reflected in her inaugural podcast, which provided the opportunity to discuss current topics in higher education and how they affected the Oakland University community. In the first podcast episode, Provost Rios-Ellis had a conversation with Senior Vice President for Student Affairs and Chief Diversity Officer Glenn McIntosh.

At the American Association of State Colleges and Universities (AASCU) annual conference in Baltimore in Summer 2023, Provost Rios-Ellis joined Associate Provost Kristin Landis-Piwowar and Associate Vice President Song Yan to present OU's efforts to increase student success metrics through the last Summer Math Jumpstart Program. The Math Jumpstart Program was a week-long program established to help incoming students who enrolled in Math 0661 for the Fall semester to ensure they passed the course and proceeded to a positive OU experience. They had the exceptional guidance of Dr. Anna Spagnuolo, Chair of the Math Department and Director of OU's award-winning Math Corps Program. The previous analysis indicated that more than 70% of students who did not pass Math 0661 did not return after their first year at OU.

The Student Success and Equity Dashboard was utilized to better understand how C-, D, F, W, and I grades affected student progress to degree completion. Inclusive pedagogical strategies were adopted to ensure increased student belonging and achievement.

In May 2023, the Native American Advisory Committee hosted Luke and Linda Black Elk. Luke is a member of the Standing Rock and Cheyenne River Lakota Nations. Linda is the Food Sovereignty Coordinator at United Tribes Technical College. According to Linda, "The food sovereignty movement is about the ability to make good choices for families and communities, seeking high-quality traditional foods that are both healthy and even medicinal. 'Food is Medicine' is a common saying within Indigenous food sovereignty circles." The Black Elks led an herbal tea-making workshop, a plant identification workshop, and participated in a community feast. The event was attended by 60 members of the OU and surrounding communities.

In October 2023, OU signed three agreements with the Universidad Popular Autónoma del Estado de Puebla (UPAEP) in Mexico. The agreements included a general memorandum of understanding (MOU), a master's articulation, and an American Semester Abroad Program agreement. In the past year, OU has concluded eight agreements with three Mexican university partners and others are pending.

The AAPI-ERG and the Division of Student Affairs and Diversity celebrated the exciting work of AAPI faculty Jetshri Bhadviya (Art), JenClare Gawaran (Art) and Yu-Chuan Chen (Art History). Well-attended, the event's special remarks were given by Glenn McIntosh, Senior Vice President for Student Affairs and Chief Diversity Officer. This year's event was planned by Dr. Chaturi Edrisinha, Dr. Kuniko Nielson and Dr. Ji-Eun Lee.

Provost Rios-Ellis hosted members of the Black Faculty Association for a casual dinner at her home. Provost Rios-Ellis is grateful for the resonance and breadth of strategies OU's URM faculty provide students—particularly URM students—who may never have had the chance to learn from someone like them. The power of cultural resonance and building agency cannot be overstated.

Eric Hemenway's "Telling Our Stories: Tribal Archives in the 21st Century" was organized by the Oakland University Native American Advisory Committee. The event, funded by The Judd Family Endowed Fund, was held in September 2023. Hemenway is an Anishnaabe/Odawa from Cross Village, Michigan, and director of the Department of Repatriation, Archives and Records for the Little Traverse Bay Bands (LTBB) of Odawa. Hemenway has put tribal archives at the forefront of many emerging conversations in national discourse on topics related to Native American and Indigenous life and sovereignty. Hemenway is a highly sought-after consultant in institutional spaces on handling culturally sensitive materials in collections. Whether it's a museum or a rare book archive, Hemenway is in high demand as an expert in the preservation and presentation of materials and received an Oakland University Honorary degree in April 2024.

For the past three years, the Office of Academic Operations has worked with the Mexican Consulate in celebration of Mexican Independence Day. More than 250 people convened in the gardens of Meadow Brook Hall to celebrate el 15 de septiembre, marking el grito, or the cry of independence that catalyzed Mexico's 11-year war of independence from the Spanish empire. Each year, the consulate works with Detroit and Mexican-based fashion designers to showcase regional dress or costumes representing the distinct cultural expressions of Mexico. Last October's celebration included costumes depicting alebrijes, mythical creatures that showcase syncretism and mysticism, highlighting Mexican interpretations of beings that have their roots in Mayan and Aztec cultures.

Hispanic Heritage Month concluded with a presentation by Dr. Ruth Zambrana, a nationally renowned scholar and author of several books, including *Toxic Ivory Towers*, which describes the stress of underrepresented minority faculty in U.S. universities. Dr. Zambrana is a Distinguished Professor at the University of Maryland Harriet Tubman Department of Women, Gender and Sexuality Studies, Director of the Consortium on Race, Gender and Ethnicity, and has a secondary appointment as Professor of Family Medicine at the University of Maryland School of Medicine in Baltimore. The presentation, which highlighted the lack of underrepresented faculty in U.S. universities and the strategies needed to improve their recruitment and retention, was well received.

FACULTY

Provost Rios-Ellis approved funding to continue to support the Black Faculty University Summer Research Award. Launched in 2021, the award was established to promote and foster the scholarship and teaching endeavors of OU's Black faculty members. With special thanks to Dr. Ngong Kodiah Beyeh, Academic Affairs recognizes the breadth, depth and impact BFA members have made with this program. OU hosted the "Teaching Race in America: A Professional Development Continuing Education Conference" to bring together secondary and university educators to discuss pedagogical methods for teaching race in America.

Last year, Academic Affairs offered a new online Diversity and Equity Advocate Training Course for Faculty Searches to support faculty search committees with their need to include a diversity and equity advocate (DEA). Provost Fellow for DEI, Professor Adina Schneeweis, created a fully online, self-paced course for anyone requiring this training prior to serving as the DEA on a search committee. Available through eSpace, this training builds on the work of previous Provost Fellows, Professors Miree, Wasserman and Lipson-Freed. The Diversity, Equity and Inclusion web page on the Faculty Affairs website provides many useful resources for all search committee members. It has been encouraged that search committee members either complete the online training or review the information available on the web page before serving on Committees.

In September 2023, more than 50 Pontiac High School and International Technology Academy students attended National Voter Registration Day 2023. In 1965, then teenagers Alice Moore and Denise Holt were among the original foot soldiers in the battle for equal voting rights in the U.S. when they marched with Dr. Martin Luther King, Jr. on the Edmund Pettus Bridge in Selma, Alabama. Their efforts proved pivotal, as Congress would pass the landmark Voting Rights Act of 1965 months later. Carolyn Clifford of WXYZ-TV Channel 7 in Detroit moderated the conversation. Holt and Moore shared their experiences as voting rights advocates in the U.S. and discussed today's political challenges. The transformative event was hosted by OU's Center for Civic Engagement, led by Distinguished Professor Dave Dulio, and sponsored by Promote the Vote and the League of Women Voters of Oakland Area.

Provost Rios-Ellis joined Dr. Rosemary Max, Executive Director of Global Engagement, to visit Universidad Popular Autónoma del Estado de Puebla (UPAEP) in Mexico. UPAEP had made a generous offer for OU faculty to apply to teach in Puebla last summer. All faculty expenses were covered in exchange for the 4-week teaching commitment. A highlight of the trip was meeting Hector Aguirre, a future doctoral student in Biology who commenced his studies at OU this past January under the tutelage of Dr. Luis Villa Diaz. Hector is a two-time master's degree graduate from the Universidad Autónoma de México, the top university in the nation. They also met with Dr. Ofelia Cervantes, the Executive Coordinator of Collaborative Online International Learning (COIL), to explore opportunities for connection and potential faculty international teaching

experiences. They visited directors at UDLAP, the Universidad de las Américas Puebla. To explore additional partnerships in business, they met with Ana Luisa Dresdier, the Director of International Programs at ANAHUAC Puebla. They concluded the trip with a meeting with the former Director of Educational Initiatives at the U.S Embassy in Mexico City, Araceli Parterroyo, who facilitated many of OU's contacts in Mexico and helped optimize their policy regarding in-state tuition for Mexican nationals at OU.

In November 2023, Dr. Cecilia Saenz Roby, Associate Professor of Spanish, and Sigma Delta Pi, Spanish Club, and Hispanic American Leadership Organization, hosted the Next Generation Leaders Initiative. The bilingual workshop hosted 60 Pontiac High School students (9th-12th grade), learning English as a second language. The students spent the morning hearing about scholarships, financial aid, being a campus leader and pursuing a double major to take advantage of their Spanish language. They also toured the OU campus and spoke with members of the hosting organizations.

Drs. Danielle Ligocki, Robert Martin and Chaunda Scott, founding members of the Initiative for Eradicating Racism [IER] housed in SEHS, were awarded a \$5,000 OU-Pontiac Initiative Community Impact Award, which was matched by the Dean of SEHS, to further Pontiac's Undoing Racism work launched in 2022. The goal was to establish a self-sustaining center for eradicating racism on Oakland University's campus and examine the ways in which historical and contemporary forms of institutional racism have perpetuated racial inequalities in communities of color. The IER supports teaching, service and scholarship that furthers the efforts to eradicate racism, both on campus and in the surrounding community. The founding members of the IER work explicitly to support faculty, staff and graduate students who are focusing their work on eradicating racism, in addition to offering continuing education courses, seminars, and action items. The IER works across the areas of scholarship, teaching, practice and service to ensure that anti-racist work is visible across all facets.

Dr. Chaunda Scott, Professor of Human Resource Development, released *Workforce Diversity: Current and Emerging Trends*, in January 2024. Dr. Scott's scholarly research and teaching interests are in human resource development, workforce diversity policies and practices, adult diversity education, eradicating societal racism, antiracism education and social justice practices.

ACADEMIC OPERATIONS

Within the Oakland University Senate, Academic Operations have had the Faculty Diversity, Equity and Inclusion (FDEI) and the Disability Awareness and Literacy (DAL) committees actively assessing the OU campus community and their needs. The DAL created four working groups focused on Educational Campaigns, Policy Analysis, Awareness and Initiatives, and Curricular Innovations. They are working on syllabi modifications, educational resources, physical and digital accessibility etc. The FDEI will be modifying its charge and

membership to become more effective in the next academic year. The committee shared worries about the future of DEI (broadly speaking) given the recent surge in the current legislative proposals and the bills already in place that attenuate or eliminate DEI offices and initiatives across the country. As a consequence of these ongoing developments, members discussed the possibility of broadening the number of categories (e.g., economic background, citizenship status, mental health, bodily capacities, and/or neuro-divergence) in an effort to engage a wider segment of the population. They also raised concerns about DEI work that only addressed one identity-based classification in isolation of the others (e.g., programs related to discrimination based on gender identity or ethnic heritage) as such an approach lacks an intersectional perspective. Members felt it is equally important to address ways in which these categories are not mutually exclusive but function in interlocking systems (e.g., race and sexual identity). Thus, another future work will not only expand some of the categories identified in the examples listed above, but to seek ways to address the varying confluences of those categories.

COMMUNITY ENGAGEMENT

For "exceptional commitment" and success in community engagement, OU received the 2024 Carnegie Community Engagement Classification. The highly regarded national designation was announced on January 8 by the American Council on Education (ACE) and the Carnegie Foundation for the Advancement of Teaching.

Last year, it was announced that Oakland Community College will join as a partner in the educational and workforce development pillars. This will help secure the PK-16 pipeline. OU was recognized by the American Association of State Colleges and Universities for the Pontiac Initiative.

STUDENT SUCCESS

As the student population continues to diversify and URM population grows, inclusive pedagogy is increasingly vital to institutional effectiveness. The purpose of the Inclusive Teaching Academy is to strengthen inclusive and culturally responsive teaching, use data and self-reflection to inform teaching, and incorporate evidence-based, high-impact practices. The gap in six-year graduation rates between URM and Non-URM students narrowed slightly for students who entered OU as first-year students in 2017. Forty percent of URM students graduated within six years compared to 60 percent of Non-URM students. This 20-percent gap is lower than the differences seen over the past four years. The encouraging enrollment trends for URM student populations highlight the need for inclusive pedagogy across the curriculum, activities and assignments. Engaging students through inclusive pedagogic practices has been proven to improve retention, persistence and student success, thus reducing equity gaps. Promoting student success is a shared responsibility.

PROVOST OFFICE ADMINISTRATION

AFFINITY GRADUATION CELEBRATIONS

Before the Spring commencement ceremonies, Academic and Student Affairs hosted affinity celebrations. Each year, it is a profound honor to attend and speak to the event attendees. The affinity celebrations are extremely central to OU's ability to create culturally resonant ways for graduates and their families to celebrate the monumental achievement that is graduation. As these celebrations continue to grow in the number of graduates and families, their central role in ensuring OU's strong commitment to DEI and expanding the legacy of belonging cannot be understated.

In April 2024, the Office of the Provost held the Latina/o/x Graduate Celebration. There were 25 students and 150 guests who attended. Joann Chavez, Senior Vice President and Chief Legal Officer for DTE Energy, was the keynote speaker. Ms. Chavez also founded the Michigan Hispanic Collaborative. As one of the most powerful and busiest Latinas in the U.S., OU is extremely grateful that she shared her legacy with graduates. Ms. Chavez encouraged students to never stop breaking boundaries and striving to realize their professional and personal dreams.

In April 2024, the Office of the Provost also hosted the Inaugural Native Student Celebration. There were eight students and 55 guests in attendance. OU Alumni Aurora White gave the keynote address and shared her story as a Native student and Master of Science graduate in Mechanical Engineering (2020). Aurora now works as a Torque Security Calibration Engineer at Stellantis, where safety of vehicle occupants is of the utmost importance. The heartwarming and inspirational event featured the Blackbird Singers as well as Wayne Cleland's Smudging and Blessing Ceremony.

The Black Excellence Celebration was held in April 2024. There were 150+ participants and 700 guests who attended. This year's keynote speaker was David McGhee, an experienced change agent and servant leader in the non-profit, government, higher education and philanthropic sectors. Their largest and most long-standing affinity celebration clearly demonstrates the potential for growth and cultural agency in creating a meaningful and resonant space for graduates as well as their friends and families.

The Lavender Celebration was held in April 2024 to honor and recognize the LGBTQIA+ community. Hosted by OU's Gender and Sexuality Center, this was the 11th annual graduation event. They presented the 28 students who attended with awards recognizing their contributions to the LGBTQIA+ and OU Communities. As mainstream society's understanding of gender expression and sexuality continues to improve, it gives the Office of the Provost great pride that Oakland University is committed to this evolution.

The affinity celebrations certainly demonstrate that OU is committed to building an inclusive and welcoming community for all.

OFFICE OF INSTITUTIONAL RESEARCH, ASSESSMENT, AND DATA ANALYTICS

TRAINING ON STUDENT SUCCESS AND EQUITY DASHBOARD

The Office of Institutional Research, Assessment, and Data Analytics (OIRADA) continued and enhanced their efforts to highlight diversity data within student outcomes through focused training on the Student Success & Equity Dashboards (SSED). They offered a virtual training course for faculty and staff in addition to a two-part training in collaboration with the Center for Excellence in Teaching and Learning (CETL). These training initiatives are expanding the use of the SSED campus-wide and are contributing to faculty and staff awareness of how diverse groups of students are performing and ways to better serve the needs of students.

ANALYZING ACADEMIC PERFORMANCE OF DIVERSE STUDENT GROUPS

The office tracked and analyzed student academic performance for various groups such as URM students, Pell students, First-generation students, and students from Detroit. Several Grizz Facts produced and distributed campus-wide focused on diversity, including first semester and first year student retention by URM, undergraduate women in STEM fields, international enrollment, and research doctorates awarded by race/ethnicity. In addition to these features, the office continued to encourage campus-wide use of publicly available information on student diversity provided on the Student Profile/Diversity Dashboard.

OIRADA also explored student success in online courses through original research inspired by initial findings from the Data Literacy Institute (DLI) team mini-projects. It found that recent online course grades were similar to their face-to-face counterparts. This finding seemed to hold true regardless of the student's age, high school GPA, first generation status, pell status, URM status, class standing, and other various subgroups that OIRADA analyzed.

MONITORING PROGRESS TOWARDS UNIVERSITY'S DEI GOALS

The office contributed to developing a Key Performance Indicators Dashboard that is used to monitor the University's diversity-focused goals. The KPI dashboard features goals and measures of the diversity of students, faculty, and staff on the Institutional Profile and is updated regularly with updates to the university's progress toward the stated goals. The Student Outcomes area of the dashboard tracks retention and graduation gaps for URM and Non-URM students, and OIRADA is responsible for producing the official university statistics for these student outcomes. The office maintains trend data on many of the diversity measures included in the KPI dashboard, such as the Faculty and Staff Profile and the Retention and Graduation Rates for various groups. OIRADA supports a range of university operations, Senate Committees, and DEI initiatives by contributing diversity information for summarized reports and presentations.

SCHOOL OF HEALTH SCIENCES

The School of Health Sciences strives to transform students into leaders, connect theory to best practices, and impact the needs of all people and communities. Fostering diversity, equity and inclusion (DEI) is essential in this mission. The commitment to these important principles strengthens the School's voice as a community and elevates their ability to help eliminate health disparities locally, nationally and globally. Ultimately, the goal is to empower others to make better health choices through thoughtful nutrition, physical activity, wellness and health promotion, safe environments and mindfulness.

The School of Health Sciences celebrates its commitment to DEI through excellence in teaching, research and service, while recognizing that this is a process of continual improvement and that the collective initiatives listed below are examples of a journey to a more diverse, equitable and inclusive institution, community and society.

HEALTHOLOGY SYMPOSIUM

The annual Healthology Symposium, hosted by the School of Health Sciences, celebrates impactful collaborative approaches for addressing upstream social determinants of health in achieving better downstream care.

The 7th annual Healthology Symposium, held in March 2024, focused on Healthy Diversity. The event's resonance with community partners and impact on the lives of people and communities continues to grow.

Through the efforts of over 30 co-chairs and speakers from the University and community at large, Healthology held five uplifting symposia focusing on diversity in the areas of knowledge, ability, family, mental health and nutrition. The first four sessions consisted of lightning talks surrounding the topics, followed by wonderful interactions between presenters, student and faculty researchers, external vendors and guests. The nutrition session provided a diverse, delicious, and nutritious dinner featuring healthful Jamaican and Palestinian cuisine.

The pinnacle of the event was a truly inspirational and heartfelt talk from Kirstie Ennis. From becoming an adventure athlete after the amputation of her leg, to mental health challenges, through the support of her family and more – Kirstie embodies the vision of Healthy Diversity. There wasn't a dry eye in the house as Kirstie held the audience captive, and words simply cannot describe the energy in the room during her moving presentation and interaction with the audience during the Q+A session. This symposium is an annual call for public awareness and professional action. Addressing social determinants and removing barriers to health outcomes was a feature throughout.

7TH INTERPROFESSIONAL EDUCATION WORKSHOP

In April 2024, Oakland University's Interprofessional Task Force hosted its eighth annual Interprofessional Education Workshop. This workshop enabled students, faculty and community leaders from Social Work, Medicine, Nursing, Physical Therapy and Public Health to learn with, about and from each other on ways that healthcare professionals can work together to meet the specific needs of women affected by substance abuse



Healthology Symposium keynote speaker Kirstie Ennis surrounded by SHS faculty.

disorder. The keynote address was delivered by Anna Jessup, LMSW, CAADC, clinical analyst and women's specialty services coordinator at Oakland Community Health Network, who provided an overview of a broad range of relevant topics. Following this, students gathered in small interprofessional groups to discuss a case study of a 28-year-old woman dealing with pregnancy and opioid use. Groups were led by a faculty facilitator who helped guide discussion on how members of an interprofessional team can collaborate to serve the needs of patients and their families. After the small interprofessional group discussions, a panel of professionals from the respective disciplines provided their perspectives on the case study.

HIGH SCHOOL OUTREACH: MICAREERQUEST

In November 2024, the School of Health Sciences participated in MiCareerQuest, an annual career exploration event that attracts thousands of Michigan high school students from diverse communities around the region and allows them to engage in hands-on activities, interact with professionals and discover educational opportunities for in-demand careers. Students interacted with SHS program leaders and participated in interesting activities in areas such as nutrition/dietetics, medical laboratory science, radiologic technology, exercise science, physical therapy, public health, wellness and health promotion, and environmental health and safety. It was wonderful to share all of the future career possibilities that await these diverse students and future health leaders.

HIGH SCHOOL OUTREACH: CAREERS IN HEALTHCARE WITH PRE-COLLEGE PROGRAMS

The Medical Laboratory Science program, led by faculty member Christina Lim, participated in the Careers in Healthcare with Pre-college Programs event, increasing awareness of health programs, and future opportunities amongst a diverse student population. Students learned about the broad array of Clinical and Diagnostic Sciences opportunities and participated in a hands-on activity where they assessed a patient's diabetic status, evaluating the urine from a diabetic patient using

High school students interact with laboratory equipment with the help of Medical Laboratory Science faculty.



standard laboratory assays with a Chemstrip, confirmed those results using Clinitest, and evaluated the sample microscopically.

COMMITTEES ADVANCING DEI BOARD OF ADVOCACY AND RESOURCE DEVELOPMENT

The School of Health Sciences Board of Advocacy and Resource Development (BOARD) brings together a diverse group of health leaders from across Southeast Michigan in support of academic programming, research endeavors and community engagement. Each member is committed, in his or her own career, to help bring about positive change in community health and well-being. Collaboratively, the BOARD is instrumental in supporting the school's transformative learning and innovative outcomes in health. The membership includes diversity in health disciplines, industries, health/medical practices and more. The BOARD is committed to achieving positive outcomes for both student participation and the communities in which they support, lead and volunteer.

PHYSICAL THERAPY PROGRAM DEI COMMITTEE

The Physical Therapy Program DEI Committee, chaired by Dionne Shell with Kris Thompson serving as the faculty adviser, aims to "enroll more students into physical therapist education programs who are representative of the general population, so the profession can meet the needs of an increasingly diverse society and provide patient-centered care" (ACAPT Diversity Task Report, 2016). The committee develops events and programs related to mentoring, belonging and success in the program for all students.

In October, the committee held a hybrid presentation, "Mentoring for Success in Physical Therapy". Fatema Tuz Zohra, MPH Student and Graduate Assistant in the Department of Organizational Leadership, presented on the Mentoring for Life (M4L) program that provides OU graduate students with training to become effective mentors and self-advocates. This was followed by a panel presentation on effective mentoring with Limmy Kim (third-year OU DPT student), Melodie Kondratek, PT, DScPT, OMPT (OU PT faculty), Gwynne Waters, PT, DPT, OMPT, SCS (PT clinical educator) and Klajdi Sina, PT, DPT, OCS, OMPT (PT clinical instructor). The DEI Committee continued to collaborate with M4L leaders to offer this program to interested students in the DPT and Ph.D. programs.

As part of the OU African American Celebration Month in February, the DEI Committee organized a hybrid event, "Bringing Belonging to DEI in Physical Therapy". Keynote speaker Dr. Lisa VanHoose (associate professor and program director, University of Louisiana Monroe) and panelists Dionne Shell and Yvonne Jackson (physical therapists) discussed concepts of belonging, as well as opportunities to create a culture of belonging that facilitates learning and success in the classroom.

COMMUNITY OUTREACH DEDICATED TO DEI NATIVE AMERICAN ADVISORY COMMITTEE STUDENT INVOLVEMENT

School of Health Sciences and ECLIPSE students Bianca Carnevale, Hanna Gipson, Courtney Nichol and Khalil Roy collaborated with the Oakland University Native American

Advisory Committee (NAAC) for their ECLIPSE Community Health Impact Project. The team created an online resource hub and a graphic for the committee to help expand the NAAC's reach and impact, thus working to preserve Native American culture and further the health and well-being of Indigenous people at OU and beyond.

PRESCRIPTION FOR A HEALTHY OAKLAND

The Prescription for a Healthy Oakland program addresses access to fresh produce and physical activity opportunities for individuals who are low income and uninsured/underinsured in the greater-Pontiac area and the southeast corridor of Oakland County around Oak Park and Southfield. Led by Oakland County Health Division, and with technical support from Oakland University's Drs. Laurel Stevenson and Jennifer Lucarelli, the program relies on a collaborative effort between a diverse group of clinical and community partners, including the Healthy Pontiac, We Can! coalition, Honor Community Health, St. Joseph Mercy Oakland, Gary Bernstein Community Health Clinic, Oakland County Sheriff's Police Athletic League, Centro Multicultural La Familia, Jewish Family Services, Women Infants Children and Humana. The program also partners with grocery stores and farmers markets, including Carnival Market, Hollywood Markets, Sav Plus, and Oak Park and Oakland County Farmers Markets.

The program demonstrates diverse support from the community, with previous funders including Michigan Health Endowment Fund, Blue Cross Blue Shield of Michigan and WK Kellogg Foundation. The program is currently funded under the USDA Gus Schumacher Nutrition Incentive Program (GusNIP) Award for an additional three years (\$453,000).

Prescription for a Healthy Oakland operates using a model of social prescribing where and when people experience complex needs around food, housing, transportation, health care, etc., a health care provider, or other social service organization "prescribes" resources to meet these complex needs. The program uses social prescribing to alleviate needs by reducing barriers to healthy food, providing health education opportunities and referrals to other wrap-around services, and empowering individuals to engage in healthy living by fostering and engaging community connections.

TECH RX

The Prescription for a Healthy Oakland team received funding (\$500,000) from the Michigan Health Endowment Fund to support their innovative project titled "Tech Rx: Increasing produce prescription efficacy." This project is in its second year and brings together a diverse group of stakeholders to advance the sustainability of Produce Prescription Programs in Michigan, while also building efficient technology systems for program management. The Michigan Farmers Market Association, Reciprocity (a local technology company founded by OU graduates), Public Sector Consultants, and produce prescription programs across the state of Michigan are involved in this initiative spearheaded by School of Health Sciences professors, Drs. Jennifer Lucarelli and Laurel Stevenson.

PONTIAC STEPS THAT SUPPORT HEALTHY LIVING

The new Pontiac STEPS that Support Active Living project addresses policy, systems and environmental strategies that support physical activity. Led by Dr. Jennifer Lucarelli, the program builds upon existing local needs assessment and collaborative strategic planning and partnership development in order to address the most immediate needs around youth recreation program collaboration, communication and capacity building. The program will also advance policies and planning for built environments that support physical activity through policy assessments, sidewalk assessments, and park site planning, enabling the City and partnering organizations to respond quickly and effectively to opportunities to implement built environment changes in the areas of greatest need. The two primary projects include facilitation of a Youth Enrichment Collaborative to increase opportunities for youth in the community, and development of modern park site plans utilizing a community-driven engagement process in up to five Pontiac parks. This is a grant-funded project awarded to the Pontiac Collective Impact Partnership via Oakland University from the Michigan Health Endowment Fund Nutrition and Healthy Lifestyles initiative.

Additional community initiatives by SHS faculty members include blight assessments in the city of Pontiac, and strategic planning around affordable housing access in Oakland County.

COURSEWORK, PROGRAMS AND FACULTY THAT SUPPORT DEI

ECLIPSE (EXPLORATIONS IN COLLABORATIVE LEADERSHIP AND INTERPROFESSIONAL EDUCATION)

Launched in 2017, ECLIPSE offers undergraduate students a unique leadership development experience which aims to cultivate health professionals who positively impact individuals, communities and populations. The program, which has a diverse student population and encourages any student interested in leadership and health to join, currently has 88 students with 17 peer mentoring groups. Workshops, service learning opportunities and self-reflection activities are all designed with a DEI lens.

ECLIPSE continued to offer:

- Equitable and inclusive practices regarding participation, leadership positions on the ECLIPSE Activities Board (EAB), and the opportunity to move up levels in the program
- Discussions that focus on values and ethics, breaking down unconscious bias, and the importance of having diverse voices on the healthcare team to make well-informed decisions
- Purposeful partnerships with organizations who provide critical services to marginalized and underserved populations in Pontiac and greater Oakland County
- Equitable participation opportunities with no minimum GPA or application process, as well as the opportunity for both upper-level and transfer students to move up in ECLIPSE based on experience at their past institution
- Inclusive peer mentoring groups based on a student's interests and major/concentration to create a sense of community and gain support from other students within the program

- Education about breaking down unconscious bias
- Curriculum infused with diverse examples

This year in ECLIPSE:

- Students reported over 1,500 hours of community service with local nonprofits, in clinical settings and through initiatives at OU
- Students participated in many service events throughout the year, including: making blankets with Fleece and Thank You for children in the hospital, participating in a Thanksgiving food drive and collecting over 300 cans for Lighthouse of Oakland County, donating gifts to clients at HAVEN, volunteering and donating blood for Versiti Blood Drive, making Holiday cards for senior citizens and Valentine's cards for children in the hospital, packaging medical supplies to ship overseas with World Medical Relief and planting in a community garden
- ECLIPSE hosted a DEI statement workshop with the writing center to aid students in writing statements for graduate school applications
- Third-year students created case studies about working with an interprofessional team to solve a health issue for a patient. As part of the case study, students were required to have identity (social determinants of health) as one of the factors under consideration in treatment so they would take time to consider more individualistic, holistic care and the different needs that may be required based on religion, ethnicity, skin color, gender, weight, disability, etc. Five groups created different case studies and then took turns working through the cases with the rest of the class
- As a capstone experience, students in ECLIPSE completed Community Health Impact Projects (CHIP) focused on working with marginalized populations and diverse social justice topics that impact OU's surrounding communities. In 2023-24, there were seven total projects:
 - Native American Advisory Committee – students created marketing resources to increase awareness of this organization on and off campus
 - Two projects for Presbyterian Villages – students created and implemented walking programs for seniors
 - HAVEN – students created a volunteer recruitment flier and interview questions for future HAVEN volunteers
 - Two projects for Positive Norm – students evaluated mental health needs on OU's campus
 - Mindful Institute – students worked with local charities to create a video for a mindfulness event

FACULTY AND STAFF DEVELOPMENT

Across the school's four departments, faculty recognize that the ways people communicate and learn are diverse, and they understand that creating an environment where these differences are celebrated results in greater contributions to the professions and communities.

- Applied inclusive teaching practices in the classroom and clinical settings
- Furthered own knowledge by attending workshops and seminars on best practices



SHS and ECLIPSE students hold Native American Advisory Committee fliers they created for their CHIP Project with the committee.

- Incorporated service learning opportunities in diverse populations
- Ensured diverse representation in the authors and creators of assigned course content, including recognition of minorities who contribute to various health science fields
- Highlighted high-risk and vulnerable populations in course case studies
- Conducted participatory research with vulnerable populations and worked with community and local organizations that seek to improve the health outcomes of vulnerable populations. One example is research conducted by Dr. Flora Dallo, who focuses on better understanding and improving the health of the Middle Eastern population in Michigan
- Incorporated DEI components into community-based participatory research courses
- Evaluated practices related to admissions, hiring, and curriculum assessment
- Strived for equitable allocation of service assignments in training on levels of racism, structural racism in metro-Detroit, cultural humility, privilege, and LGBTQIA+ allyship

The director of Academic Advising and Student Services, and the professional advising and student services staff, participated in training sessions on various topics, including: first-generation college students, unconscious bias, understanding pronoun usage, intergenerational workspaces, inclusive conversation and Title IX regulations.

PUBLIC HEALTH SCHOLARSHIP PROGRAM

Again in 2023-24, the Public Health Scholarship Program provided an opportunity for need-based funding to Master of Public Health (MPH) students as well as Public Health combined program (B.S. + MPH) students. The scholarship aims to increase higher education access among groups that have been historically marginalized, with one of the long-term goals of increasing the diversity of the public health workforce. Students who demonstrate an economic need and are first-generation college students are eligible. A long-term goal of the program is

to address communities' health disparities and inequities by requiring scholarship recipients to complete their practicum and seek employment in medically underserved areas.

M.D./MPH

The School of Health Sciences and Oakland University William Beaumont School of Medicine (OUWB) partnered to offer Oakland's first dual degree: the M.D./MPH. By integrating a public health education as part of the medical school curriculum, future physicians will be prepared to better serve their diverse populations through emphasizing healthful choices; understanding why health issues are prevalent; developing innovative and holistic care models, practices and strategies; and promoting public health policy and leadership.

GRADUATE CERTIFICATES

The Public Health program continued to offer three graduate certificates to further the education of post-baccalaureate students, graduate students and working health professionals, thus enabling them to serve the needs of people and communities more effectively.

- Health Equity certificate – explores the root causes of health inequities, as well as the development and implementation of strategic initiatives that diminish health disparities and foster equitable health among populations
- Global and Population Health Services certificate – develop and communicate the goals and objectives of health programs to stakeholders, and improve the efficiency and quality of healthcare and program delivery
- Epidemiological Research certificate – advances knowledge of epidemiologic methods and provides experience in developing a robust research study design and conducting higher-level statistical analyses (qualitative and quantitative)

COMMUNITY ENGAGEMENT MINOR

The School of Health Sciences continued to offer students in this school and across the University at large a minor in Community Engagement. This minor prepares students to effectively serve and engage with diverse individuals and communities through hands-on learning opportunities in real-world, diverse community settings.

COURSES

The principles of DEI are incorporated throughout the curriculum in all of the disciplines in the School of Health Sciences. The list below focuses on some specific examples offered in the School:

- ECLIPSE I (IPE 1000/1010) – personal and social identity development
- ECLIPSE II (IPE 2000/2020) – how to work effectively on diverse teams
- Health Care Systems around the World (CDS 2070) – the history, structure and concerns facing the health care systems, organizations, and practitioners in the U.S. and various other countries
- Intro to Public Health (PH 3000) – understanding and application of the structural forces that influence health and equity by examining the social, economic, political, environmental, and cultural factors that shape population

and community health, and integrating public health history, policies, programs, and strategies to improve health across topics

- ECLIPSE III (IPE 3000/3010) – case studies in groups focused on how to address identity and social determinants of health
- Equitable Wellness for Diverse Populations (WHP 3010) – understanding and practical application of health and wellness programs and interventions to diverse populations, including how to expose and modify programs for individuals and groups based on age, medical conditions, and specific needs
- Culture, Ethnicity and Well-being (WHP 3700) – how biological, social, political, and cultural environments affect health, illness, and treatment
- ECLIPSE IV (IPE 4000/4010) – Community Health Impact Project in student groups that works directly with minority-serving organizations and community-based health initiatives
- Environmental Justice (WHP 4350 / PH 5350) – the origins of the uneven distribution of environmental problems across communities, ways to measure environmental inequality, and how environmental problems (both manmade and natural) reflect and exacerbate social inequality
- Global Health and Social Issues (PH 4750 / 5750) – social, cultural, and environmental contexts in which people live and how factors such as poverty, development, sexuality, inequity and health programs influence health and development
- Population Health, Health Policy and Healthcare Delivery (WHP 4850 / PH 5850) – understanding of health issues faced by populations and collaborative efforts among public health, health care systems and other organizations to improve health outcomes
- Principles of Community-Based Participatory Research (PH 5100) – the role of community-based participatory research in informing efforts to understand and address the mean by which bias and health inequities undermine the health of communities
- Intro to Environmental Health Sciences (PH 5600) – how environmental factors impact population health and evaluates policies for their impact on health inequalities
- Social Determinants of Health (PH 5650) – social and structural factors that impact health, and the connection between these factors and health inequities
- Health Policy and Management (PH 5700) – vulnerable populations in the United States and the challenges they face in accessing health care and potential solutions to this problem

COLLEGE OF ARTS AND SCIENCES

In August, the College of Arts and Sciences hosted *Teaching Race in America: A Professional Development Conference* with Nikole Hannah-Jones (The 1619 Project) as the keynote presenter. The conference focused on teachers of middle and high school English Language Arts and Social Studies and attracted over 200 participants. The conference received support from the Kresge Foundation, the Charles H. Wright Museum of African American History, the Detroit Historical Society, Gates Ventures OER Project, and other organizations.

Cecilia Saenz-Roby served as Dean's Fellow focusing on outreach efforts to Pontiac. She arranged two visits of Pontiac High School ESL classes to the university. She led multiple workshops at Casa Amiga and Centro Multicultural for Spanish speaking parents about how to attend college, double major, the importance of minors and classes to take in high school to prepare for college. Saenz-Roby has also worked on virtual workshops with the Mexican Consul and local organizations. The presentations were recorded and archived. While the live audience was between 15-20 participants, the videos had an engagement with over 740 people.

The CAS deans met with each department (chair and additional faculty identified by the chair) to review student success data, focusing particularly on equity gap data.

Tenure-track faculty searches in the College continue to result in diversifying their faculty.

DIVERSITY, EQUITY, AND INCLUSION EFFORTS BY DEPARTMENT/PROGRAM

ART AND ART HISTORY

The department continues to run its free graphic design laptop program, renewing 50 laptops with Apple in Fall 2023 for four more years and 30 in Fall 2024, to provide technology equity in their program.

Claude Baillargeon's work curating BIPOC artist Wendel A. White in the OU Art Gallery, and its surrounding programming, promoted DEI efforts. For example, offering Public Programming such as:

- In Conversation (Wendel White & Kenya Tyson), sponsored by Barry M. Klein Center for Culture and Globalization, with the assistance of AAH
- Panel Discussion (Wendel White, Kenneth Montague & Samantha Noël), sponsored by the Judd Family Endowed Fund
- Braun Lecture (Deborah Willis), sponsored by Braun Memorial Lecture Fund, AAH, and the Division of Student Affairs and Diversity
- Private exhibition walkthrough led by Wendel White for the Black Alumni Chapter and the Black Employee Resource Group, with reception sponsored by the Division of Student Affairs and Diversity and the Alumni Association
- "Invitation to Oakland Student Leaders to Help Envision a Student-Centered Event for Art Exhibition Devoted to the African American Experience". In partnership with the Center for Multicultural Initiatives, this invitation was shared with Oakland student leaders at their June 2023 meeting. Despite a positive response on the part of the student leaders, this initiative remained unfulfilled

Ambrotype of Frederick Douglass, Smithsonian National Museum of African American History and Culture, Washington, DC, 2016, from Manifest (image courtesy of OUAG/Wendel A White).

- Extra-curricular campus lecture, "Retracing the Milestones of the Alabama Civil Rights Trail: An Outsider's Travelogue," Oakland University Art Gallery

The department also included more diverse, global perspectives in its course offerings through special topics such as:

- AH3900: Art of the Silk Roads
- AH3900: Visual Culture and the African American Experience
- DES3900: Cross Cultural Design

BIOLOGICAL SCIENCES

The department launched the BIO Learning Lounge to support student success in biology, chemistry and physics courses, including gateway courses in the sciences. The goal is to reduce achievement gaps and increase retention.

COMMUNICATION, JOURNALISM AND PUBLIC RELATIONS

DEI is an integral part of their department life - including in a number of their courses. Communication Majors are required to take COM 3300 Communication, Culture, and Belonging, which specifically considers the relationship between difference and communication. In addition, the broader department offers a broad array of courses with a strong emphasis on DEI issues, including Race and Communication, Persuasion and Social Change, Women in Leadership, Cultural Theory in Communication, Health Communication in Close Relationships, Sexuality and Communication, Diversity in Media Storytelling, Media, Gender, and Sexuality, Rise of Electronic Media, Popular Music Studies, and Women, Power and Persuasion.



The Public Relations Program submitted program revisions that require students to take at least one course that has a strong DEI component. In a proposal for an Interdisciplinary Minor, they included a new course that explores DEI issues related to video games.

Their department is home to the popular offerings in American Sign Language, and a committee has been formed to explore expanding that program. Members organized their first Professional Advisory Board, deliberately working to build a diverse group of professionals.

In terms of department demographics, 29% of their majors are URM students. While their other programs are smaller to gain reliable counts, they still show URM enrollment. Their department DFW rates are highest on Collegiate Communication, which is not taught.

In terms of events, two faculty members (Rebekah Farrugia and Kellie Hay) presented their book *Women Rapping the Revolution*, which explores race and gender in Detroit. They had a book chapter accepted titled "From the Foundation We are Culture Creators: Community and Capitalism in Detroit's Hip Hop Underground". They also presented at the Detroit Center of the University of Michigan on MLK Day. Independently they both published additional works related to race, gender and cultural production in Detroit.

Faculty are active in the campus, community, and research work related to DEI issues

- Rebecca Mercado Jones sits on the Board for MI Planned Parenthood and is co-president of the Latinx Employee Resource Group, the Latinx Graduation committee, and the Hispanic Heritage Month Committee
- Adina Schneeweis served another year as a Provost Diversity Fellow and published an essay on "Teaching Social Justice in Skills Oriented Courses"
- Chiaoning Su resumed her leadership of the Barry M Klein Center for Culture and Globalization, planning events devoted to a global understanding of DEI
- Erin Meyers, who serves as the Assistant Director of the OU Women and Gender Studies Program and is a member of the WGS Film Festival committee, received a book contract for a project titled "Televising True Crime in the Digital Age: Critical Feminist Perspectives," and appeared on WDIV to discuss mom shaming in popular culture
- Lily Mendoza continues to work to ask critical questions in the field of intercultural communication, including publishing pieces in *The Handbook of Critical Intercultural Communication*, and on indigenous issues in the Philippines. She regularly speaks on DEI issues around Detroit, is the Executive Director of the Center for Babaylan Studies, and led a CETL Faculty Development Group on DEI issues in education. In addition, she serves as advisor for the Filipino American Students of OU
- Scott Crabill does grant supported work related to education initiatives in Pontiac

- Valerie Palmer Mehta continues her active publishing and presentation work on issues related to gender, including the publication "Creating a Champion for Women: The Transgressive Maternal Practices of Andrea Dworkin's Mother, Sylvia," and the presentation of "A Better Life Right Here in Arkansas: The Political Campaign Rhetoric of Arkansas Governor Sarah Huckabee Sanders." She is on the editorial board for Women's Studies in Communication. As the Internship coordinator she always works to create diverse panels of speakers to help students navigate their transition from school to work life
- Tom Discenna had an article titled "Contingency, Academic Labor and the Unofficial University." He hosts a podcast for New Books Network covering books specifically focused on issues related to Labor

DANCE

- Lauren Anderson, a former prima ballerina with the Houston Ballet Company- Dance department's African-American guest choreographer from Houston, Texas. Ms. Anderson conducts a week-long residency which includes teaching courses to dance majors and creating an original Ballet piece on selected students
- Pride Month celebration - The department's Student Org, DANCERS, organizes a master class open to the University to recognize Pride artists
- Black History Month celebration - The department's Student Org, DANCERS, organizes a master class open to the University to recognize Black artists
- "History of Black Dance", formerly titled, "Dance in Film" - A comprehensive survey general education DEI course offered each year in the department that explores the history of black dance artists
- "World Dance Traditions" - A general education DEI course offered each year in the department that studies various world dance forms and traditions

ENGLISH, CREATIVE WRITING AND FILM

The Department of English continued with their commitment to DEI initiatives as those values are embedded and find expression in all of their work. Their faculty members teach courses designed to foster those values. In the last few years, colleagues in Film and English have introduced film and literature courses that focus on issues related to DEI—Black films, gay and lesbian films, Ethnic literature, Indigenous literature, social engagement, Literature and Disability Studies. These new courses, both permanent, and special topics, reflect the department's commitment to DEI, also show in the relatively recently introduced new curricula they have designed to reflect their interest in DEI and their commitment to meeting the needs and interests of both students and faculty.

They design calls for new faculty to teach specifically to attract a diverse pool of candidates. Their new procedures for review, which are currently under review by FRPC, were reformed explicitly with the goal of putting into place best practices to ensure diversity, equity and inclusion.

They have designed their syllabuses to promote DEI, both in the subject matter and grading and other policies. Their department meetings (formal and informal) include discussions of how to adopt policies and practices to support OU's diverse students. These discussions are informed by the innovative practices they have adopted as teachers, and by those who have included DEI enriched pedagogy and part of their research work.

They have colleagues who have led and served on the Senate DEI, the Native American Advisory Committee, and the Senate Mental Health Committees. They are also working on establishing relationships with community high schools so that they can help them prepare their students for college and attract them to OU.

HISTORY

- Teaching Race Conference (August 2023)
- Reimplemented Upper-Division Courses on Native American History (Fall 2023)
- Brought in International Scholar, Weizheng Gao
- Working with Deputy Mayor Khalfani Stephens to discuss bringing Michigan History Day to Pontiac Schools. (In progress; began January 2024)
- Laid groundwork to bring in Eric Hemmenway to serve as a curriculum consultant for courses on Native America and the Great Lakes region. (Began Winter 2024 semester)
- Contributed funds to AAPI- and LGBTQIA+ ERG event: Curtis Chin Book Talk November 2023
- Contributed funds to Community Archaeology as a Pathway to Healing at the Mount Pleasant Indian Industrial Boarding School, March 2024
- Received the Hajja Razia Sharif Sheikh Endowment for Islamic Understanding Programs to bring in Sally Howell (University of Michigan-Dearborn) to present in the Fall semester 2024. (Received April 2024)
- Erin Dwyer gave a presentation on slavery and poison in Antebellum America for History Comes Alive. For Black History Month, February 2024
- Karen Miller gave a presentation on race riots of the 1940s in Detroit in November 2023
- George Milne developed a simulation on colonial America

LINGUISTICS

Professor Jason Overfelt was featured in the Chaldean Cultural Center's Virtual Discussion Series on YouTube in January 2024. He discussed the importance of linguistic diversity and language preservation because "the language is a cornerstone piece of the culture - it's worth fighting for, it's worth saving."

OULDI (the Oakland University Linguistic Diversity Initiative) hosted its fourth campus-wide event in February 2024 in observation of International Mother Language Day. Their program for the event included 1) a screening of TEDx talk Embracing Multilingualism and Eradicating Linguistic Bias by Karen Leung, 2) a showcase of various languages and multilingualism by OU community members, and 3) games and activities to promote linguistic justice and multilingualism.

Kuniko Nielsen and Angela Super were honored to be invited to La Casa Amiga Legal Clinic and Community Programs's Volunteer Appreciation Event in April 2024. The Linguistics department cherishes the 20+ years of partnership with La Casa Amiga which has been an integral part of the TESOL program. Their partnership promotes multilingualism, linguistic justice, and DEI on campus and beyond.

MATHEMATICS AND STATISTICS

The OU Math Corps Summer Program and the OU Math Jumpstart summer camps.

MODERN LANGUAGES AND LITERATURES

- Noche Literaria (Literary Night) (Cecilia Saenz-Roby) - students read their literary works in the language of study at a dinner attended by students, faculty, families/friends and administrators
- "Nuestras Voces" DMLL journal - 15th literary publication featuring stories, poems and essays in language of study
- "Next Generation of Leaders"- November and February- Visit of a total of 120 students from Pontiac High School (Cecilia Saenz-Roby)
- Japanese Club Charity Event (Onigiri Action)
- Talent Show (Special Events Committee) - yearly event. Students perform in their language of study.
- Hispanic Heritage Celebration (Adolfo Campoy-Cubillo and Cecilia Saenz-Roby)
- ICR (International Conference on Romanticism) conference application and development: conference held in Detroit in 2023. Theme: "Underground Romanticism"
- Summer camp planning and organization - week-long summer camps at OU in Spanish, French, and Japanese
- Creation of new combined PK-12 BA/MA program, working with SEHS (Raquel Prieta)
- Rochester Schools Dual Enrollment project (with Emily Stow and SPN/FRH/GRM/CHE)
- Screening of Amazon documentary Frida at Emagine Theater, March 2024 (Royal Oak) (Adolfo Campoy)
- Screening of Amazon film "Musica" at Oakland Center, April 2024 (Adolfo Campoy)
- Study Abroad Expos - Chinese, German, Spanish, Italian, Japanese, French
- AAPI (Asian American and Pacific Islanders) Expo - Tables for China and Taiwan (Melanie Chang)
- Valade Park Detroit, Lunar New Year Celebration (Melanie Chang)
- Affordable Course Materials: MLL has largest number of unique courses with "low-cost" designation
- OU Pontiac service projects (La Casa Amiga, Centro Multicultural La Familia, Radio of Centro Multicultural, HOPE, Haven, and Pontiac High School) (Cecilia Saenz-Roby).
- Carnegie Task Force - Provost's Office (Cecilia Saenz-Roby)
- Self-treatment study with School of Nursing (Cecilia Saenz-Roby)
- International Mother Language Day (DMLL contribution to Linguistics event) (Stephen Filler)

Community Engagement Projects

- Weekly Conversation Tables for students, staff, and community members (Chinese, French, Japanese, German, Spanish, Italian and Arabic)
- Recruiting mentors and tutors for La Casa Amiga's mentoring, after-school tutoring and food distribution programs and mentors for at risk students of Pontiac High School (Cecilia Saenz-Roby)
- Participating and organizing meetings with OU and Pontiac organizations personnel (Cecilia Saenz-Roby)
- OU Theme Three- Community Engagement (Cecilia Saenz-Roby)
- OU Theme Six - Belonging (Adolfo Campoy, Akiko Kashiwagi-Wood, Angineh Djavadghazaryans)
- Careers at OU, Pontiac High School, April 19 (Cecilia Saenz-Roby, Adolfo Campoy)
- Inclusive Teaching Academy, 2024 (Angineh Djavadghazaryans)

MUSIC

Professor Pam Klana engages in Intentional programming of diverse repertoire within the Symphonic Band. Inclusive supplemental materials to support the text used in methods courses. All music education methods courses include several weeks pertaining to the DEI initiatives/instruction within the instrumental classroom.

Professor Melissa Hoag received a Judd grant to bring Jonathan Bailey Holland, an African-American composer, to campus. 2023-24 was the first year of Music's new Theory III and IV (MUS 2212/2214) curriculum, featuring the music of over 20 nonwhite composers. Final projects in counterpoint (MUS 3212) featured analysis of music written in the last 30 years, with a strong encouragement to choose pieces by women or composers of color.

Professor Justin Lamb:

- Percussion Ensemble works studied and performed in concert by underrepresented composers:
 - Paradigm by JLin (Fall 2023)
 - Dictionary of Obscure Sorrows: ambedo by Annika Socolofsky (Winter 2024)
 - Gilded Cage by Susan Powell (Winter 2024)
- Methods/Works studied in lessons:
 - Rudimental by Shawn Metivetsky (Rudimental Snare Drum music inspired by North Indian Classical Music)
 - Exercises, Etudes, & Solos for the Timpani by Raynor Carroll (Former principal percussionist at LA Phil and one of the leaders of ABOP-Alliance of Black Orchestral Percussionists)

Professor Brandon LePage completed his dissertation, Queer Excellence Through Musical Activism, with related Recitals and Presentations.

POLITICAL SCIENCE

Departmental meetings and discussion concerning closing

equity gaps in some gateway courses in their majors.

These discussions, along with the 10-year self-study of the International Relations program, led to proposed revisions to the IR major curriculum to address student success and equity gaps in student performance, especially in the introductory-level International Relations and Comparative Politics courses.

PSYCHOLOGY

Significant student involvement in DEI-related research funded by the National Science Foundation to Professors Martha Escobar, Melissa McDonald, Virgil Zeigler-Hill and Mark Manning. Professors Escobar and Manning conduct a community engagement service and research-oriented undergraduate course that involves outreach to Pontiac.

SOCIOLOGY, ANTHROPOLOGY, SOCIAL WORK AND CRIMINAL JUSTICE

- Professor Jo Reger facilitated a talk - "Making a More Inclusive World Through Feminism and DEI," with the Oakland Co. Bar Association, DEI Committee, in March 2024
- Professor Maria Paino used Affordable Course Materials Stipend to make Sociology of Education and Gender and Work courses low/no cost for students
- Professor Terri Orbuch did a range of programs on promoting healthy relationships;
 - Utah Marriage Celebration event, February 2024
 - The Utah Marriage Commission marriage education organizes an event every February called the Utah Marriage Celebration. This non-profit date night of education and entertainment is held with the intent to help as many couples as possible to strengthen their relationships. They generally average 700-800 participants (350-400 couples) that attend, and with the extra marketing efforts from the Marriage Commission this year, they had even more.
 - Orbuch's presentation: "How to Take Your Marriage From Good to Great"
 - Program/podcast for the Resilience Institute in New Zealand - Orbuch's episode; What Makes Relationships Work
 - Presentation at the Warren Public Library- Strategies for Healthy Relationships, February 2023

Social Work Partnerships

Social Work has expanded field practicum sites specifically to address social welfare concerns of diverse populations according to gender, race, culture, age, sexual orientation and religion.

- Affirmations
- Alternatives for Girls
- Cedarbrook Senior Living
- Covenant House
- Disability Network Oakland & Macomb
- Franklin Wright Settlements
- Gilda's Club
- Jewish Family Service of Metro Detroit
- Methodist Children's Home Society

- Oakland University ABA Autism Clinic
- The Alabaster Gift
- Waterford Senior Center
- Oakland University Gender and Sexuality Center

Social Work Teaching

- Inclusive Teaching Academy - Dr. Angela Kaiser
- Inclusion, intersectionality and conflict resolution - Dr. Angela Kaiser
- Social Work established ADEI curriculum committees
- Social work established an ADEI Student Advisor board led by Megan Widman
- Social work developed a self-paced human trafficking training for social work graduates
- Development of a study abroad program - Kareen Tonsing
- Developed Immigration and Refugee Course - Betty Tonui

Social Work DEI Service

- Talks: Mental Health Among Brown and Black Men by Hydeen Beverly
- Talks: Inclusive spaces for undocumented, immigrant and refugee students by Nicolaus Espitia
- Establish LGBTQ+ Social Work Student Group led by Angela Kaiser

THEATRE

- Their flagship annual program is the Kaleidoscope Cabaret - student director, department supported celebration of Theatre's students of color

SMTD's Laramie Project, a dialogue about homophobia surrounding the murder of Matthew Shepard.



- Their children's show this year is a collaboration with world music and is about the history of Caribbean music, especially steel pan drums
- They have a standing DEI committee in the department and participate in the SMTD JEDI committee
- First-year courses (THA-1001 Foundations of Theatre) include a unit on bias, community and belonging
- Programming for this past year included: Laramie Project, which is a dialogue about homophobia surrounding the murder of Matthew Shepard; and a gender-bent Jesus Christ Super Star
- Programming for next year includes Pipeline by Dominique Morisseau and Thanksgiving Play by Larissa FastHorse. Both are about and feature diverse casts
- Changed casting policies to be more inclusive across all lines (neuro-divergent, racial, gender identity)
- Departmental Celebration of National Pronouns/Gender Identity Day
- Ran two sections of THA-4907 ST: Theatre of the Global Majority
- In the process of creating a new class THA-3004 Theatre of the Global Majority, which will be required for all BA-Theatre students
- Professional development for all THA Faculty in running sensory-friendly performances
- Ran sensory-friendly performances for Theatre's first and second mainstage productions (Farsa/Farce, Varner Act II Gala)

WOMEN AND GENDER STUDIES

The WGS major, minor and LGBTQ+ Studies minor are programs entirely focused on supporting those interested in DEI and social justice issues, including (but not limited to) those related to gender and sexuality. All classes, committees, events and assessments support this goal.

Events

- Women and Gender Studies Annual Film Festival—An annual showing of various films centering on a specific theme featuring women and gender issues. Panel discussions follow viewing
- March – Women's History Month—From videos and documentaries on national events to discussion panels and women's health activities, the month's events are designed to showcase powerful female voices and issues
- Careers that Make a Difference—Event for current majors/minors with presentations from alumni making a difference in their communities with their Women and Gender Studies degree. This is a great opportunity to learn about what one can do with their WGS degree and to network with those in relevant fields of endeavor
- WGS Awards Spring Celebration—At this yearly event, the Women and Gender Studies department honor graduating WGS and LGBTQ+ students, as well as the recipients of the Mary Van Sell Scholarship, Barbara Hamilton Leadership & Service Award, and the WGS Scholastic Achievement Award

WRITING AND RHETORIC

Events and Activities

- WRT sponsored and hosted PDW student Mena Hannakachl's reading of her published memoir essay "What Chaldean Girls Are" which explores her Chaldean heritage, October 2023
- WRT co-sponsored Curtis Chin, "Everything I Learned, I Learned in a Chinese Restaurant" Reading and WRT 3086 Workshop, November 2023 (Curtis Chin conducted a memoir writing workshop with WRT 3086: Creative Non-Fiction students prior to his book reading). Event co-organized by the Asian, Asian American, and Pacific Islander Employee Resource Group and the LGBTQIA+ Employee Resource Group
- WRT co-sponsored Diane Wilson (Dakota), "The Seed Keeper" Reading, November 2023. Co-sponsored with the Native American Advisory Committee and numerous other units/departments for Native American Heritage Month

Curriculum and Instruction/Curriculum Development

- Fall 2023: Offered WRT 3084: Race, Social Justice, and Professional Writing (Dr. Felicita Arzu-Carmichael)
- The First-Year Writing Committee revised the WRT 1050 course objectives to include a new objective: "Diversity and Community – Demonstrate rhetorical awareness of diverse audiences, situations, perspectives, and communities"
- The full-time faculty voted to move WRT 3084: Race, Social Justice, and Professional Writing into the core of their Professional and Digital Writing major in order to diversify their curriculum and ensure graduates have knowledge and abilities for communicating effectively and ethically in diverse workplace settings. This proposed change has been made to Curriculum and will go through governance next year for approval in 2025-26

Scholarship/Research

- Megan Schoen presented "Social Justice through Collaborative Initiatives Between First-Year Writing Committees and DEI Committees," as part of "Social Justice in FYW and WAC Administration," a panel presentation at the Council of Writing Program Administrators Conference, Reno, NV, July 2023
- Felicita Arzu-Carmichael presented "Equity and Inclusion as Coalitional Work" for the DEI & Digital Accessibility Workshop, Wayne State University, March 2024

Administrative/Service Work

- The WRT DEI Committee (Jim Nugent - chair, Felicita Arzu-Carmichael, Bernadette Dickerson, David Hammontree, Marshall Kitchens, Megan Schoen) met throughout the Winter 2024 semester to plan initiatives in accordance with their departmental DEI statement. Initiatives included putting forward a motion to move WRT 3084 into the major core, planning to move forward with revisions to their in-house first-year writing textbook "Grizz Writes" to bring more attention to linguistic diversity, and reaching out to the Center for Multicultural Initiatives and

Linguistics faculty about recruitment or possible collaborations for next year

- Felicita Arzu-Carmichael and Megan Schoen participated as members of CETL's 2023-24 Mind the Equity Gap Faculty Development Institute (FDI) which created curricular materials to help address equity gaps for underrepresented minority students (URMs) in large-enrolled and gateway non-STEM classes

CENTER FOR EXCELLENCE IN TEACHING AND LEARNING (CETL)

The Center for Excellence in Teaching and Learning's (CETL) mission is to lead and cultivate inclusive, innovative, and high-impact teaching practices and scholarship that enhance student learning. CETL leads teaching-related professional development and creates resources to support inclusive teaching, and works with campus partners to create an inclusive educational environment. To create an impactful culture of inclusion, CETL has established the Inclusive Teaching Academy, extended faculty use of the Student Success and Equity Dashboard, and offered diverse programs on a variety of DEI topics.

INCLUSIVE TEACHING ACADEMY

CETL established this robust faculty program in partnership with the NSF-funded Inclusive STEM Teaching Project. The purpose of the Inclusive Teaching Academy is to strengthen the knowledge and understanding of inclusive and culturally responsive teaching, use data and self-reflection to inform teaching, and incorporate evidence-based, high-impact practices. Two cohorts completed the program, one in Winter 2024 (12 weeks) and an accelerated program in Spring 2024 (6 weeks), which consisted of:

- a six-part Inclusive STEM Teaching Project Massive Open Online Course (MOOC), a NSF Improving Undergraduate STEM Education program with a CETL-led community of practice component
- course planning workshops for developing action plans to implement inclusive teaching

YEAR LONG PROGRAMS ON CLOSING EQUITY GAPS, WRITING EDUCATIONAL GRANTS, AND DECOLONIZATION AND SUSTAINABILITY

CETL partnered with the Office of Institutional Research, Assessment and Data Analytics to offer faculty training (Data-Driven Decisions Using the Student Success and Equity Dashboard) in using institutional data to reduce equity gaps and promote student success. Two faculty development institutes (FDIs), led by Faculty Fellows, deepened faculty use and application of the dashboard for course improvements and writing program and training grants:

- **Mind the (Equity) Gap FDI** used data from the Student Success and Equity Dashboard to identify equity gaps in the social sciences and writing and rhetoric courses and connect them with evidence-based strategies to remedy these gaps.
- **Dissecting the Data Dashboard for Favorable Program Outcomes FDI** leveraged institutional data and collaborations to ultimately enhance productivity in attaining

program grants funding to enhance diversity and success of OU students

- **Teaching for Sustainability and Transformation through Decolonization** used a story-based decolonizing framework to transform scholarship and pedagogies for a more sustainable future
- **PASS 2.0! Building Class Community** on inclusive teaching strategies discussed methods for creating a sense of community in STEM classroom environments

TEACHING AND SYMPOSIUM: GUEST SPEAKERS ON COMMUNITY CULTURAL WEALTH CO-SPONSORED BY STUDENT AFFAIRS & DIVERSITY AND CENTER FOR EXCELLENCE IN MEDICAL EDUCATION

This year's symposium theme was "Cultivating Inclusion through Connection," and featured a keynote with guest speakers Julie Dangremond Stanton (University of Georgia) and Birook Mekonnen (Department of Health and Human Services) exploring the community cultural wealth (CCW) of Black science majors, asset-based approaches and the racial climate Black undergraduates in science experience at a predominantly white institution (PWI), and the strengths and assets they use to succeed as science majors.

NEW FACULTY ORIENTATION PREPARES FACULTY FOR INCLUSIVE TEACHING

New part- and full-time faculty participated in a full-day orientation which centered on teaching with an inclusive lens at OU. Year-long programming for new faculty included themes of belonging, maintaining trust and student engagement.

ADDITIONAL PROGRAMMING

- Led workshops and discussions including
 - How Do We Know We Are Being Inclusive?
 - The "Case" for Cultivating Belonging (Hosch)
- Led unit-specific presentations on inclusive teaching; digital accessibility
- Hosted workshops with campus partners
 - Implicit Bias in Teaching (CEME)
 - Getting to The Deeper Structures of Race two-part series (James Perkinson, previously with CAS)
 - Designing Short-Term Programs for International Students (Zimmerman, Global Engagement)
 - Cultural Humility two-part series (Dr. Aura Cazares, Dean of Students, Office of DEI)

SCHOOL OF BUSINESS ADMINISTRATION

The School of Business Administration (SBA) at Oakland University is committed to implementing initiatives to complement OU's and advance the SBA's own DEI efforts. DEI will play an important role in the next plan being developed for the SBA.

The SBA conducted a summer camp for minority students from Pontiac in summer 2023. There was great interest in the camp, and in summer 2024, the SBA is organizing another summer camp focused on Accounting and Finance issues for minority students from Pontiac.

The SBA is engaged in forming a minority student organization, approved by the SBA in 2023. Efforts are underway to identify passionate student leaders to start formal activities.

Three SBA professors participated in the Aspirations Award selection for the state of Michigan for NCWIT.org - a women's IT organization. A faculty member attended the awards ceremony at MSU where over 30 young women were presented their awards.

The faculty of the Management and Marketing department at the SBA committed to support Oakland University's DEI efforts as articulated in OU's Strategic Goal Number 4. The department enumerated specific concrete activities which will be undertaken in support of the university's DEI efforts.

The SBA's ACHIEVE program which was recently commended by their accrediting body, the AACSB, held DEI Capstone events for the ACHIEVE students in November 2023 and February 2024. DEI C-Suite industry leaders discussed DEI within their organizations.

The SBA advising held focus groups with student organization leaders to discuss how they are incorporating DEI within their own organizations. They were requested to either create a DEI position within their organizations or add this responsibility to an existing position. The student leaders were also asked to review DEI training resources.

At the SBA Student Leadership Lunch, the SBA Advising and ACHIEVE presented to the SBA student leaders about the importance of DEI, setting goals within their organizations and discussed events to plan for student orgs around DEI. The SBA Advising met with student organization leaders and created job descriptions for DEI roles within student orgs, discussed goals moving forward, and training and events to plan for the future.

At the winter semester's Student Leadership lunch, Mary Hood and Asalyn Coachman from industry presented on DEI and its importance to student organizations.

Professor Greg Thrasher presented his work on age diversity in the workplace. The event was promoted by the SBA student organizations, and 15 people attended the event.

In collaboration with OU Pre-College Programs, Dr. Pratik Kothari, Assistant Professor of Finance, delivered an impactful Financial Literacy session to over 85 students from the International Technology Academy and Pontiac High School to foster financial awareness.

SCHOOL OF ENGINEERING AND COMPUTER SCIENCE

The SECS Outreach Program, established in 2010, formalized in 2012, and buoyed largely by the extra space that came with the new Engineering Center in 2014, has seen significant increases in student attendance since inception. Special programming for

underrepresented and underserved students has allowed SECS to increase the potential of K-12 students throughout the summer and school year. All of the Outreach staff are now required to go through diversity training through the CMI as well as first-aid training. In addition, since the establishment of the Outreach reach program, there has been a noticeable increase in undergraduate students.

STEM FIELD TRIPS AND WORKSHOPS

- Public School Academy (PSA): 4th graders (fall and winter): largely underrepresented and underserved students
- 1,200 Rochester Community Schools (RCS) 4th graders
- 2,000+ from individual schools - Saturday workshops (typically 30 fall + 30 winter), mostly math readiness, serving mostly Pontiac and Detroit students (registration through DAPCEP – the Detroit-Area Pre-College Engineering Program)
- STEM teacher training (~30 teachers per year, including from Pontiac and Detroit)

SUMMER CAMPS

- SECS offers a lineup of 26 unique camps split up by age groups: K-2, 3-6th grades, 7-9th grades, high school
- Kindergarten through 2nd STEM camps. SECS piloted three camps last year and will have eight this summer 2024. All are full to capacity for summer 2024.
- Virtual and Augmented Reality Camp
- Piloted 1 camp last year; this year, there will be a part 1 camp and part 2. Filled to capacity.
- 60 scholarships are given to Pontiac and Detroit area students

UNDERREPRESENTED AND UNDERSERVED STUDENT PROGRAM PARTNERS

These partners come to SECS every Saturday for STEM education program or afterschool programming: Detroit Area Pre-College Engineering Program (DAPCEP), Pontiac Schools, Public Schools Academy (PSA), DTE Energy, Engineering Society of Detroit (ESD), State of Michigan King-Chavez-Parks (KCP) Initiative

Engineering Summer Camp 2023



INDIVIDUAL PROGRAMS

There has been an increase in community engagement. SECS now works with Bound Together Pontiac for afterschool STEM programs for K-8th graders.

INTERNATIONAL ACADEMY HIGH SCHOOL BIOENGINEERING COURSE

This course was filled to capacity in two minutes. There were 30 high school (9th to 12th grade) students in attendance, representing all IA schools.

INTERNATIONAL ACADEMY CAREER DAY

30 junior students came to SECS for their own Engineering Day.

ENGINEERING SOCIETY OF DETROIT (ESD)

- Residency camp for 60 Detroit girls
- Cohorts every year starting in the 7th grade (going through HS graduation)

DETROIT AREA PRE-COLLEGE ENGINEERING PROGRAM (DAPCEP)

- 60 full summer scholarships
- DAPCEP students attend Saturday workshops in the fall and winter semesters at no cost to them for math and science readiness (full scholarships)

PONTIAC SCHOOLS

- Summer Engineering Exploration, 2-4 weeks in length
- Maintained relationships with STEM students throughout the school year
- Full summer scholarships through DAPCEP
- Full fall/winter workshop scholarships through DAPCEP
- Marshall Plan money funds scholarships in the summer through 2024

RETENTION FOR OU SECS STUDENTS

- Increased SECS tutors and increased pay to \$17/hour to better assist with students' academic needs
- Added tutors for highly challenging 3000-level major courses
- Increased tutoring presence in the Engineering residential hall. Tutoring occurs once a month in Hamlin Hall

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) and underserved (economically challenged, Pell grant eligible) funding on a 6-year cycle (2023-2029)

GRADUATE SCHOOL

The Graduate School partners with academic departments across campus to fuel a diverse, equitable and inclusive environment. With personalized services and resources for students and faculty, the Graduate School creates a rich and

diverse community of scholars, which fosters integrity, excellence and freedom of inquiry. In partnership with the Graduate Council, Graduate School Advisory Board and Graduate and Professional Student Advisory Council, the school devises new DEI initiatives that ensure overall graduate education excellence for all.

GRADUATE AND PROFESSIONAL STUDENT ADVISORY COUNCIL (GPSAC)

In Winter 2024, the Graduate School formed a Graduate and Professional Student Advisory Council (GPSAC) to provide insights into the graduate student experience at Oakland University, as well as assist with professional development and social programming relevant to the diverse graduate student body. The inaugural council consisted of 12 graduate and professional students, spanning 10 academic programs. They began conversations highlighting areas for growth in building an inclusive and inviting graduate student culture at Oakland University.

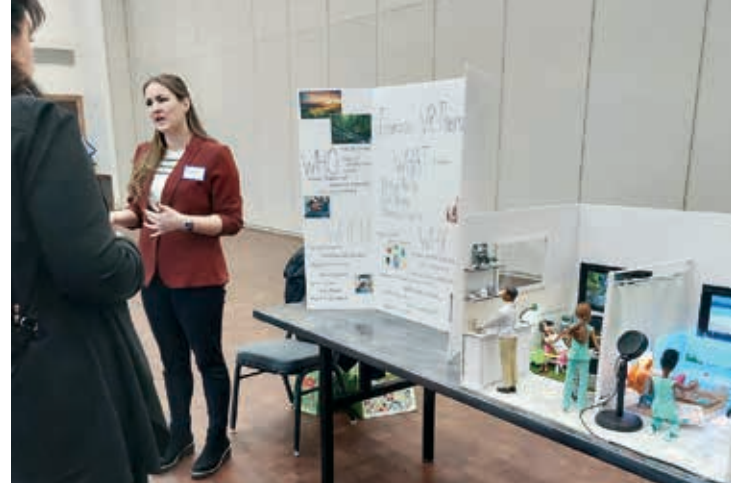
GRADUATE STUDENT ENGAGEMENT OPPORTUNITIES

The Graduate School offered varying opportunities for students from all academic units to connect with each other.

- Graduate Student and Alumni Ice Cream Social and Carillon Concert: This annual tradition brought together current graduate students, graduate alumni and their families for a relaxing evening gathered around Elliott Tower. Bubble machines, cornhole, ice cream and a fountain for the children to play in provided the perfect backdrop for reconnecting and for meeting new people prior to the carillon concert
- Graduate Student Research Conference (GSRC): The inclusive, peer-reviewed conference allowed students to share their work in the form of oral presentations and research poster presentations. Attendees were able to ask questions, as well as offer support and encouragement
- Three Minute Thesis (3MT®) and Graduate Student Showcase (GSS): These two competitions, held jointly, provided unique challenges for students to share their research in just 180 seconds using language that could be understood by a general audience regardless of discipline or education. Competitors in the GSS competition also used creative displays to demonstrate a complex topic to make it easy to understand. The 3MT® is a worldwide competition that took place at more than 900 universities and 85 countries. Oakland University's winner went on to participate in the Midwestern Association of Graduate Schools regional competition
- Graduate Student Reception: Graduate students from around campus came together to celebrate the end of the academic year at a reception inspired by the GPSAC. The students enjoyed the opportunity to connect with each other and meet new people

GRADUATE SCHOOL RECRUITMENT

- Graduate School Information Day for TRIO/Student Support Services (SSS): Current undergrad students in the TRIO/SSS program, which provides support services to low-income students, first generation college students and disabled



Three Minute Thesis (3MT)

students, visited Oakland University's Graduate School, where they learned more about the value of earning a graduate degree from faculty speakers, campus tours, graduate program presentations and other opportunities

- Diverse Recruitment Events: Graduate School recruiters attended recruitment events for diversity outreach at the City of Detroit, Southfield Blue Cross Blue Shield, Detroit's Mexicantown, Saginaw Valley State University and Genesee Intermediate School District teacher outreach
- Graduate Record Examinations (GRE): Obtained qualified leads from GRE to use in promoting Graduate School to international students from Vietnam, Korea, Ghana, Nigeria, Nepal, India, Bangladesh, Brazil and more
- Virtual Graduate Information Session for International Students: Weekly virtual sessions educated students on the value of earning a graduate degree in the US, about the application process and provided assistance with the application process
- National Diversity in STEM Conference (NDiSTEM): Provided materials, resources and support for Oakland University to attend the NDiSTEM Conference. This major multicultural and international STEM diversity conference is an excellent recruiting event for the Graduate School

KING-CHÁVEZ-PARKS INITIATIVE

The Martin Luther King, Jr.-César Chávez-Rosa Parks Initiative was created by the Michigan State Legislature in 1986, designed to stem the downward spiral of college graduation rates for students underrepresented in postsecondary education.

- King-Chávez-Parks Visiting Professors (VP) Program: The purpose of the 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 \$11,019 from the State of Michigan for the fiscal year, which runs from October 1, 2023 – September 30, 2024
- King-Chávez-Parks Future Faculty Fellowship (FFF) Program: The purpose of the 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 \$116,958 from the State of Michigan for the fiscal year, which runs from October 1, 2023 – September 30, 2024. The

Oakland University KCP-FFF Selection Committee, through a competitive application process, chose two graduate students for the fellowship, which started in the Fall 2023 semester. The selected students were: Marcus Webb Ph.D. in Educational Leadership and Mykah White Master in Social Work. In addition, the Oakland University Graduate School provided tuition assistance to the KCP Future Faculty Fellows to support their successful completion of their programs

MASTER'S EXIT SURVEY TO UNDERSTAND CAREER PATHWAYS

The Oakland University Graduate School was awarded a \$25,000 grant over two years from the Council of Graduate Schools (CGS). The grant is a subaward of a National Science Foundation grant awarded to CGS for Understanding Roles of Master's Education in Entry Into, and Upskilling and Reskilling for, the STEM Workforce (NSF# 2100343). The grant allowed the Graduate School to conduct an Exit Survey for all graduating master's students beginning with the Winter 2022 semester. All master's students who graduated Summer 2023 and Fall 2023 were sent the survey. As one of the ten universities selected for funding (with 12 universities conducting the survey), Oakland University contributed to the development of a data infrastructure for future research on master's education and provided more nuanced insights into labor market outcomes of master's degrees by various fields of study, gender, race/ethnicity and career stages.

OAKLAND UNIVERSITY WILLIAM BEAUMONT SCHOOL OF MEDICINE

DIVERSITY WEEK 2023: U MATTER!

OUWB celebrated their second annual Diversity Week that engaged over 100 individuals through a weeklong series of events showcased within O'Dowd Hall. OUWB's Diversity Week provided an opportunity where diverse perspectives, cultures and values were celebrated, accepted and welcomed. Activities planned during this week gave students, faculty and staff opportunities to enrich their knowledge and awareness with thoughtful conversations about differences, and discover the richness of diversity within the OUWB community.

CULTURE 365: AN EXPERIENCE IN DIVERSITY, EQUITY AND INCLUSION WITH SOPHIA NELSON

Oakland University William Beaumont School of Medicine held an "amazing week" of engagement, transformational conversations and more, all aimed at catapulting the community and school to the next level.

The week centered on OUWB's Culture 365 Initiative — designed to appreciate daily the different traditions, cultures, backgrounds beyond the designated national and international months and days.

The weeklong celebration featured Sophia A. Nelson, Esquire, a renowned DEI thought leader, CNN commentator and award-winning author. She was in residence engaging the entire community in meaningful dialogues, lectures, panel discussions and town halls/critical conversations. The residency provided a platform for open discussion and fostering growth for students,

faculty and staff on leadership, health equity, diversity, empowerment and the creation of an inclusive and supportive environment.

SATURDAY SCHOLARS MEDICAL PATHWAY PROGRAMS: ENGAGING HIGH SCHOOL STUDENTS IN MEDICINE

For the 2023-24 academic year, OUWB's Office of Diversity & Inclusion along with the faculty members from the Department of Foundational Medical Studies, Oakland University Undergraduate Admissions, and Office of Financial Aid hosted four separate Saturday medical scholars programs that engaged 47 high school students who are interested in science and health education and establishes a pathway through college and into health professions future careers in medicine and health sciences. Students spent a half day on Oakland University's campus exploring careers in healthcare and science-related fields offered at OUWB.

They learned about the various concepts in human anatomy and physiology, physical science, global health, bioengineering and health care careers. And, were also introduced to college and medical school admissions.

ONLINE ENRICHMENT WEEK LONG PATHWAY PROGRAMS: CONNECTING WITH HIGH SCHOOL STUDENTS

For the 2023-24 academic year, OUWB's Office of Diversity & Inclusion along with the faculty members from the Department of Foundational Medical Studies, hosted 40 high school students who are interested in medicine and health sciences as part of the Online Enrichment Pathway Programs. The curriculum content focused on the "Cancer Embodied" and offered a hybrid model with four days virtual and a full one-day on campus experience. These programs are a way to continue to support and engage with local high school students.

DIVERSITY AWARDS RECOGNIZE LEADERS WHO FOSTER EXCELLENCE

Each year at the OUWB Honors Convocation, the award for Excellence in Diversity is presented to a faculty member, staff member and student who demonstrate sustained commitment to fostering the health of a diverse, equity, and inclusive community through their achievements in leadership, professionalism, service and scholarship, above and beyond what is expected of them.

This year's awardees are Trini Mathew, MD, Associate Professor, Department of Infectious Diseases; Rose Wedemeyer, Ph.D., Director of Education Training for the Department of Community Integration & Outreach, and Forrest Bohler from the Class of 2026 and Rima Stepanian, medical student from the Class of 2025.

Each of these awardees have served in local and national leadership positions, served as mentors, facilitators, volunteered extensively and developed scholarship and research that helps to build a healthy, diverse community.



OUWB's "Reach Out To Youth" event

DIVERSITY AMBASSADOR PROGRAM

OUWB Office of Diversity & Inclusion assembled a team of medical students leaders to serve as Diversity Ambassadors. These five individuals worked in collaboration with the Office of DEI to help cultivate a sense of belonging amongst their peers and the entire OUWB community. The Diversity Ambassadors took an active role on campus and brought awareness to the issues of multiculturalism, health equity and social justice. The Diversity Ambassadors serve as an extension of the Office of DEI. These students help to represent the division and spread OUWB's mission by helping provide tours to pre-college and medical school applicants and supporting pathway programs (i.e week-long campus and Saturday academics).

STAFF LIAISON PROGRAM UPHOLDS FAIR AND EQUAL INTERVIEW PROCESS

The Staff Liaison Program ensures consistent and equitable treatment for candidates seeking employment within the OUWB community. Eight administrative professionals from OUWB have been trained to assist search committee members with self-scrutiny throughout the evaluation and selection process. These individuals serve as voting members of the search committee and must be respectful interventionists when bias occurs in the process.

OUWB DIVERSITY CHAMPIONS ADVOCATE INCLUSIVENESS IN THE LEARNING ENVIRONMENT

The Diversity Champion Program, launched in February 2020, aligns with the recommendations identified in the holistic Student Affairs framework and was informed by medical and

higher education research that analyzed the prevalence and impact of gender discrimination, racial discrimination and sexual harassment. The intent behind this program is to go beyond awareness, and to effectively engage the institutional transformation process by building champions that includes residents, current medical students from all four years, staff, and faculty members. Champions help enhance the learning environment with respect to inclusiveness, advise administration on current issues pertaining to DEI, serve as a resource for stakeholders on relevant issues and facilitate opportunities for successes of underrepresented populations. Following the recruitment and screening of applications, cohorts of 25 participants are selected and trained. The first cohort and the steering committee were certified in April 2021. The second cohort completed the program in February 2022 with 20 participants. The third cohort graduated with 14 participants on May 2, 2023.

DIVERSITY, EQUITY, AND INCLUSION COUNCIL: A RESOURCE AND SOUNDING BOARD

The Diversity, Equity, and Inclusion Council (DEIC) is a working group that serves as a mechanism to address concerns regarding diversity, equity and inclusion for the entire OUWB community. The council was established to ensure a cross section of representatives and consists of 13 students, 18 faculty and 10 staff members. The group looks for ways to facilitate opportunities for successes of underrepresented populations, identify strategies to enhance the OUWB environment with respect to inclusiveness with medical students, faculty and staff, advise administration on current

issues and actions pertaining to DEI, provide a collective, coherent voice, and serve as a resource for all stakeholders on issues related to diversity.

During the 2022-23 academic year, four new subcommittee work groups were created:

- Enhancement Strategies subcommittee was charged with identifying “spaces” that will enhance the OUWB environment with respect to inclusiveness for students, faculty, and staff and print materials for diversified groups
- D&I Curriculum subcommittee focused on enhancing the student curriculum by DEI training with faculty support within all four years of the OUWB curriculum
- JEDI subcommittee engaged the OUWB community on topics of Justice, Equity, Diversity and Inclusion (JEDI) and will connect with OUWB identity-based groups
- The Stakeholder Resource Group subcommittee provided a collective and coherent voice to serve as a resource for all stakeholders on issues related to diversity, equity and inclusion. They will also be responsible for evaluation and assessments of OUWB DEI efforts to ensure alignment with the OUWB strategic plan

DIVERSITY TRAINING FOR MEDICAL STUDENTS DURING OUWB ORIENTATION WEEK

Building off of the “Call to Action” the Office of Diversity & Inclusion partnered with the Student Affair team to offer intentional DEI educational sessions during orientation week. After the social unrest that occurred in the summer 2020, students initiated a “Call to Action” that included a request that medical students receive unconscious bias and cultural competency training prior to the commencement of the school year. First year medical students were engaged in workshops

that included topics related to personal and social identities, unconscious bias, addressing microaggressions and inappropriate behaviors in the learning environment, cultural humility, exploring the history of racism and healthcare and becoming effective bystanders. Embedding DEI into the orientation was a resounding success and has now been given a permanent space during new student orientation week thus engaging 125 incoming medical students every fall.

KALEIDOSCOPE PROJECT: SUPPORTING THE LGBTQIA+ COMMUNITY

The Kaleidoscope Project celebrates and supports the LGBTQIA+ community at OUWB and aims to promote inclusivity among all realms of medical education from the classroom to patient care. The project began as a student-led initiative and has been warmly embraced by OUWB leadership. Since the initiative launched in 2019, more than 148 students, faculty and staff have joined the Kaleidoscope Project.

PRE-INTERVIEW CHATS WITH MEMBERS OF THE DIVERSITY & INCLUSION TEAM

A collaboration between OUWB’s Diversity, Equity, and Inclusion Council and the Office of Diversity & Inclusion resulted in the development of virtual pre-interview chats. This initiative provided another opportunity for interviewees to get to know OUWB students, and offered a safe environment for a discussion about the diversity and inclusion initiatives within OUWB. The team presents a total of 17 optional pre-interview video chats for 438 potential medical students to engage with current OUWB medical students who shared their personal experiences with diversity initiatives at OUWB. The goal of this chat is to help make interviewees become aware of the various student organizations, service opportunities and academic support offered at OUWB, and answer any of their questions.



Varner Vitality Lecture Series presenter Sophia Nelson (center) with Dr. Britt Rios-Ellis (left) and Dr. Tonya Bailey (right).

DR. MARTIN LUTHER KING JR. HEALTH FAIR: AN OUWB TRADITION

In January 2024, OUWB celebrated 12 years of hosting the annual Dr. Martin Luther King Jr. Health Fair. OUWB's Office of Diversity & Inclusion and the Student National Medical Association (SNMA) partners with Chandler Park Academy to create awareness and increase preventative health education for the Harper Woods community. This year, 40 OUWB medical students volunteered by providing basic health screenings and flu shots to approximately 300 attendees.

INCLUSIVE CURRICULUM SERIES CULTIVATES IMPORTANT TEACHING STRATEGIES

The Inclusive Curriculum Series was designed and implemented by the Center for Excellence in Medical Education (CEME) within OUWB as a five-part series. It was developed specifically for course and clerkship directors and focuses on inclusive teaching strategies that cultivate inclusivity and diversity in the curriculum and learning environment. Topics include:

- Addressing Bias in the Curriculum: Ensuring an Inclusive Curriculum Design
- Building the Capacity to Address Incidents of Inappropriate Behavior
- Race and Racism in Medical Education
- Shaping a Positive Representation of LGBTQIA+ Communities in Medical Education

Additionally, the CEME team has been instrumental in assisting OUWB's hospital affiliate, Corewell Health, in meeting the state of Michigan's new implicit bias training requirement for licensed healthcare providers. To date, more than 2,000 health care providers have been trained.

VIRTUAL HEALING SPACES: A SAFE PLACE TO HEAL

The Virtual Healing Space was a forum that brought together students, faculty, staff and their families and served as environments in which reflection, calm and community were nurtured and thrive during times of unrest. There were seven, one-hour long sessions offered every month from September 2023 through April 2024. Each session included therapeutic music, mental health resources and a safe space to dialogue, listen, learn, act and heal. Everyone was invited and there was not a requirement to speak or turn on a camera.

DINNER WITH A DOCTOR

In October 2023, the Office of Diversity & Inclusion co-sponsored the Dinner with a Doctor along with Student National Medical Association, and Latino Medical Student Association. This was a worthy event because it put practicing Corewell Health physicians in front of our OUWB medical students. Over dinner and dialogue, a panel of eight physicians of diverse backgrounds and medical specialties engaged in educational and career questions with 30 medical students. Physicians shared their experiences and insight on navigating diversity in health care, becoming culturally responsive physicians in today's world, the diverse health care needs of patients and the importance of self-care.

EYE RESEARCH INSTITUTE

The Eye Research Institute is committed to fostering an environment in which people from all walks of life feel seen, heard, respected and supported. Our diverse staff represents a multitude of ethnic and national identities including visiting scientists from India, China and Egypt. The department represents individuals from various socio-economic backgrounds, religious identities and gender identities.

BLACK FACULTY ASSOCIATION

OAKLAND UNIVERSITY 21ST ANNUAL VIRTUAL DIVERSE VOICES CONFERENCE

Dr. Chaunda Scott is the founder and president of the Diverse Voices Conference. The 21st Annual Oakland University Virtual Diverse Voices Conference was held on March 9, 2024. The 2024 Diverse Voices Conference was sponsored by the Oakland University Black Faculty Association and the SEHS DEI Committee. The conference theme was "Defining Human Diversity Beyond Representation." This year's presenters were Dr. Joshua Collins, the keynote speaker from the University of Minnesota; Dr. Kat Stephens-Peace, a visiting assistant professor from the Department of Organizational Leadership in SEHS; Dr. Audra Slocum, Director of Teacher Education in SEHS; Dr. Robert Martin, Special Instructor from the Department of Organizational Leadership in SEHS; Angie Freeman, a graduate student in the SEHS Graduate Human Diversity Inclusion and Social Justice Certificate Program; Kim Gries, an undergraduate student in the SEHS Human Resource Development Program; and Alexandria Garman, a 2019 graduate of the undergraduate Human Resource Development Program and People Relations Specialist at Spar Marketing Force, Inc. in Auburn Hills, Michigan. Entertainment this year was provided by the renowned Grammy Award Winning Recipients, The Sounds of Blackness.

GRANTS AWARDED

- Drs. Robert Martin, Danielle Ligocki, Chaunda Scott, co-leaders of the Initiative for Eradicating Racism, housed in SEHS, are recipients of a \$5,000 OU-Pontiac Initiative Community Impact Award that was matched by the Dean of SEHS. Grant Focus Area – Antiracism Community Education – December 2023
- Co-Edited Books - Dr. Chaunda L. Scott
- Drs. Chaunda Scott and Marilyn Byrd are the co-editors of the 3rd edition of their workforce diversity textbook entitled "Diversity in the Workforce: Current Issues and Emerging Trends" published in 2024 by Routledge Publishers. New York, New York
- Seven Diversity Education Book Chapters Published by Routledge - Written by and Co-Written by Dr. Chaunda L. Scott
- Six Diversity Education Presentations Presented at academic conferences by and Co-Presented by Dr. Chaunda L. Scott

UNIVERSITY LIBRARIES

UNIVERSITY LIBRARIES DIVERSITY STATEMENT

Oakland University Libraries are committed to the work of inclusion, diversity, equity and accessibility for our staff, the campus and the local community. They acknowledge the historical role that libraries have played in the systematic suppression of underrepresented groups and recognize the need to actively address these inequalities. The Libraries aim to create environments where all people feel welcome, respected and safe and have equitable opportunities to learn and grow. They will advocate and strive for collections, services, technologies, spaces and events that are diverse, inclusive and accessible.

PERSPECTIVE-BROADENING PROGRAMMING

The University Libraries seek to help broaden our community's perspective through an array of educational and culturally relevant events each year.

Open Access Week raises awareness of the significance of global access to research as an equalizer and as an ethical mandate embraced by many funding agencies, such as the National Institutes of Health. In October, our Scholarly Communications and Open Knowledge Librarian, Associate Professor Julia Rodriguez, organized a discussion for library faculty and staff on the topic of how open access publishing is increasingly taking over academic publishing, and how that impacts work in libraries.

In November, Kresge Library was host to our first-ever Human Library. This event invites participants to "Unjudge Someone" by having conversations with human books representing different identities. The Library's human books included a Black, lesbian police officer; a non-binary identical twin; a First-Nations woman; a Muslim student; an ex-felon; and a rabbi. This event drew the interest of many patrons who reported gaining a lot of perspective from their conversation with the human books.

In an early celebration of African American History Month in January, the Outreach Librarian, Associate Professor Anne

Zacharias, organized a presentation entitled, "Black Hair: Politics, Discrimination and the CROWN Act." The discussion included Maurini Strub, Assistant Dean of Performance and User Engagement at University of Rochester, and was moderated by OU Visiting Professor of Education, Dr. Kat Stephens-Peace.

Every year, OU Libraries participate in Oakland University's annual March celebration of Pride Month. This year, Outreach Librarian Anne Zacharias organized a panel discussion entitled, "Queer Representations in Film & Television." The discussion was moderated by Dr. Kathy Battles, OU Professor of Communication, Journalism, and Public Relations. Panelists were Bridget Kies, Assistant Professor of Film Studies and Production (OU) and Melanie Kohnen, Associate Professor of Rhetoric and Media Studies (Lewis & Clark College, OR).

INCLUSIVE SERVICES AND SPACES

The faculty and staff of OU Libraries continually explore ways to improve the cultural awareness and engagement of our personnel and seek ways to facilitate the same in the use of our services and spaces.

In order to improve the accessibility of bathroom facilities in Kresge Library, library administration has once again requested special funding in order to provide a wheelchair-accessible bathroom on the main floor of the building. Currently the only accessible bathroom in the building is at the far end of the lower level of Kresge Library.

OER AND LOW-COST COURSE MATERIALS

Open Educational Resources (OER) reduce accessibility and affordability barriers for college students, and studies have shown that courses utilizing OER see higher grades and lower failure and withdrawal rates than courses that do not use OER. The University Libraries consistently have been campus leaders on promoting the benefits of OER for our students.

Associate Professor Julia Rodriguez chairs the Affordable Course Materials Initiative (ACMI) which supports the

Kresge Library



conversion of courses currently using textbooks and course materials costing more than \$50 to OER and low-cost materials. This conversion allows faculty to utilize materials “in ways that impact the greatest number of students and to reflect more diverse cultural experiences, enabling students to see representations of themselves in the instructional materials.”

ADDED DEI CATEGORY

Adoption/Adaptation with DEI/Social Justice Focus—\$1,500: Use a DEI or Social Justice Rubric to guide the redesign of a course to replace the required traditional textbook and course materials by adopting and adapting an existing open textbook or OER course component.

Professor Rodriguez developed a DEI resource area on the website for stipend awardees and included information about considering DEI when converting their courses in the orientation presentation they must complete to start the program.

Round 4 of stipends (which wraps up at the end of winter 24) impacted 169 students and saved them \$18,191. In total, the ACMI has impacted 1,183 students with 20 courses and 33 sections converted to affordable materials, saving students a total of \$119,213.56.

In October, Professor Rodriguez made a presentation to the DEI Council about the connection between Open Education Resources and DEI.

This spring, Student Congress committed an additional \$10,000 to support the stipends.

DIVERSITY IN COLLECTIONS

The libraries’ collections are developed collaboratively with Oakland University’s academic community. The Collection Development Policy includes a diversity statement that helps focus efforts to build “a balanced collection reflective of global awareness as well as fostering inclusion in all matters of diversity.”

Archives and Special Collections contributed to the Center for Public Humanities event “Spreading the Word: Revisiting Johnetta Brazzell and the Pontiac Oral History Archive,” held in January 2024, in Kresge Library. The event highlighted new work emerging from the project to digitize 1970s interviews with elderly Black residents of Pontiac that explore their experiences from the 1910s through the 1950s. Former Oakland professor Crystal VanKooten and current Oakland graduate student Justin Lamb discussed how they created podcasts from the recordings. Living relatives of those interviewed decades ago and one of the interviewers were present to share what it meant for them to (re)discover the voices of their loved ones. Some 40 persons attended in person and many more virtually, including many community members.

Archives and Special Collections set up a display of historical photographs and documents from their collections. They gave an update on the Pontiac Oral History Archive, a website currently under construction that will provide access to the oral histories for community use through Oakland University’s Library.

OU Libraries maintain a number of special collections of unique materials, with two of them being especially noteworthy for their relevance to diversity awareness. The Robert Gaylor Collection, gifted to the Libraries by Professor Emeritus Robert Gaylor, contains many fiction and non-fiction titles of historical significance related to LGBT lives, covering a wide range of disciplines such as religion, philosophy, history, psychology, sociology, politics, literature and the arts. The Marguerite Hicks Collection of Women’s Literature is an exceptional collection of approximately 900 titles that contains British and American women writings from the 17th to 19th centuries, including unique books and pamphlets.

Kresge Library participates in the collective collection management community. Through this initiative, some libraries commit to preserving print copies of certain books while other libraries commit to preserving different titles. This method of collection building makes the overall collective collection more diverse while ensuring the preservation of diverse materials. This also allows for libraries to repurpose physical spaces to better support student success!

INTERNAL LIBRARY IDEA EFFORTS

As described in the Library’s Diversity Statement, “Oakland University Libraries are committed to the work of inclusion, diversity, equity, and accessibility for our staff, the campus, and the local community.” These are some of the efforts that we have undertaken this year to model that mission:

- The Library’s IDEA Task Force hosted a successful online discussion of content relating to cultural diversity, including articles, podcasts and TED Talks on the lived experiences of Muslims, Jews and Asian Americans
- A subcommittee of the IDEA Task Force held two internal focus groups to explore how well library faculty and staff are serving our patrons’ (and each other’s) needs in inclusive, diverse, equitable and accessible ways. The committee members developed a series of action items based on the findings of the focus groups; among other outcomes, the Library has met with Disability Support Services and the Center for Multicultural Initiatives (CMI) to discuss closer collaborations between the units
- This summer the Library will host staff from CMI for an orientation to library services and resources in order to increase their knowledge of what the Library can do to support underrepresented students

THE SCHOOL OF EDUCATION AND HUMAN SERVICES

DIVERSITY AUDIT

The School of Education and Human Services, in response to a call from the SEHS Committee for Diversity, Equity, and Inclusion and with support from faculty and staff, hired an outside firm to conduct a diversity audit during the 2023-24 academic year. The findings were presented to the administration, faculty and staff at the final all-school meeting in April 2024. The final report will serve as a catalyst for deepening understanding of and commitment to DEI work in SEHS moving forward.

DIVERSE VOICES CONFERENCE

The Oakland University 21st Annual Virtual Diverse Voices Conference was held in March 2024. The conference theme was Defining Human Diversity Beyond Representation. The 2024 Diverse Voices Conference was sponsored by the Oakland University Black Faculty Association and the SEHS Diversity, Equity and Inclusion Committee. This year's presenters were Dr. Joshua Collins, the keynote speaker from the University of Minnesota; Dr. Kat Stephens-Peace, a visiting assistant professor from the Department of Organizational Leadership in SEHS; Dr. Audra Slocum, Director of Teacher Education in SEHS; Dr. Robert Martin, Special Instructor from the Department of Organizational Leadership in SEHS; Angie Freeman, a graduate student in the SEHS Graduate Human Diversity Inclusion and Social Justice Certificate Program; Kim Gries, an undergraduate student in the SEHS Human Resource Development Program; and Alexandria Garman, a 2019 graduate of the undergraduate Human Resource Development Program and People Relations Specialist at Spar Marketing Force, Inc. in Auburn Hills, Michigan. Entertainment this year was provided by the renowned Grammy Award Winning Recipients, The Sounds of Blackness.

TEACHER PANEL

In November 2023, the SEHS DEI Committee hosted a panel discussion of special education teachers from Rochester, Lake Orion and Utica school districts. The event was well-attended by OU students, and focused on developing inclusive classrooms.

PARENT PANEL

In January 2024, the SEHS DEI committee hosted a panel of parents and caregivers to discuss their experiences supporting their children with disabilities in school. Topics included perspectives on special education and other school systems, collaboration with teachers, working with support professionals in school buildings and districts, communication, and hopes, challenges and questions.

TEACHING RACISM EVENT FEATURING NIKOLE HANNAH-JONES

In August 2023, three members of the SEHS DEI committee presented a breakout session at the Teaching Racism event sponsored by the Initiative to Eradicate Racism. The title of the presentation was "Teaching Race Across the Curriculum."

CURTIS CHIN EVENT

Curtis Chin, filmmaker and award-winning author of "Everything I Learned, I Learned in a Chinese Restaurant," visited the OU campus in November. The event was co-sponsored by the AAPI ERG, LGBTQIA+ ERG, the Division of Student Affairs & Diversity, Department of Writing and Rhetoric, and the School of Education and Human Services. The DEI Committee supported the event by purchasing six copies of Chin's book. One copy was donated to the Educational Resources Lab and the other books were awarded as door prizes to attendees of the event.

DEI COURSES - THREAD THROUGHOUT NEWLY DESIGNED PROGRAMS

In the Teacher Preparation programs in the School of Education and Human Services, there is a deep commitment to authentic

engagement and genuine learning across the areas of diversity, equity and inclusion. For example, in the new Elementary Education program, one of the core components of the teacher preparation programs reads, "OU's teacher candidates learn about, engage in, and apply equitable teaching practices throughout the program in order to become transformative educators for social justice." To that end, beginning in their pre-program semester and then embedded throughout their four professional semesters, students see these practices in all of their content, methods and foundations courses. Additionally, in the Department of Organizational Leadership, there is a certificate in human diversity, inclusion and social justice. This program is explicitly focused on enhancing the cultural and professional competence of participants.

SEPTEMBER 2023: "IER SYMPOSIUM WITH NIC STONE"

- The 2023 fall symposium, titled "On Being Human, the Power of Storytelling"
- Keynote Speaker Nic Stone is a New York Times bestselling author for her book, Dear Martin. Stone understands and emphasized the importance of representation. Storytelling can shape the way a person sees the world as well as the people in it
- The fall symposium is presented by the Initiative for Eradicating Racism (IER). The IER works to increase efforts to eradicate racism on OU's campus as well as in the surrounding community by supporting teaching, research and scholarship



Nic Stone

THE HONORS COLLEGE

The Honors College is deeply committed to fostering a community that upholds the values of Diversity, Equity, Inclusion and Accessibility (DEIA). They believe that a diverse and inclusive environment enriches the educational experience and empowers all students to reach their fullest potential. This commitment is reflected in the Honors College programs and practices that actively promote equity and accessibility for everyone, regardless of background or identity. The Honors College strives to create a welcoming and supportive atmosphere where all voices are heard and respected. Through ongoing education, dialogue and engagement, everyone in Honors College collectively works to challenge systemic inequalities and ensure that every member of our community feels valued and included. Initiatives focus on the success of a diverse student body and faculty, integrating DEIA principles into their curriculum, and providing experiences and support to foster an inclusive culture. The Honors College is dedicated to continuous improvement in these areas, recognizing that journeys toward realizing equity and inclusion are ongoing.

Throughout 2023-24, the Honors College continued to direct the national DEIA in honors education organization, the National Society for Minorities in Honors (NSFMIH). Now in its 9th year,

they resume to support the honors education community across the USA working in DEIA. The Honors College did so with support for the annual national NSFMIH conference – this year held at the University of Arkansas, where the College presented a panel entitled “Honors Education and Conversational Inclusivity.” In this panel, Honor College members explained their new reach out program “Exceptional Conversations,” with Assistant Dean Anne Jackson outlining the importance of promoting this program to diverse communities. At the conference, concluding remarks and thanks were offered to the annual conference hosts. Next year’s annual conference will be at James Madison University in Virginia.

The Honors College worked on and began developing (and presenting on) a new national honors education DEIA initiative entitled “Shifting Honors Colleges from Recitation to Conversation.” This builds on their own “Exceptional Conversations” initiative, led by Honors College Assistant Dean, Anne Jackson.

Recitation:

- The act of enumerating (mention things one by one)
- The act of repeating aloud, especially publicly

Conversation: Conversation hardly needs introduction. It is a uniquely human act of cooperation that requires exquisite coordination across many levels of cognition. (Reece et al, “The CANDOR Corpus”, Science Advances, March 2023)

Paula Marantz Cohen, in *Talking Cure: An Essay on the Civilizing Power of Conversation* (Princeton) makes the case that talking to others—sharing stories—is how one learns and sharpens their belief systems, how one pieces together what it means to be funny or empathetic. A 2018 study showed that participants who had more substantial conversations reported relatively high levels of satisfaction with life. (Hua Hsu, *The New Yorker*, March 2023)

“Inclusive conversations are needed to build and restore our connectedness as humans, to kindle respect for the dignity of every individual, and ultimately to lead to better outcomes for historically marginalized groups.” (Mary-Frances Winters)

The Honors College hosted a discussion on *Creating Accessible Campuses*.

They worked as members of the Association on Higher Education and Disability (AHEAD), attending webinars on access and equity.

The Dean of The Honors College continued as a member of the Diversity, Equity and Inclusion Council and was a member of the DEI Student Sub-Committee.

The Honors College attended the launch of The Social Justice Commission’s “Two Nations: The State of Poverty in the UK” as a comparative study of their own work (and work across U.S. honors education in the NSFMIH) on inclusivity and equity.



Honors College Freshmen Colloquium, Making Discoveries

The Dean of The Honors College was invited to join the first national Ethics Committee for Leader Dogs for the Blind (a global organization supporting the blind and sight-impaired and based in Rochester, MI). One of the first duties was writing an ethics statement for Leaders for the Blind, and working with the organization (28% of which is interestingly made up of graduates from Oakland University) to advance ethics and ethical practices in support of the blind and sight-impaired and to support accessibility for all through the provision of mobility assistance. The Future Leader Dogs (FLD) OU student organization, based in The Honors College and supporting OU students to raise leader dogs to support the blind and sight-impaired, continued to excel in its contributions. This student organization had its most successful year, with a number of the student's charges going on to support leader dog users nationally and internationally. As an organization, the Future Leader Dog student organization continues to make a remarkable contribution to DEIA.

The Honors College curriculum reflected a commitment and exploration of DEIA, with this year's course offerings including the annual HC1000 Honors College Freshmen Colloquium "Making Discoveries," a course with a US Diversity attribute, and in 2023-24 also including HC2020, HC2050 and HC 2010 courses on migration and international identities, India, Ukraine, and Refugees, Rights and Resettlement (refugee, displacement, human rights and citizenship). HC3900 supported students working on a range of topics for Honors College projects and theses, with some notable Honors College student research work in DEIA and psychology, DEIA in Education, and in areas of neurodiversity with the combination of Health Sciences and Engineering.

The Honors College held a range of events throughout 2023-2024, and these included visits from: Dr. Heidi Maibom, author of "The Space Between: How Empathy Really Works" (OUP, 2022). Dr. Maibom spoke to students and offered reference to things such as this quote from her book:

"When Barack Obama nominated Sonia Sotomayor to the US Supreme Court, his comments that a judge should have 'the heart, the empathy, to recognize what it's like to be a young teenage mom, the empathy to understand what it's like to be poor or African-American or gay, disabled, or old' caused a furor." (Heidi Maibom, OUP, 2022)

The Honors College also welcomed Dr. Ron Ferguson of Harvard University and the founder of the wonderful DEIA program in early years education: The Basics. thebasics.org.

"Ron [currently] provides active thought leadership for the Basics Learning Network. He is an MIT-trained economist who has taught at Harvard Kennedy School since 1983, including 15 years as faculty director of the Achievement Gap Initiative. His research, writing, and consulting focus on



2023 Honors College Applebaum Internship Students

issues of education and economic development. He was the faculty director of the Achievement Gap Initiative (AGI) at Harvard University, when he first noticed in the national Early Childhood Longitudinal Study (Birth Cohort) that cognitive skill gaps between children of different racial, ethnic, and parental-education groups were very apparent by twenty-four months. He began exploring how to contribute to the large body of work that was already underway to support early learning and brain development, but he wanted to scale across whole communities to reach every child, starting at birth." (The Basics)

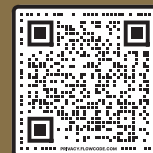
The Honors College completed around 30,000 hours of community service. They grew and developed The Honors College Applebaum Internship Program, working with non-profit organizations in low-income areas in Pontiac (including the Center for Success, Haven and Flagstar Theatre) that was supported and funded by the Applebaum Foundation and the Office of the President. In 2023-24, this included a diverse range of OU students in Criminal Justice, Political Science, Linguistics, Psychology, Computer Science and Nursing. The Honors College Internship program also included a reach out to create a developed database of needs in non-profit, low income and general DEIA organizations in Pontiac and surrounding areas, including making connections with The Baldwin Center, Haven, Center for Success, Lighthouse of Oakland County, Reroot Pontiac, Flagstar Strand Theatre, Honor Community Health, Centro Multi Cultural La Familia, Common Ground, Pontiac Youth Assistance, Hope Against Trafficking, Grace Centers of Hope and more. The aim is to build further on this reach out and on The Honors College Internship Program in communities and non-Profit organizations.

In 2023-24, and on behalf of Oakland University, The Honors College applied for and consequently OU was awarded a chapter of the national first-generation student organization Alpha Alpha Alpha, which can be seen at 1stgenhonors.org. This first-generation supporting and celebration organization will have its first induction ceremony in September 2024.



Thanks to a nearly \$2.2 million Health Resources and Services Administration (HRSA) grant, Oakland University's School of Nursing was able to kickstart the ASPIRE program — Achieve Success through Professionalism, Integrity, Resilience and Engagement.

**LEARN MORE ABOUT HOW
THE ASPIRE PROGRAM
CREATES AN INCLUSIVE
SPACE FOR NURSES.**



SCHOOL OF NURSING

The School of Nursing's DEI initiatives are aimed at promoting diversity, equity and inclusion in nursing education. The Holistic Admissions initiative has successfully increased the percentage of underrepresented minority students in the nursing undergraduate program from 14% in Fall 2021 to 18.5% in Fall 2023. The ASPIRE Program funded by a \$2 million HRSA grant, a four-year project led by Dr. Julie Kruse, supports diverse nursing students in completing their BSN. To date, 55 students have participated, with the first cohort achieving a 100% pass rate on the nursing license exam. The Black Student Nurses Association (BSNA) at Oakland University SON fosters unity among minority nursing students, providing a support network and enhancing their networking and collaboration skills. Additionally, the BSNA also focuses on educating the community about health risks that disproportionately affect minorities. Several faculty attended an LGBTQ+ workshop where the school will use the training to collectively create a more inclusive and supportive environment for diverse student populations in nursing education.



The Black Student Nurses Association (BSNA)

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.

FIRST YEAR ADVISING CENTER AND ORIENTATION AND NEW STUDENT PROGRAMS

The First Year Advising Center fosters exploration and growth as new students transition to college. They provide tailored services and connections to campus resources that empower students to define their educational goals and achieve academic success.

In 2024, the First Year Advising Center / Orientation and New Student Programs:

- Facilitated eight hours of diversity training for student orientation leaders
- Incorporated a DEI lesson into thirty sections of COM 1100, Collegiate Communication, with nearly 700 students enrolled
- Co-led the development of the College Math Jump Start program with the Department of Mathematics and Statistics and the Provost's Office
- Created a First-Gen Committee comprised of representatives from six key departments that will implement events, workshops and celebrations for new first-gen students in 2024-25
- Implemented conscious DEI hiring practices when filling eight vacant AP/CT staff

ENROLLMENT MANAGEMENT

The goal of the Enrollment Management (EM) team is to provide a comprehensive, holistic student experience from the very beginning of an OU journey to the time students become alumni.

EM brings together the services and expertise of three campus units to create a streamlined student enrollment experience. They support students along the way, offering guidance on everything from admissions to services related to registration, financial aid and student records, to student support programs, and finally, post-graduation. Enrollment Management also partners with faculty and staff to develop data-driven initiatives to strengthen the university.

They are committed to the highest standard of service for students, colleagues, visitors, alumni and other customers. The staff serves as role models by practicing exemplary, respectful and inclusive behaviors in all interactions.

Enrollment Management professionals foster an environment that ensures respect, support and safety for all members of OU's campus and professional communities, and actively promote the expansion of ideas, perspectives and understanding that comes from a diverse and inclusive community.

The EM team serves the staff by promoting awareness and conversation around diversity, equity and inclusion. They encourage all of the team members to participate in University and professional association development activities and workshops that support and advance diversity, equity and inclusion.

They strive to meet enrollment goals across four competing yet complementary areas: academic quality, diversity, affordability and net tuition revenue. By focusing on these priorities, Enrollment Management helps talented students from all backgrounds access an OU education.

They have created and continue to monitor a Strategic Enrollment Management Plan that includes recruitment, retention and equity-promoting goals, strategies and tactics. This plan is already in process and is led by the enrollment management team in conjunction with campus partners across the institution. It includes improving the prospective student experience through enhanced virtual campus tours, strategic campus visits, and offering targeted virtual programs and marketing materials in other languages.

The EM team coordinates, when possible, pipeline development and community outreach efforts within the campus communities, particularly with those whose services focus on marginalized populations, with key stakeholders such as Pre-College Programs, Project Upward Bound, the Center for Multicultural Initiatives and academic units.

Additionally, they worked with Academic Affairs to review the new African American Studies Advanced Placement (AP) course. The course will not only be accepted for credit, but will also count for diversity in general education.

Enrollment Management works in coordination with the College Affordability Committee, SEM, the University Financial Aid & Scholarship Steering Committee, the Dean of Students and all staff, faculty and students to enhance education and coordination available to serve special populations. Of particular interest are students with food and housing insecurities, DACA and undocumented students, and underserved populations, in order to enhance access and retention.

EM coordinated and participated in professional development training, along with the Division of Student Affairs & Diversity, regarding topics such as microaggressions and unconscious bias, in response to the division-wide diversity awareness goal.

EM continues to revisit existing / historical policies and practices to align collective resources in order to remove administrative barriers to student enrollment, persistence and completion, and establish consistency across the EM units and all of campus that allows them to address systemic barriers for all students' success, and increase opportunities for equitable outcomes.

They are able to coordinate the prospective student experience around the affordability conversation through a synergistic partnership between Undergraduate Admissions, Financial Aid/ Student Financial Services, University Communications and Marketing, the Graduate School, the Office of the Registrar and University Housing, with an emphasis on minimizing handoffs, demystifying the financial aid process and providing assurances around college affordability. This includes continuing to develop data-driven plans to package financial aid effectively, including institutional aid and scholarships, to enhance the success of all students, particularly those with high levels of unmet need, and to identify opportunities for the improved retention of underrepresented populations.

And, in collaboration with the Diploma Equity Project, Enrollment Management has been working on the continued deployment of the DREAM Initiative, a program designed to break down systemic barriers for first generation and low income students from Detroit, in order to assist in closing the equity gap in college completion at OU.

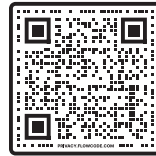
UNDERGRADUATE ADMISSIONS

Undergraduate Admissions is extremely proud to have, through recruitment and enrollment initiatives, increased the diversity of first-year and transfer students over the last nine years, seeing the majority student decline from 75% of OU's incoming class in the fall of 2015 to under 67% in the fall of 2023.

For new first-year students specifically, they saw the underrepresented minority student group make up 26.2% of the new Fall 2023 student class, compared to 25.7% in the fall of 2022. This represents the most diverse incoming first-year student class in Oakland University's history.

For new first-year and transfer students combined, they saw the underrepresented minority student group make up 22.2% of the new Fall 2023 student class, compared to 21.8% in the fall of 2022.

Scan the QR code to read more.



SUMMARY OF RECRUITMENT EFFORTS SUPPORTING STUDENTS OF DIVERSE BACKGROUNDS

Diversity programming is a key component of their recruitment and outreach efforts throughout the year and includes, but is not limited to, providing campus tours and special group visits, participating in school visits, supporting specialized college fairs (such as for members of the LGBTQIA+ community and

ETHNIC BACKGROUND OF ALL NEW FRESHMAN STUDENTS

Native American	0.2%
Native Hawaiian	0.1%
None Selected	1.0%
International	2.3%
Multiple Races	4.5%
Asian	5.5%
Hispanic	7.6%
African American	15.4%
White	63.4%

ETHNIC BACKGROUND OF ALL NEW TRANSFER STUDENTS

Native American	0.1%
Native Hawaiian	0.1%
None Selected	1.7%
International	2.1%
Multiple Races	3.6%
Asian	5.5%
Hispanic	5.1%
African American	8.2%
White	73.3%

student veterans / military-connected families), and forming partnerships with community-based organizations serving unique student populations, such as ALSAME, the Friendship Circle, the Chaldean Chamber and Community Foundation, the Michigan Hispanic Collaborative, Detroit Regional Dollars for Scholars, Jack and Jill of America, and the Midnight Golf Program. They've also offered or participated in the following:

- Served on the Leadership Team for the Detroit College Access Network (DCAN)
- Collaborated with and supported recruitment program initiatives for underrepresented students through partnerships with the Michigan College Access Network (MCAN), Local College Access Networks (L-CANs, including the Oakland County Access Network), the Pontiac Initiatives Group, the Detroit Regional Chamber (the Detroit Promise Scholarship program), the Center for Multicultural Initiatives, Pre-College Programs, Project Upward Bound and the School of Education and Human Services-sponsored OU Charter Schools
- Participated in the annual Detroit College On-Site Day event, offering Detroit students the opportunity to pursue on-site admission from the 15 Michigan public institutions
- Collaborated with the Governor, Detroit Regional Chamber and the other Michigan Public Universities to monitor the Detroit Promise Scholarship Award, in concert with Student Financial Services
- Promoted and supported new initiatives to increase the number of Oakland University Trustee Academic Support (OUTAS) award recipients, in collaboration with the Center for Multicultural Initiatives
- Developed and presented college readiness programs, including financial planning, to counselors, students and parent groups as requested
- Continued to promote informal "Future Grizzly Information Session" information programs for admitted students and guests
- Continued to promote and award the OU Frontline Workers Scholarship award, which supports workers on the frontlines of the COVID-19 pandemic in their educational journey, including the pursuit of their bachelor's degree. The creation of this award, which serves as an extension of the statewide Futures for Frontliners initiative, serves the Oakland University mission of supporting postsecondary degree attainment and impacting Michigan and the world through education, research, scholarship and creative activity
- Continue to offer test-optional admission, which has enhanced the diversity of the student body and provided for greater access and inclusion
- Offered page translation for their web section in support of DACA and Undocumented Students
- Supported the Detroit Action Plan with Detroit Drives Degrees, in collaboration with the other Michigan institutions, to improve college attainment for vulnerable populations
- Continued work with the Diploma Equity Project to implement the DREAM Initiative program, in order to help close the four-year college completion gap for Detroit students

- Collaborated with Oakland County through participation in the Oakland80 partnership, in order to work toward the goal of 80% degree/credential completion by the year 2030
- Worked with University Communications and Marketing to develop the utilization of photographs of students, staff and faculty on the website, digital advertising and in marketing materials, as well as work with DEI on diverse students' appropriate representations
- Undergraduate Admissions promoted their commitment to support the academic success of superior academic achievements by offering the Urban and Rural Schools Valedictorian Award to eligible high school valedictorians graduating from identified Michigan public school districts and charter schools primarily serving low-income students. This award provides a \$40,000 scholarship (\$10,000 per year, for up to 4 years) to certified valedictorians with at least a 3.5 cumulative GPA and a test score of 1030 or higher on the SAT (ACT composite score of 20 or higher).

FINANCIAL AID

- A dedicated financial aid adviser continues to assist DREAM students, from the city of Detroit, apply for financial aid, understand their financial aid offer, and serve as a point of contact to help students understand other scholarship and work options available to make college affordable
- Financial aid outreach presence in the tri-county area to increase first-generation, low-income and underrepresented students. Outreach is helping students to understand financial aid, complete FAFSAs and explain how college is attainable through federal, state, and institutional scholarship and grant programs
- Student Financial Services received the status of Silver in OU's healthy-campus initiative. The office continues to incorporate the healthy-campus initiative and activities in its weekly staff meetings
- As part of FAFSA Simplification, they've reimaged their free tuition guarantee with the new Golden Guarantee. The Golden Guarantee provides four years of free tuition to students who are Michigan Achievement Scholarship eligible and have family incomes of <=\$70,000 and family assets of <\$50,000. Additionally, they are proud to continue to offer the Urban and Rural Schools Valedictorian Award to eligible high school valedictorians graduating from identified Michigan public school districts and charter schools primarily serving low-income students
- The Financial Aid Office continues to be responsible for the student employment program on campus, which also supports students who are eligible for the federal work-study program, giving students an opportunity to earn money towards tuition and other living expenses
- Student Financial Services continued to participate with community organizations, such as the Detroit College Access Network and the Pontiac Collective Impact, to provide financial aid assistance to marginalized students
- Specific and personalized attention given to CORE, Detroit Promise, OUTAS, Wade McCree, Pontiac Promise and youth

- A member of Student Financial Services serves on the University's DEI Committee
- Current financial aid staff are able to communicate in English, Spanish, Arabic and Chaldean

OFFICE OF THE REGISTRAR

- As the hub of the institution, the Office of the Registrar sees the student experience from matriculation through graduation. They serve OU students by identifying and removing registration and enrollment barriers
- Continued to expand and advocate usage of preferred name for faculty on several areas in Sail/Banner including the schedule of class display
- Implemented preferred name usage in Degree Works
- Performed ongoing testing and maintenance to attain functionality for pronoun and gender data in related student systems
- Collaborated with departments on potential policy and procedures to implement pronoun and gender designations in Banner
- Assisted in degree attainment for stop outs by completing graduation and transfer work reviews, and assisting returning students with registration
- Provided data and support for several initiatives like Detroit Drives Degrees, Diploma Equity and Golden Grizzlies Guarantee
- Reviewed credit for prior learning methods to bring in additional college credit and expanded opportunities for degree completion for students
- Maintained reverse transfer agreements for 27 out of the 28 community colleges
- Signed one new articulation agreement and renewed four articulation agreements for a total of 42 articulation agreements with community colleges
- Two staff members continued serving in a leadership role on the committee that implemented the preferred name in the OU directory

ACADEMIC SUCCESS CENTER

The Academic Success Center values diversity in programs and in their academic support offered to students. Their student staff is one of the largest on campus and their focus is on inclusivity, belonging and academic support in a peer to peer model. The Academic Success Center recognizes the importance of a diverse staff and the value in professional development related to themes of cultural acceptance. They have the opportunity to develop and mentor student staff to be accepting and supportive of all people. In addition, professional staff are strongly encouraged to increase their understanding of diversity and to recognize the need for individual growth as a continuous effort.

SUPPORTIVE PRACTICES: DIVERSITY, EQUITY AND INCLUSION

- DREAM Initiative supported through inclusive study groups for Biology and Math

- CORE program supported with the addition of COM 1100 taught by ASC staff
- Members of new LLC's for URM and LGBTQIA+ Living Learning Communities
- Incorporate diversity and inclusion in student staff training
- Recruiting efforts focus on hiring URM population

PROJECT UPWARD BOUND COLLEGE PREP ACADEMY

2023-24 DIVERSITY, EQUITY AND INCLUSION INITIATIVES

Federal TRIO Programs were created by the U. S. Congress specifically to address the absence of diversity, equity and inclusion in higher education. With 964 active projects across the nation, Upward Bound is one of seven TRIO programs designed to motivate and support students from "disadvantaged" backgrounds. Project Upward Bound (PUB) at Oakland University shares that mission to assure that eligible participants graduate from high school prepared to succeed in postsecondary education. PUB's whole purpose for existing is to open up higher education access and success to high school students who may not otherwise have that opportunity. Given this mission, DEI programming is integral to what PUB does. In the past year, some of PUB's DEI activities included the following:

- Administered an admission policy in which DEI was inherent in the eligibility requirements
- Continued to employ a team that included many ethnicities and nationalities
- Employed a bilingual administrative team member
- One team member learned to use closed captioning for PUB's social media presentations
- Included a DEI workshop in summer staff training
- Offered a sign language class in the PUB Summer Academy taught by a teacher who is Deaf
- Presented a bullying workshop featuring Bubbles the Blind Beagle
- Made appropriate accommodations for PUB Scholars with physical and educational challenges
- Implemented field trips that introduced PUB Scholars to different cultures, ethnicities and social histories
- Brought a group of PUB Scholars to OU's 2024 Keeper of the Dream Program
- Collaborated with the OU Schools of Medicine and Health Sciences to present PUB
- Career Day in the academic year and an introduction to laboratory science in the summer
- Partnered with Government Relations and Student Congress to plan, facilitate and populate OU Day at the Capitol
- Implemented a social/cultural curriculum that included series of ethnic meals, theatre engagements (including one backstage tour and talk), museum visits, and the PUB
- Scholars themselves presenting a stage performance
- Sponsored ten PUB Scholars for the annual statewide Student Leadership Summit sponsored by MI-CAPP (Michigan College Access Programs; Personnel)



The PUB team 2024

- Assisted three PUB seniors to write and submit applications to MI-CAPP that resulted in two scholarships totaling \$2,000
- Advocated on Capitol Hill (Washington, DC) and at the Michigan State Capitol on behalf of TRIO-eligible populations
- Conducted OU campus tours for groups of high school students who would not otherwise have had the opportunity to see the campus
- Made 100 lap blankets to distribute to nursing home residents
- Packed Christmas baskets for distribution at the Lighthouse Warehouse
- Collected 50 hat/scarf/glove sets for distribution to children at The Haven
- Collected items from PUB families and made a donation to the OU OSI Food Pantry
- Sponsored a FAFSA workshop, featuring an OU facilitator, for PUB seniors and Parents
- Facilitated a Financial Wellness workshop for PUB parents
- Made PUB Book Scholarships available to 16 PUB alumni enrolled at OU in each semester of the academic year

PRE-COLLEGE PROGRAMS (PCP)/ OU PONTIAC INITIATIVE

- In partnership with OU Pre-College Programs and OU School of Music, more than 350 middle and high school students from Pontiac attended the World Music Children's Concert at OU's Varner Recital Hall in April 2024. Many of the students were from diverse backgrounds and have never attended a concert or set foot on a University campus

- To reduce the stress of prom expenses, OU Pre-College Programs hosted "TAR Girls Rock from Prom to College," gifting 70 beautiful prom dresses and suits to Pontiac High School seniors. During the event in April 2024, students learned about proper prom etiquette and were encouraged to take advantage of the Pontiac Promise Zone scholarship opportunity
- OU Pre-College Programs, Oakland Schools and OUWB School of Medicine welcomed 293 Oakland County middle and high school students to the 2024 Careers in Healthcare event in May 2024 at Oakland University. Students were exposed to a variety of healthcare related fields and participated in hands-on activities
- More than 200 students participated in a Scholarship, FAFSA or SAT Workshop during the months of April and May 2024. Pre-College Programs strive to ensure that students from diverse backgrounds have the tools to complete college and scholarship applications, essays, enhance financial literacy, and FAFSA to achieve success
- In May 2024, nearly 1,000 fifth grade students from the Clinton River Watershed community schools in Oakland County participated in the 17th Annual Clinton River Water Festival at Oakland University. Students from Pontiac and other surrounding communities learned about the central role that water and the Clinton River play within the region
- PCP OU students provided 1,088 tutor hours for 713 Pontiac high school students in Mathematics and Reading/ELA. Many students improved in test scores, GPA and attendance.

OFFICE OF STUDENT INVOLVEMENT

Student Organizations: 273 student organizations were registered for the 2023-24 academic school year
Total: 68 DEI student and Greek organizations

DEI REGISTERED STUDENT ORGANIZATIONS

- African Student Union
- Albanian American Student Organization
- American Association of University Women
- Arab-American Student Association
- Arabic Medical Terminology Society
- Art Unplugged
- Association of Black Students
- Best Buddies
- Black Student Nurses Association of OU
- CAIR: Host Family Program
- Chaldean American Student Association
- Chaldean Pre-Professional Health Society
- China Club
- Collegiate, Black & Christian
- Filipino-American Students of OU
- French Club
- Gender and Sexuality Alliance
- German Club
- Golden Luxury Majorette Team
- Grizzlies for Choice
- Hellenic Students Association
- Hispanic American Leadership Organization
- Indian Activists Association
- International Allies Organization
- Intrigue - Hip Hop Dance Team
- Iraqi American Union
- Italian Club
- Japan Club
- Jewish Student Organization - Hillel
- Jordanian Student Association
- Lebanese Student Association
- Malta Club
- Middle Eastern in Engineering Society
- Minorities in Medicine
- Minority Association of Pre-Medical Students
- Muslim Student Association
- National Arab American Medical Association
- National Society of Black Engineers
- Native American Student Organization
- Out For Business
- Pakistani Student Association
- Project Big Sister
- RAINBOW
- Saudi Students Association
- Sigma Delta Pi: Capitulo Theta Psi, #215 (Spanish)

- Society for the Advancing Chicanos, Native Americans, and Hispanics in Sciences
- Society of Women Engineers
- Spanish Club
- Students for Justice in Palestine
- Students Organize for Syria
- The National Collegiate Chinese Honor Society
- The Queen Collective
- The Society of Hispanic Professional Engineers
- The Women's Networking Program
- Undergraduate Women in Healthcare
- Women in Business
- Women in Computing
- Women in Film
- World Music Organization

FSL | FRATERNITY AND SORORITY LIFE

- National Pan-Hellenic Council, Inc. (NPHC)
- Alpha Kappa Alpha Sorority, Inc.
- Delta Sigma Theta Sorority, Inc.
- Iota Phi Theta Fraternity, Inc.
- Kappa Alpha Psi Fraternity, Inc.
- Omega Psi Phi Fraternity, Inc.
- Phi Beta Sigma Fraternity, Inc.
- Sigma Gamma Rho Sorority, Inc.
- Zeta Phi Beta Sorority, Inc.

GOLDEN GRIZZLIES PANTRY (USERS/DONORS ARE OU STUDENTS, FACULTY AND STAFF)

- 16, 293.68 lbs of food products donated
- 14,117.22 lbs of food distributed
- 1,501 users / 2,325 visits
- 931 pieces of clothing donated to Grizz Garments
- 513 pieces of clothing distributed
- 409.82 lbs "Grab and Go" snacks distributed
- 103 pieces of "Grab and Go" clothing distributed
- 2023 OUFU Top Ten Funds - 2nd Place: Golden Grizzlies Pantry -100 donors
- 2024 Black and Gold Giving Day for Student Affairs - Top Five SA&D Funds: #1 - Golden Grizzlies Pantry \$11,595 (including \$10,000 matching gift from Kroger Co.)

SERVICE OPPORTUNITIES/COMMUNITY ENGAGEMENT OPPORTUNITIES

Total Number of Volunteers: 992

- In 2023: Clinton River Water Festival (35), Make A Difference Day (95), Fall OU Day of Service (275); 2024 - MLK Day of Service (175), OU Day of Kindness (215)
- 2023-24 - Golden Grizzlies Pantry (112)
- Pop Up Service Events in October 2023, November 2023 and February 2024 (75)

Places/Communities served: Reroot Pontiac; Sanctuary Farms; Oakland HOPE; MI Veterans Home Chesterfield; Neighborhood



OU Housing

House Rochester Hills; Micah 6 Community; The Courtyard at Auburn Hills; Pontiac Public Library; HAVEN; Serene Gardens; Oakland County Animal Shelter; Color a Smile; Pontiac Meals on Wheels; Rainbow Connection; Bottomless Toy Chest; Older Persons Commission Rochester; Fire Station and OUPD; McLaren Hospice; John D Dingell VA Center; American Red Cross; Bottomless Toy Chest; Golden Grizzlies Food Pantry

Community engagement with the nonprofits in the City of Pontiac: Reroot Pontiac; Oakland HOPE; Micah 6 Community; Pontiac Public Library; Pontiac Meals on Wheels

Four (4) OSI Blood Drives with Versiti Blood Center of Michigan in July 2023 (In honor of Daryl Blackburn, Coordinator for Leadership and Service Programs / died June 10, 2023)
 Total Collected: 112 units / Total Lives Impacted: 336 / Total First Time Attempting Donors: 90

UNIVERSITY HOUSING

In the 2023-24 academic year, Residence Life within University Housing planned and implemented several DEI programs to showcase. Some especially well attended events include: RLA's annual Black Business Expo (in collaboration with SPB); Glowing with Pride; Lotería Night (part of Hispanic Heritage Month); Lavender Bingo; Pride Palooza; and Día de los Muertos Celebration Night. Through these events, Residence Life engaged nearly 600 students. As a result of attending these events and having access to these educational bulletin boards in their communities, students were able to explore, better understand and appreciate different cultures and identities that took place conveniently close to where they live.



CAREER AND LIFE DESIGN CENTER

The Career and Life Design Center empowers students and alumni to explore, discover and connect along their journey. With customized support from an expert team of Career and Life Design Coaches and Career Ambassadors, Golden Grizzlies shape their unique paths through exploration exercises, industry events and career development tools.

DEI-FOCUSED EVENTS LED BY THE CAREER AND LIFE DESIGN CENTER

- **Girls in Engineering Presentation**
SECS Career and Life Design Coach, Erica Johnson, presented to a group of high school students from Detroit who were part of the Girls in Engineering program. This program, hosted every summer at Oakland University and run by the Engineering Society of Detroit, provides a transformative space that empowers girls, particularly girls of color historically marginalized in STEM fields, to explore and pursue careers in these areas. Erica's presentation focused on career exploration in the STEM fields, inspiring the participants and providing valuable insights into the diverse opportunities available to them
- **OU International Students Orientation**
Erica Johnson participated in a virtual orientation for incoming international students at Oakland University. During this event, she shared an overview of the variety of services and support offered to international students throughout their career exploration journey at OU, ensuring that they are well-prepared and supported during their time at the university
- **International Student Conference: The Perfect Elevator Pitch Presentation**
Kelly Dorner, Director, Life Design and Campus Partnerships for the Career and Life Design Center facilitated a session about creating the perfect elevator pitch to attendees at the International Student Conference. The session gave students the opportunity to create their own elevator pitch using interactive tools
- **SBA Supporters and Leaders**
Career and Life Design Coach, Juretta Bailey-Grajewski, facilitated a presentation to business students regarding the advantages of working in a diverse environment. The presentation was given alongside DEI leaders Asalyn Coachman and Mary Mbiya
- **Reverse DEI Career Fair**
Winter Career Fair employers were invited to attend a Reverse DEI Career Fair showcasing DEI-Focused Student Organizations before the start of the Winter Career Fair. 120 employers had the chance to interact with these student organizations, fostering connections and learning more

about each other. The student organizations graciously participated, eager to share insights about themselves and learn more about the attending companies. This event not only facilitated networking between employers and students but also presented opportunities for employers to explore additional ways to get involved on campus through these student groups. This event was part of African American Celebration Month

- **LGBTQ+ Professional Development Panel and Mixer**
 - Student attendees engaged with LGBTQ+ professionals in an insightful panel discussion. They had the opportunity to hear unique perspectives from panelists representing organizations such as EDUHealthcare, Enterprise Mobility (Co-Facilitator), Clark Hill and Michigan Medicine. Additionally, attendees received personalized career advice, resume feedback and access to valuable career and life design resources during the mixer. This event was part of Oakland University Pride Month, with Magna as the sponsor for OU Pride Month 2024
 - Co-Lead supporting the OU-Pontiac Initiative, Wayne Thibodeau, Senior Director of the Career and Life Design Center, has been serving as Co-Lead for the Economic and Workforce Development Pillar within the OU-Pontiac Initiative for several years. This initiative is committed to helping advance the City of Pontiac while enhancing experiential learning opportunities for Oakland University students

STAFF PARTICIPATING IN DEI-FOCUSED COMMITTEES/GROUPS

- Ian Caullay, SBA Director of Career and Life Design: School of Business Administration DEI Committee
- Kelli Foskic, SECS Director of Career and Life Design: Member of the SECS Student Success Committee
- Sarah Swarz: Transgender and Nonbinary Awareness Month Committee, African American Celebration Month Committee, Pride Month Committee, Faculty Advisor - American Association of University Women



Career Ambassadors participating in the Career and Life Design Center Grand Opening event.

UNIVERSITY ADVANCEMENT

Over the last year, University Advancement has engaged in the following efforts to positively impact students, faculty, departments, alumni and the community.

CONTINUING FUNDRAISING, SPONSORSHIP GENERATION AND BOARD EFFORTS

- Promote and Share DEI Case Statement
- Keeper of the Dream
- Hispanic Heritage Month
- Pride Month
- GLRSSC
- Veterans Week
- CORE Program
- OUTAS Program
- MathCorp
- Disability Support Services
- Rising Stars Program
- DDS
- SHS Summer Research Trip to Ghana with Dr. Kwame Sakyi
- ECLIPSE Student Leadership Program
- Native American Heritage (NAAC)
- Continued Support and Sharing Work of OU DEI programs at OU Via Sponsorship
- Assisted in OU Participation with First Tee Program

VIRTUAL EVENTS

OU Encore: Alumni Webinar Series

- How Women of Color Can Take Ownership of their Careers and Accelerate their Path to Success - postponed until FY25
- LGBTQ+ Etiquette and Common Bloopers: What you need to know to be an ally - October 2023
- How Working Mothers Can Thrive and Not Just Survive - August 2023

In-Person Events

- The Healthology Symposium was held in March 2024. The theme was Healthy Diversity and included talks on mental health, ability, nutrition, knowledge and family
- SBA's ACHIEVE program focuses on DEI delivery/discussion to its students through two annual workshops (fall & spring). Average attendance is 75-100 SBA students. Advancement supports this program through sponsorship activity of the ACHIEVE program
- SBA's Summer Camps (2 camps, 1 week in duration each) are held annually and offer scholarship support to those students unable to afford the program participation fee. Advancement supports this program through sponsorship activity
- Archaeology of Israel Summer Study Abroad, annually in June/July, takes 7-15 students to Israel for excavation and to learn about the country as well as its culture and people. The 2024 trip was postponed due to the conflict in the Middle East

- The Cis Maisel Center for Judaic Studies and Community Engagement held several events during the 2023-24 academic school year: hosted speaker Howard Reich, presenting his film Prisoner of her Past; hosted speaker Ruth Bergman, Director of Education at the Zekelman Holocaust Memorial on Anti-Semitism and What We Can Do About it; hosted a student event: "A Rabbi, Priest and a Pastor Walk into a Bar", hosted best-selling author, Michal Oshman sharing her unique personal growth methodology based on the life-changing principles of Jewish Wisdom. Events for 2024-25 include hosting Holocaust survivor Irene Miller to speak at Oakland; Planning a performance with the Oakland School of Music to perform Sparks of Glory and other pieces with OU orchestra
- A university-level funding initiative is in process focusing on teaching the Holocaust across 4-year institutions in Michigan in conjunction with the Holocaust Memorial Center and various faculty and departments at Oakland

SPEAKERS AND VISIBILITY

- Secured High Impact KOD Co-Chairs for First Time resulting in most dollars ever raised for KOD
- Providing consultative support to the Initiative to Eradicate Racism Advisory Board
- OU DEI Council Representation
- Recruited a diverse lineup of alumni speakers at commencement and Leadership OU, with 7 of 16 identifying as non-white
- OUWB organized and hosted award-winning DEI thought leader and author Sophia A. Nelson for five days of lectures, dialogues and roundtable discussions, book signings and more. These activities were open to all of campus including leadership training and staff training sessions

NEW DEI CORPORATE ENGAGEMENT

Currently generating support for:

- Emerging Leaders Program
- Teaching Race in America with Nikole Hannah Jones
- Veterans Mentorship program
- Veterans Book Loan program

BLACK ALUMNI CHAPTER

- Black Alumni History Project – ongoing support
- Black Alumni Chapter Annual Summer BBQ in August 2023
- Black Excellence Celebratory event sponsorship in May 2024
- Elevated financial and staff support of Black Alumni Chapter board of directors and related activities and communications to celebrate 50 year anniversary milestone in 2024 calendar year



Howard Reich at the Cis Maisel Center for Judaic Studies and Engagement's screening of his film, "Prisoner of Her Past."

- Launched Legacy 74 in celebration of the BAC's 50 year anniversary; this giving society recognizes donors who support Black Alumni Chapter priority funds, which benefit diversity programming and scholarships at OU

MEADOW BROOK ESTATE

- Designed and began construction of new MBH Visitor Center with first newly constructed, fully accessible family and gender neutral restroom facilities
- Welcomed new Advisory Board Member Tara Michener, noted author and equity advocate
- Implemented Advisory Board Member MBH Tour Passes to expand audience participation
- Created Student Advisory Board to expand University Advancement's efforts in diversity and inclusion; group is pursuing Registered Student Organization status
- Offered new wellness programs and events
- MBH Book Club discussed Braiding Sweetgrass facilitated by Native American Student Org representative Sada Reed
- Provided enhanced tours to OU Cares participants (second year annually), and discussed museum career skills and opportunities
- Continue offering full scholarships to MBH summer camps for underserved or economically challenged participants
- Continued partnership with Detroit PAL (Police Athletic League) to provide a free tours to young athletes during Holidays at Meadow Brook
- Continue to participate in the "Museums for All" program, which encourages people of all backgrounds to visit museums regularly and build lifelong museum-going habits

WOMEN AND PHILANTHROPY

- A giving circle whose purpose is to provide opportunities for women to collectively share their time and resources that positively affect the future of Oakland University
- Celebrated over \$100,000 in grants since inception

- Awarded the following grants in May 2024:

- OU Early Childhood Students Connecting with Infants & Families (\$1,320) - this pilot program will provide hands-on experience for early childhood students to gain experience interacting with families of infants, to help reduce anxiety that many students have with working with care-givers and adults
- Your FIRST Response to an Allegation of Child Abuse (\$2,500) - OU will be the first in Michigan to use this specific training to identify abuse and report it properly
- LORACS Greenhouse (\$6,400) - funding will support an evaporative cooling system that will go in the new research greenhouse, to ensure year-round growing and research
- Interdisciplinary Approach to Coexisting with Beaver (\$4,380) - this will support approximately half of the needs to implement technology for regulating flooding and maintaining footpaths of the biopreserve, while keeping our beaver family comfortably in our preserve. We will use these funds to issue a challenge match for the community to support the other half of the needed funds

SECS OUTREACH ACTIVITY

STEM Summer Camps

- 2000 + students from the Metro Detroit area participate in camps that are related to the areas of Science, Technology, Engineering and Mathematics
- Detroit area students who are affiliated with DAPCEP and ESD receive full scholarships to participate in summer camp programs
- 30 Student Teaching Assistants are trained on how to provide hands-on learning experiences to students who are in grades K through 12

STEM Field Trips and Workshops

- 800+ PSA 4th graders (fall and winter): largely underrepresented and underserved students
- 1,200 Rochester Community Schools (RCS) 4th graders

- 2,000+ from individual schools
- Saturday workshops (typically 40 fall + 40 winter), focusing on math readiness, serving mostly Pontiac and Detroit students (registration through DAPCEP – the Detroit-Area Pre-College Engineering Program)
- NSF i-test PAAMEE (Preparing African-American Males for Energy and Education) DAPCEP (30 fall + 30 winter). This will be the MEEP Program (Multi-Year Energy & Engineering Program)
- STEM teacher training (~50 teachers per year, including from Pontiac and Detroit)

STEM TEACHER TRAINING

OU 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, the PSA Department and Oakland Schools.

ENGINEERING SOCIETY OF DETROIT (ESD)

Residency camp for 30 Detroit girls (OU provides room and board, logistical and delivery support)

DAPCEP

- 55 full summer scholarships (annual occurrence)
- 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 PAAMEE AND MEEP

- PAAMEE: Preparing African American Males for Energy & Education (renamed MEEP in Fall 2020)

- 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 (fall, winter)

OAKLAND SCHOOLS OTC

- 54 high school students in 4 cohorts from each of their tech campuses each summer (mostly economically challenged and underrepresented). Students are only charged for the cafeteria lunch
- Middle school students from around Oakland County (about 500 each summer). Students are only charged for the cafeteria lunch

PONTIAC SCHOOLS

- Summer Engineering Exploration
- 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 2 groups of students:
 - Underrepresented (minority, academically challenged)
- Underserved (economically challenged, Pell grant eligible)
- Funding renewed for another 6-year cycle (2025-2031)
- Approximately \$90,000 per year for 6 years (plus matching funds from Provost and President)
- Cohort of 20 students formed each fall and winter semesters

School of Engineering and Computer Science summer camp



FINANCE AND ADMINISTRATION

The Finance and Administration (F&A) Division is comprised of a broad scope of departments touching every aspect of campus life. F&A provides all of the University's business functions including accounting, budget, payroll, purchasing and treasury. The Division also encompasses facilities, grounds, environmental health and safety, the OU police department and university services. Lastly, the Division facilitates public and private partnership (P3) agreements including the Meadow Brook Theatre, Meadow Brook Amphitheatre and programs at our West Campus.

FINANCE AND ADMINISTRATION

EXPANSION OF URM

- Over the past year, F&A expanded its representation of URM:
 - From 5 male and 2 female to 5 male and 3 female
 - From 1 person of color to 2 persons of color
 - 1 disabled veteran
- The Budget Office also increased URM recruitment by one staff member

EMPLOYEE SUPPORT

- A significant number of employees in the F&A division are military veterans, including the Vice President. Therefore, F&A supported numerous events over the past academic year sponsored by OU's Veterans Support Services team, including:
 - Veterans Week luncheon
 - Fire Truck pull
 - OU Fund Drive pushup challenge
- To create a culture of belonging and inclusion with the F&A division, the Vice President hosted a division picnic at the beginning of the academic year. Retirement luncheons were celebrated with four Division employees who welcomed having them.

PURCHASING

Purchasing practices welcome and encourage all eligible suppliers, regardless of race, sex, color, ethnicity or national origin, who are interested in doing business with the University to partake in the RFP processes, respond to open bids, and participate in the University's procurement of goods and services.

OU participates with many diversity-based organizations to expand outreach to vendors. Participation includes the following organizations:

- Michigan Minority Supplier Development Council (MMSDC)
 - Attended and presented at the Michigan Minority Procurement Conference
 - Beginning to use MMSDC resources such as the MatchMaker 365 program to build the supplier base
- E&I Cooperative
- National Association of Educational Procurement (NAEP)
- WBENC (Women's Business Enterprise National Council)
- Great Lakes Women's Business Council
- Veteran-owned Business Roundtable

Expanded outreach also includes broader advertising of bids and the use of MITN Purchasing Group. The Director of Purchasing is trained as a Diversity Advocate. Director and staff completed Unconscious Bias and Implicit Bias Training. The department is in the process of enhancing the purchasing web page with updates for suppliers including a supplier registration page.

TREASURY AND UNIVERSITY SERVICES

The AVP is a trained Diversity and Equity Advocate and has served on hiring committees within and outside of the F&A division.

Treasury awarded \$20M bond refunding to local women and minority owned underwriting firms.

Property Management uses Geshner Human Services for waste disposal. Geshner is a non-profit organization focused on helping people across metro Detroit through career development, behavioral health and residential services.

The Director of University Services is a member of the LGBTQ+ community and has three staff members from URM as well as one person of color and two LGBTQ+ staff members.

The Printing Services staff have all taken pronoun training as they are printing materials which regularly include gender pronouns.

A new package tracking system implemented by both the Mail Service and Central Receiving is provided by a woman-owned business.

OU POLICE DEPARTMENT

The Oakland University Police Department (OUPD) strives to create community connections and partnerships with all areas of campus. It is the philosophy of the OUPD that true community safety can only be achieved when all community members are able to express themselves in a safe environment. The OUPD participated in a number of DEI related events during this academic year.

- In September 2023, OUPD representatives were invited to attend an open house hosted by the Gender and Sexuality Center. Officers attended and created relationships that benefited both the OUPD and members of the LGBTQ+ community throughout this entire academic year



OU Police Department

FACILITIES MANAGEMENT

Oakland University's Facilities Management plays a crucial role in ensuring that physical assets are effectively managed and maintained to support the mission, objectives and stakeholders of the organization. Facilities Management is committed to providing a safe, clean, inclusive, highly-efficient and sustainable campus, while preserving the University's physical heritage and land.

CAMPUS COMMUNITY SUPPORT

Throughout the past year, they have supported the University's ongoing commitment to diversity, equity and inclusion (DEI) in partnerships with the OU community, which involved promoting cultural awareness and understanding, as well as workshops and collaboration across diverse groups.

- The University hosted its annual Keeper of the Dream event in January 2024. Members of the OUPD volunteered to work at this event in support of creating a safe environment for all attendees
- All members of the OUPD received Anti-Bias Training in March 2024. This training was specifically focused on patrol activities and how to recognize biases that may be unconscious within all of us
- A select few members of the OUPD received Cultural Diversity training in February 2024. Officers that attended this training expressed the fact that the information received was very beneficial to their position within the University
- The Gender and Sexuality Center hosted a Lavender Graduation event to celebrate the completion of the academic experience of some of their members. The OUPD was invited to attend in support of their accomplishments. Two members of the OUPD attended and participated in the event
- The effort to diversify the OUPD is made at every hiring process throughout this Department. As a result, the OUPD was able to fill the following positions with diverse individuals this academic year:
 - One Police Officer
 - Two I.T. staff
 - Three Student Service Aides
- The University provided funding for the OUPD to purchase body cameras in 2024. Body cameras will increase accountability and transparency to the OU community which has a positive impact on overall community relationships

PROJECTS

All Facilities projects are carefully reviewed for opportunities to increase accessibility, including pathways, parking lots and building access, circulation and building components. Facilities staff work closely with project stakeholders during all phases of construction in this regard. Facilities Management is committed to doing business with diverse vendors, service providers and contractors.

RESTROOMS AND WELLNESS ROOMS

Facilities leadership and AP staff facilitated the installation of (14) single user/all gender restrooms and (5) wellness rooms in building renovations and new construction in the last year for the following buildings; East Wilson Hall, North Foundation Hall, Varner Hall, South Foundation Hall and OU Research Center. Additional installations were completed this year in the following buildings:

- Recreation and Athletic Center: 1 single user/all gender restroom
- Oakland West Campus: 1 wellness room
- O'Dowd Hall: 2 single user/all gender restrooms; 1 wellness room
- Pawley Hall: (Proposed) 1 single user/all gender restroom

ADDITIONAL SPACES AND INSTALLATIONS

South Foundation Hall

- Second elevator added for additional accessibility
- Recessed defibrillator added to adhere to ADA compliance

Wilson Hall

Two ADA door operators added in corridor from East Wilson Hall to West Wilson Hall

Math and Science Center

Enhanced collaboration space for diverse student interaction
Fitzgerald Hall

Added ADA push button/controller for easy access and passing through

SIGNAGE

Facilities is currently working on new and updated signage designs that will increase visibility and readability. In addition, the number of campus locations on Google maps has been increased for ease of phone navigation.

CAMPUS MASTER PLAN

Currently in the Discovery phase of the Campus Master Plan initiative, meetings were facilitated with numerous stakeholders and campus community members to gather feedback, specifically focusing on DEI, accessibility, native lands, student life, dining and housing. They have received strong participation with valuable input both in-person and virtually from the community during these sessions and campus-wide open houses. The planning process will reflect DEI in master planning.

CAMPUS MAINTENANCE

- Along with the Vice President of Finance & Administration and Student Congress, the Director of Facilities Services worked to facilitate providing free feminine hygiene products across campus
- Grounds staff continued to maintain exterior lots and walkways, with special attention to ADA parking spaces and pathways all year round and especially during inclement weather to ensure the safety of our campus community and public

FACILITIES MANAGEMENT INTERNAL EFFORTS

Facilities Management strongly believes in promoting and fostering the ideals of Diversity, Equity and Inclusion within their own department. Our efforts over the past year have included:

Training/Committees/Outreach

- All Administrative professionals shall complete minimum 2.5 hours of DEI related training and every new hire. All other employees are encouraged to do the same
- Facilities Management is looking into conducting an apprentice program to train non-experienced junior hires to assist with work that would support the operations of the Central Heating Plant
- The Director of Facilities Services continued to serve as a member of the Native American Advisory Council (NAAC) representing Facilities Management and provided support for the Native American Heritage site with their Grounds team
- The University Architect completed the 2023 OU Leadership Academy and was part of the cohort that focused on student knowledge on healthy campus initiatives for all diverse groups, in an effort to make OU the healthiest campus in Michigan. The group encouraged the implementation of various changes that would provide the opportunity for OU to become a leader in inclusive health care access
- Consistent training and engagement of employees on the principles of DEI by Facilities leadership

- Sustainable Development Goals signage placed in their lobby, which includes DEI-centric goals

EMPLOYEE REPRESENTATION

Facilities Management continued to maintain a standard of a diverse hiring pool for all open staff positions, and their hiring committees are composed of a diverse group of staff. DEI-centered questions are included during interviews, to gain insight on each applicant's philosophy and their experience with an inclusive work environment.

New hires this year have included:

- Three women and two minority candidates, including one veteran, for Campus Cleaning open staff positions
- One minority candidate for a student worker position in the Business Office
- 25% of their leadership is composed of minority staffing

WORK PRACTICES

Continued utilization of DEI-centered protocols for all meetings to encourage and cultivate conversations with all staff members in a comfortable, open and inclusive environment

SOCIAL EVENTS

Organized social gatherings throughout the year to bring people together and support the varying cultures and values of their staff

P3 PARTNERSHIPS

Meadow Brook Theatre

- The F&A Division works to ensure that DEI is incorporated into their P3 agreements. This past year, OU's long standing lease agreement with the Meadow Brook Theatre was renewed. New language was added to allow an additional OU representative to be added to the MBT Board of Directors. OU now holds two of the 12 Theatre Board seats
- The lease was also amended with language added for expanded collaboration between MTB and OU's School of Music Theater and Dance. This renewed collaboration included six current OU students and two recent OU grads to be included in the Father of the Bride production this year

West Campus Pontiac Initiative

Finance & Administration has been instrumental in supporting the OU-Pontiac Initiative and the Pontiac Promise Zone with space at the 1500 University Drive West Campus. The Pontiac Initiative is a collaboration between OU and the City of Pontiac to help create experiential learning opportunities for OU students and advance the vitality of the Pontiac community

Havenwyck Hospital

A letter of intent with Havenwyck Hospital was executed and a lease is being developed which will allow Havenwyck Hospital to lease space at the Oakland West campus for an outpatient mental health clinic. This clinic expands mental health services in the community while creating opportunities for OU students in the PA program and the nursing program to obtain clinical experiences while serving the underserved community of Pontiac and beyond

OTHER INITIATIVES

The advancement of Diversity, Equity and Inclusion is 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.

UNIVERSITY COMMUNICATIONS AND MARKETING

As the creative force behind OU's brand, University Communications and Marketing (UCM) is consistently committed to promoting and celebrating OU's diversity, equity and inclusion activities as part of the university's overall strategic plan. All UCM teams are deeply invested in DEI efforts, consisting of unit support, such as marketing DEI-related events and initiatives to the campus community, advancing Goal 4 as part of university-wide efforts by incorporating diverse storytelling in internal and external campaigns, promotions and coverage, as well as digital, social media and web-related activities.

In the past year, UCM's DEI-related efforts, coverage, initiatives and projects included, but are not limited to, the following:

- External OU brand campaigns aimed to connect future students with authentic OU offerings and bring forth additional representation. In every aspect of UCM's work, the primary aim is to ensure that all students feel physically and academically represented. These campaigns included:
 - The continuation of a four-part advertising campaign stemming from the four brand pillars that highlights the accomplishments of OU. More than one-third of those represented in the campaign identified as underrepresented minorities (URM). The campaign consists of video and rich media components
 - UCM also created a sponsored paid media campaign for the Golden Grizzlies Tuition Guarantee, which promotes financial assistance opportunities for lower-income families. Through institutional research, this market directly affects URM and first-generation college students
 - Marketing efforts for 11 undergraduate events and academic visit days ensured a diverse grouping of students are representing OU at any given time and included print, video, responsive ads, and paid and organic tactics
- As part of full external media relations coverage in the past year, UCM published 37 web stories that centered on DEI topics and expanded the distribution of these stories through posts on several social media platforms. The stories ranged from Veterans Appreciation Week to OU welcoming its most diverse incoming class in its history
- To support internal communication for the campus community, UCM distributed 14 stand-alone emails to students, faculty and staff addressing DEI topics
- Included 19 OU OFFICIAL Newsletter highlights focused on diversity, equity and inclusion
- Prepared 15 sets of executive event remarks that incorporated DEI themes or perspectives
- Worked with Disability Support Services on branding their new space with wall vinyls, posters, retractable banners and directional signage
- Promoted multi-unit initiative spotlighting Wendel A. White, distinguished professor of Art and American Studies at Stockton University. UCM designed an exhibit catalog for his artwork displayed at the OU Art Gallery and other supporting materials, such as brochure mailers, posters and digital graphics promoting related events
- Worked with SECS on a feature wall installation celebrating diversity within the school
- Promoted events, such as Asian and Pacific Islanders Heritage Week, Hispanic Heritage Month and Middle Eastern Heritage Celebration Week, by creating digital marketing materials and utilizing social media
- OU's homepage was enhanced to include a video to celebrate the vibrancy and diversity of the OU community
- The shift of the Keeper of the Dream photo shoot as a candid display of the award-winning students interacting rather than posing to gain more general collaborative shots for the university's photography assets
- The ongoing success of Anibal's lower-level photo studio has provided ease and comfort for special accommodations. All headshot photo shoots are now being held at the new location
- As part of the university diversity council, UCM collaborates with departments and units across campus to focus on clearing pathways for student success. The following items were/are in the process of being established through feedback received from the DEI Council:
 - OU map: Further enhancements to aid and guide the location of gender-neutral bathrooms, reflection/prayer rooms and lactation rooms with photos and descriptions on the map. "Accessibility and Accommodations" category groups accessible parking, door openers and walkways with the new categories on their own mapping layer
 - The completion of the CMI homepage video that includes a cut for social media to introduce services and resources in a visual and friendly manner
 - Continued work and planning on videos focusing on Veterans Support Services, Gender and Sexuality Center and Disabilities Support Services
- Web presence and accessibility continues to be an important focus of UCM's work. In the past year, UCM's web team completed the following:

- New Community Outreach Map
 - Updated design for the Golden Guarantee
 - Improved the content management system's web accessibility scores to exceed industry benchmarks
 - Assisted and trained university staff to ensure that web content meets Web Content Accessibility Guidelines (WCAG) 2.2 Level AA standards
 - Added a DEI Toolkit page on HR's ERN section in November. This faculty resource includes information about unconscious bias and microaggressions, DEI in hiring, inclusive work practices and retention
- The Oakland University Alumni Magazine continues to prioritize supporting stories of diversity, equity and inclusion. Such stories include:
- David "DJ" Bond, CAS '12 and SBA '16, created a comic book with characters who face everyday challenges and adversities
 - Omar Brown-El, CAS '95 and '05, senior director for the Center for Multicultural Initiatives, helps create an inclusive space for underrepresented students at Oakland University
 - The School of Nursing's ASPIRE program — Achieve Success through Professionalism, Integrity, Resilience and Engagement — helps to increase nursing progression and graduation rates, working with individuals from diverse or disadvantaged backgrounds; racial, or ethnic minorities that are underrepresented amongst nurses

HUMAN RESOURCES

Promoting diversity, equity and inclusion (DEI) initiatives within a Human Resources department is crucial for creating an inclusive work environment for Oakland University's community. The Human Resources (HR) department's mission is to cultivate an environment where human endeavor flourishes. HR sets a preeminent standard for maintaining diverse, welcoming and collaborative learning and work environments, as well as celebrating the enlightenment and enrichment that social diversity inspires. With that said, HR has a university-wide responsibility for leading human capital strategies and programs to build an effective, inclusive and high-performance culture. As HR continues to prioritize these initiatives, here are the goals HR has worked toward this year:

INCREASE WORKFORCE DIVERSITY

The HR department aims to enhance diversity within the organization by attracting and retaining employees from various backgrounds, including different genders, races, ethnicities, ages, abilities and cultural identities. This involves implementing inclusive hiring practices, sourcing from diverse talent pools and fostering a welcoming environment for all individuals. One hiring practice that has been established is the Diversity and Equity Advocate (DEA) program and these efforts continue. In these trainings, participants learned best practices in the recruitment of diverse staff and will serve as DEAs. As it stands, it is expected that a DEA will serve on all staff search committees. HR is finalizing the creation of an online diversity tool kit that should go live in the fall to assist search committees garner a broad and diverse applicant pool.

PROMOTE EQUITY IN THE WORKPLACE

The HR department is committed to creating a fair and equitable work environment where everyone has equal opportunities to succeed and thrive. This includes ensuring that policies, practices and procedures are free from biases and barriers, and providing support for underrepresented employees to advance their careers. As part of the DEI Council, HR has played a role in fostering the "Pathways Project." Its goal is to help identify barriers for promotion and retention of various employment groups. The focus this year was on administrative professionals. HR also initiated a stay interview pilot program with the direct support from a graduate student to help ascertain reasons and trends employees remain at the university.

FOSTER AN INCLUSIVE CULTURE

The HR department strives to cultivate an inclusive culture where all employees feel valued, respected and empowered. HR showcases staff recognition by presenting service awards to staff and faculty. The entire HR team participated in a pronoun training facilitated by the Coordinator of the Gender and Sexuality Center to ensure that the department is fostering a supportive environment using the preferred form of self-identification for faculty and staff.

ENHANCE LEADERSHIP COMMITMENT

The HR department works to secure visible and active leadership commitment to DEI initiatives. This includes encouraging campus leaders to participate in employee resource group meetings and events. HR also involves OU leadership in the job shadowing program, allowing staff from other areas the opportunity to shadow leaders for a day.

ESTABLISH INCLUSIVE POLICIES AND PRACTICES

The HR department reviews and revises policies, practices and procedures to ensure they align with DEI principles. This includes implementing inclusive recruitment and promotion processes, making updates to the flexible work arrangements to support work-life balance, expanding remote work options. HR has also ensured that there are options for healthcare incentives for the LGBT community, e.g., gender affirming surgery. HR has also spearheaded the formation of the preferred name committee to review and policies, employment materials, etc and materials will be updated as appropriate on preferred names and pronouns.

MEASURE AND TRACK PROGRESS

The HR department establishes metrics and regularly measures progress toward DEI goals, largely in partnership with Student Affairs and Diversity via the affirmative action plan (AAP). Other efforts include collecting and analyzing demographic data, conducting employee surveys to assess the workplace climate and tracking the representation and advancement of underrepresented groups. The department uses this information to identify areas for improvement and make data-driven decisions.

COLLABORATE WITH EXTERNAL PARTNERS

The HR department engages with external organizations, community groups and professional networks to enhance

DEI efforts, which includes partnering with community organizations that promote diversity and inclusion. HR collaborated with OU MI- ACE and Student Affairs & Diversity, to offer programming. Additionally, HR supports the annual MI-ACE conference, which seeks to advance women in higher education.

By pursuing these DEI goals, the HR department plays a vital role in creating a workplace that values diversity, promotes equity and fosters an inclusive culture where every employee feels valued and can thrive.

UNIVERSITY RECREATION AND WELL-BEING

University Recreation and Well-Being is a department within the Division of Athletic Administration. The vision of Rec Well is to provide holistic experiences that promote student, employee and community success and well-being. The department mission is to lead and motivate the campus community toward a life-long commitment of well-being by offering inclusive programs, services and facilities that promote student development and create a connection to Oakland University.

The Department focuses on a set of values (TRIIPS) that are integrated into the Recreation Center culture. Those include: Teamwork, Respect, Integrity, Inclusive, Positive Attitude and Service Focused.

UNIVERSITY RECREATION AND WELL-BEING VISION, MISSION AND VALUES UPDATE

University Recreation and Well-Being updated their mission and vision statements in the fall of '23. The mission statement was modified to include inclusive programs, service and facilities. The TRIPS values for the department were also updated. TRIPS used to be teamwork, respect, integrity, positive attitude and service-focused and now includes inclusive (TRIPS).

EMPLOYEE REPRESENTATION

University Recreation and Well-Being continues to build a diverse team and provide opportunities for underrepresented minority (URM) students. The goal is to increase student employee diversity each year. In FY24, Rec Well increased student URM employment by 1%, expanding the percentage of student employees who are underrepresented minorities to 35%. Additionally, this year they have further diversified their student team and their perspectives, as 10% of their staff consisted of international students.

University Recreation and Well-Being has four full-time employees in leadership or committee positions in the Administrative Professional (AP) Association and Assembly. All six positions work with the respective groups in advocating for diversity and inclusion initiatives and educational opportunities for all AP employees.

STUDENT EMPLOYEE TRAINING TO SUPPORT DEI

Rec Well worked with Dr. Aura Cazares, Assistant Dean of Students and Director of Diversity Equity and Inclusion, on two occasions during the FY24 academic year. In the fall semester, 2023, Dr. Cazares provided education to 94 Rec Well student

employees on implicit bias. In the winter 2024 semester, Dr. Cazares provided one of the rotations in the Rec Well student development training, educating 32 student employees on inclusive language and recognizing microaggressions.

These two interactive training sessions gave students an opportunity to have open dialogue about sensitive topics and issues that come up in their work at the Recreation Center. It also provided an opportunity for students to ask questions from an expert trained to facilitate these conversations.

FACILITY USE

University Recreation and Well-Being is committed to providing an inclusive atmosphere and annually examines facility use of the Recreation Center based on gender, ethnicity, student type and FITIAC status. Here are some statistics from this academic year through April 21, 2024:

Rec Center Use by Gender

- 45% of users are male
- 28% of users are female
- 27% other/NA
- Overall URM Rec Center Use
- 15% of the student entries this year were students who are underrepresented minorities

URM Rec Center Use By Class Standing

- 44% of Freshman that used the Rec Center were underrepresented minorities
- 29% of Sophomores that used the Rec Center were underrepresented minorities
- 19% of Seniors that used the Rec Center were underrepresented minorities
- 18% of Seniors that used the Rec Center were underrepresented minorities
- 9% of Post Bachelor students that used the Rec Center were underrepresented minorities
- 9% of Master's students that used the Rec Center were underrepresented minorities
- 5% of Doctoral students that used the Rec Center were underrepresented minorities
- 6% of Special High School Students that used the Rec Center were underrepresented minorities
- 9% of First Year Medical Students that used the Rec Center were underrepresented minorities
- 6% of Second Year Medical Students that used the Rec Center were underrepresented minorities
- 7% of Third Year Medical Students that used the Rec Center were underrepresented minorities

INCLUSIVE FACILITY RENOVATIONS

University Recreation and Well-Being made a commitment to utilize department funding after receiving feedback from campus partners and members that more can and should be done to make the facility accessible to everyone. After several listening sessions with OU students and staff, the Rec Well team spent the last year working to design and oversee several



Pet therapy at OU Rec-Well

inclusive restrooms and changing spaces that opened December 2023. The main level of the recreation center houses a gender neutral restroom complete with seven private stalls and locks that signal when occupied. Additionally, a dedicated lactation room was created. On the lower level, the men's and women's locker rooms offer traditional restrooms and changing spaces open to all who wish to utilize them. New additions open on the lower level include a private changing area as well as a separate private gender neutral shower/bathroom space.

Participation in recreation and wellness activities can have a profound impact on a student's collegiate experience – helping to reduce stress, increase self-confidence and build a strong sense of community. These new spaces allow Rec Well to better serve our campus community, including those who may prefer all-gender options, more privacy, those who are caretakers, or users who require disability accommodations.

PRE-COLLEGE PROGRAM

University Recreation and Well-Being hosted 45 students from Pontiac for a pre-college program to educate the students about health and well-being but also provide them with a peek into what Rec Well has to offer them as potential OU students.

Students were divided into three rotating groups. Each group participated in a different activity at each station. Station #1 included a certified Rec Well personal trainer leading the group through a basic bodyweight routine to encourage physical activity and to show a variety of exercises with modifications. Station #2 featured the Assistant Director for Fitness and Wellness and a student program assistant cooking at the mobile kitchen to show students how easy and affordable making smoothies can be. This activity included a discussion on nutrient-dense foods and how to take small steps to improving nutrition on a daily basis. Station #3 had a program assistant lead students through a mindfulness activity to engage them in how to be mindful in many areas of life, but also the importance of being mindful to one's mental and physical health.

Between rotations students were engaged in conversations with the Rec Well well-being team on what college life is like, what living on campus is like and what fun things there are to do around campus.

AFRICAN AMERICAN CELEBRATION MONTH COLLABORATIVE EVENT

In partnership with the Center for Multicultural Initiatives, University Recreation and Well-Being and Graham Health Center hosted "The Heart Truth" during African American Celebration Month. This event was available for anyone, but focused on the truths about cultural heart health disparities and stress and its effect on heart health. Heart healthy snacks and recipes with a demonstration of how to make the snacks was included along with blood pressure and other fitness assessment component measurements.

DREAM PROGRAM

University Recreation and Well-Being hosted the new cohort of DREAM students during their August 2023 orientation to campus. Forty-one first year, first generation URM students and six DREAM Peer Ambassadors attended the event. The goal of the program was to introduce the students to the Rec Center and expose them to the program and services they have access to during their time as an OU student.

As part of the evening event, Rec Well led a variety of activities including Big Pink Volleyball, various lawn games (cornhole, connect four, etc.), several icebreakers to help the students continue to get to know one another, and a yoga class. Each student left the event with a healthy smoothie and a goodie bag of Rec Well swag and giveaways.

NATIONAL GIRLS AND WOMEN IN SPORTS DAY

Rec Well was a co-host for the OU Athletics National Girls and Women in Sports Day in February 2024. The event hosted approximately 100 elementary and middle school female participants in the Recreation Center who took part in various sports activities including softball, basketball, volleyball, track and field, and soccer. The Grizz was on site and photo booth opportunities were also available.

The event was designed to expose younger girls to a variety of sports that they might want to participate in as they continue their education. The event included a free ticket to the women's afternoon basketball game.

INTERNATIONAL STUDENT COFFEE HOUR

University Recreation and Well-Being co-sponsored an informal gathering for international students with the International Students and Scholars Office. Food and therapy dogs were available to the 85-100 students who participated while they mixed and mingled at this social event.

PATRIOT DAY STAIR CLIMB

In September 2023, University Recreation and Well-Being partnered with Veterans Support Services to host the first ever Patriot Day Stair Climb in the Recreation Center. Participants were invited to climb as many flights of stairs as they could using the stair climbers in the fitness center. The number of total flights climbed was 350 by 25 participants. This event was a way to honor and recognize the climb that first responders made on 9/11 in the Twin Towers.



A volunteer and participant prepare to participate in a track and field activity during Athletics' Girls and Women in Sports Day event.

ATHLETIC DEPARTMENT

Oakland University Athletics seeks to cultivate a diverse and inclusive community, where student-athletes, coaches, staff and guests feel welcomed, supported and respected. The Athletic Department's diversity, equity, inclusion and belonging initiatives are grounded in the belief that an organization cannot build a foundation of collaboration by focusing on differences, but on the shared aspirations, commitments and challenges that unite members of that organization.

COMMUNITY ENGAGEMENT

- **Crayon Drive:** In September, student-athletes, coaches and staff collected and donated more than 1,000 boxes of crayons to Pontiac Schools
- **Breast Cancer Walk:** In October, more than 100 student-athletes, coaches and administrators cheered on breast cancer patients, survivors and champions in Rochester's annual Making Strides Against Cancer walk
- **Toy Drive:** In December, student-athletes, coaches and staff collected and donated 150+ toys to Grace Centers of Hope
- **Mitten Toss:** In January, OU's swimming and diving team collected 1,800 winter goods, including mittens, scarves and stocking caps, which were donated to Grace Centers of Hope
- **Food Drive:** In February, student-athletes collected and donated more than 1,500 non-perishable items to the Golden Grizzlies Pantry
- **Reading Month:** In March, numerous student-athletes read to local elementary schools as part of National Reading Month
- **Wrapping Party:** In April, student-athletes, coaches and staff wrapped 2,000 gifts for the Bottomless Toy Chest

PROGRAMMING

- In December, Athletics hosted its inaugural Friendsgiving, welcoming student-athletes, coaches and staff to an evening of connection and gratitude. Participants learned about each other's family and cultural traditions, while breaking bread and enjoying an evening with new friends and faces
- In February, Athletics partnered with Campus Rec-Well, Sheriff PAL, and the Girl Scouts of Southeast Michigan for its annual Girls and Women in Sports Day Event. More than 125 youth participated in rotational sport stations to learn about sport, ways to engage in sport aside from being an athlete or coach, and the importance of Title IX and equal opportunity through sport. After the event, participants received autographs from female student-athletes, attended the women's basketball game and shot free throws on the blacktop after the game
- In February, Athletics hosted its fifth annual Impact Summit. Kristia Worthy, Founder of Worthy Notes and respected college sport DEIB practitioner, presented two sessions on Be The Change: Leadership That Inspires and Overcomes – one for 300+ student-athletes and the other for 50+ staff and coaches. The sessions empowered participants to use their strengths and influence to positively impact the lives of others and contribute to a more inclusive world with less "isms" and more courage
- Student-athletes, coaches and staff participated in monthly online diversity, equity, inclusion and belonging (DEIB) learnings that were put together and developed by members of Athletics DEIB Council. Monthly learnings included:
 - September: What is Diversity and Inclusion?
 - October: Mental Health Awareness

- November: Get Comfortable Being Uncomfortable
- December: Leaders Drive Diversity and Inclusion
- January: Perspective Taking and DEIB Terminology
- February: Black History Month, John McLendon, and The Secret Game
- March: Personal and Team Accountability

TEAM WORKSHOPS

In addition to Athletics Annual DEIB Impact Summit and monthly DEIB online learnings, teams participated in workshops and experiences specific to their DEIB interests and learning objectives. Team workshops included the following topics/initiatives: History of Detroit, Red2Racism, Taste of Africa, the Secret Game, MLK Day of Service, Grace Centers of Hope Meal Service and Civic Engagement.

Diversity & Inclusion Campaign

Oakland's Student-Athlete Advisory Committee participated in the NCAA's annual diversity and inclusion campaign, organizing social media posts centered on *Understanding the Way, I Belong Because . . .*, and *A Shared Responsibility*.

DEI Games

- Women's Soccer – Red2Racism
- Volleyball – Pride Game
- Men's Basketball – Equality & Inclusion
- Women's Basketball – Equality & Inclusion
- Softball – Pride Game Recognitions
- Ashley Stone, Senior Associate Athletic Director for Student-Athlete Excellence and Strategic Initiatives, was named a 2023 NCAA Champion of Diversity and Inclusion
- Krista Rice, Head Volleyball Coach, and Ashley Stone, led sessions at the 2024 WeCOACH Regional Workshop in Cleveland, Ohio. WeCOACH is dedicated to recruiting, advancing, and retaining women coaches

DIVERSITY, EQUITY AND INCLUSION

The Office of Diversity, Equity, and Inclusion supports Oakland University's commitment to create a sense of belonging, equity and inclusion, and celebrate the diverse experiences and identities our community members hold. As such, leading training, creating awareness and strategic collaboration were the strategic approaches to create an inclusive campus community.

- Systems: Support OU's seven employee resource groups, affinity groups and task forces, in the development of procedures, assessment forms and leading intersectional initiatives
- People: A total of 145 administrators and staff along with 142 faculty members deepened their understanding of the impact of adding pronouns to OU signatures through participation in an optional self-paced eSpace module that created an equitable and inclusive environment for the LGBTQIA+ community
- Community: Strengthened internal and external campus partnerships through training programs specifically, 1 in Student Affairs, 3 with OUWB, 5 in Academic Affairs,

3 in Recreation and Wellness in the areas of cultural humility principles, unconscious/conscious bias, impact of pronouns in our signatures, health equity panels, and support community engagement in Pontiac, Detroit, and community agencies by leading training and enhancing OU's footprint in the Latinx, AAPI, Black, Military connected families, people impacted by suicide and LGBTQIA+ community

TITLE IX AND COMPLIANCE

The Office of Title IX and Compliance strives to uphold the values of OU and to create an expectation of equity. Throughout the year, the Office of Title IX and Compliance provided training to raise awareness on issues related to discrimination and harassment and how to respond. Other efforts to advance equity and inclusion include:

- Established a campus-wide Title IX Committee comprised of various stakeholders, with the goal of increasing awareness and collaboration
- Provided online training to faculty and staff to address issues of sexual harassment
- Expanded Sexual Assault Awareness Week to hold events over two weeks and included the Clothesline Project, One Love presentation and multiple resource tabling at various events around campus

OU ANTI-RACISM GROUP

Since September 2020, this group of OU faculty and staff has facilitated conversations, presentations and organized learning materials around topics relating to anti-racism. Discussions have included all OU staff (faculty, part-time employees, GAs, APs, CTs, etc.).

The group has kept track of events and learning materials in a shared Google document. 2023-24 discussions included:

- "How Do We Create an Antiracist Culture at OU?" discussion facilitated by planning group
- "Brainstorming Solutions and Best Practices for Hiring Staff/Faculty," led by Dr. Deidre Reddix, OUWB School of Medicine
- "Building Connections with Colleagues," networking discussion facilitated by planning group
- "Exploring the Intersection of Identity, Culture and Antiracism through Head Coverings," presentation by Dr. Amany Tawfik, OU Eye Institute

PLANNING GROUP TEAM

The planning group meets regularly and shares responsibilities related to gathering learning materials, communications, discussion facilitation and more.

- Brian December, Faculty Affairs, OUWB School of Medicine
- Carrie Gilchrist, Financial Services
- Christina Moore, Center for Excellence in Teaching and Learning
- Robin White, Registrar
- Amany Tawfik, OUWB School of Medicine

EMPLOYEE RESOURCE GROUPS (ERGS)

Employee resource groups are voluntary, employee-led groups made up of individuals who join together based on common interests, varied ethnicities, religions, sexual orientation, abilities, socioeconomic status, military connectedness and other layered experiences. The following events provide a glance at the work of OU's ERGs.



The WERG participated in the Tara Grant Walk to bring awareness of Domestic Violence and Sexual Abuse.

INTERNATIONAL ERG

The following are events the International ERG participated in this past year:

- February 21, 2024 - Represented International ERG at International Mother Language Day celebration
- November 8, 2023 - Represented International ERG at the International Movies and Literature Night event
- October 20, 2023 - Collaboration with the International Student Conference titled "Fall into Success: Unlocking Employment Opportunities in the US." International ERG had a panel at the event
- October 5, 2023 - International ERG planned and delivered an immigration seminar for international graduate students and employees. The seminar was led by attorney Luke Bowman from The Law Offices of Luke Bowman

LATINX ERG

The Latinx ERG celebrates Latinx cultural, professional, academic and social justice areas by leading, co-sponsoring and volunteering within the campus community and strengthening external partnerships.

- Active participation and co-sponsor of Hispanic Heritage Month events
- Latinx ERG serves and promotes higher education access at Oakland University within the Central Multicultural de Pontiac's radio station
- LatinxERG And Rec Well Mental Health in Brown Communities Discussion with OU faculty and community agencies while spending time with Fur Angels (Therapy Dogs)
- Profiles of Excellence Event-Chingona 101 Panel- Event celebrating Latina representation and redefining the term "Chingona" — pronounced cheen gō ná/ — from bossy to fierce in celebration of community leaders who exemplify what it means to be a Chingona in male-dominated fields
- Latinx ERG and BERG end of the year reflection and community, day of mindfulness and healing

BLACK EMPLOYEE RESOURCE GROUP

- BERG mobilized once again to help sponsor a non-traditional student in providing a warm and memorable holiday season for their children. The philanthropic efforts of the collective BERG group was paramount in providing hope, love and joy to this family

- BERG hosted OU's Juneteenth Celebration on June 19, 2024. This event commemorates the anniversary of the day when federal troops arrived in Galveston, TX to take control of the state and ensure that all enslaved Black people were freed
- BERG remains active and continues to work, educate and advocate for people of color throughout the OU community and partners with ERGs and affinity groups in celebration of intersectionality

WOMEN'S ERG

OU Women Employee Resource Group (WERG) has the purpose to provide professional and personal development opportunities for women employees of Oakland University and the larger community. WERG serves as an advocate for Oakland University women in regard to issues that impact them.

The WERG's continued to support their students through the Women of OU Critical Difference Scholarship by awarding over \$15,000 to non-traditional students. OU WERG supported events planned on campus related to women issues as well as their own signature initiatives and events such as Matilda Walk and Matilda Legacy Books.

The following events were planned for the OU WERG and the community at large:

- Participation in the Tara Grant Walk to bring awareness of Domestic Violence and Sexual Abuse side by side with Turning Point
- OU Benefits tabling and introduction to all OU employees of the ERGs available at OU
- Participation in the Rochester Downtown Breast Cancer Awareness walk, along with the athletics teams lead by Ashley Stone
- Volunteers dress up Matilda's statue and prepare her for a special day
- At the end of November, WERG showcased The Perfect Candidate. The film takes place in Saudi Arabia, and it highlights a woman doctor's struggle to promote a better life-style and social changes in her attempt to run for an office position in the municipal council. This event was in collaboration with the International ERG for a Global Movie Night
- Collaboration with International Employee Resource Group on sharing world holidays celebrations

- Supported the women’s basketball team and the celebration of the National Girls and Women in Sports Day and Title IX and collaborated with the Athletics, Ashley Stone invited OU families to participate
- Collaborated with the International Employees Resource Group and the Department of Linguistics to celebrate the International Mother Language Day
- Shared and promoted the Giving Day and the Critical Difference Fund along with the support to Kresge Library in getting more books about women in leadership and education
- Celebrated International Women’s Day and supported the events planned for National Women’s History Month. MI ACE planned and organized The Equal Pay Day and their members helped with tabling the event
- WERG celebrated the Matilda Legacy Book collection at the Kresge Library, with a presentation titled, “Lessons Learned in the Study of Feminism”, with Dr. Jo Reger, professor of Sociology. Her work on the U.S. women’s movement examines continuity, generations and iterations of feminism. In this talk, Dr. Reger discussed some of what she has learned from a career of studying, gender, social movements and U.S. feminism. Her latest research project examines music and the women’s movement of the 1960s-1980s. She is currently co-editing The Handbook of Gender and Activism, Elgar Press, and a book for Polity Press titled “What is Feminist Sociology?”
- Supported the OU Day at the Capitol to learn about advocacy and a civilian’s role in making a difference and exercising their civic duty
- Collaboration with MI ACE is instrumental in ensuring successful connection with other organizations and women at other higher education institutions in the area. Dr. Bordeianu is currently leading the start of an interest group related to Global Women in Higher Education, under the mentorship of Dr. Stephanie Lee and Dr. Anita Hicks, MI ACE institutional representatives
- Virtual celebration of the Women Leaders of Oakland University Employee Resource Groups and DEI Advisory Groups

AAPI ERG

The AAPI Employee Resource Group (AAPI ERG) is a staff- and faculty-driven collective dedicated to supporting and advocating on behalf of all Asian, Asian American and Pacific Islander employees at Oakland University (OU). Its goal is to disseminate information about Asians and AAPIs and amplify the awareness of Asian and AAPI issues; to contribute to the larger diversity, equity and inclusion (DEI) efforts at OU through promotion and advocacy of Asian and AAPI faculty and staff; to create and maintain an open and inclusive space for the discussion of Asian- and AAPI-related issues at OU; and to improve the visibility of current reporting procedures and transparent reporting of data and outcomes regarding anti-Asian incidents at OU.

In November of 2023, the AAPI ERG organized an event at the Oakland Center to kick off the book tour of author Curtis Chin’s memoir, “Everything I Learned, I Learned in a Chinese

Restaurant.” Curtis was joined by Randiah Camille Green, an award-winning journalist, poet, artist and yoga teacher based in Detroit. Curtis’ book has been named one of the Top 10 memoirs of the fall by Publisher’s Weekly and earned the 2024 Michigan Notable Book Award. The event had over 100 attendees. The event was co-sponsored by the Division of Student Affairs & Diversity; School of Education and Human Services; SEHS DEI Committee; Department of Human Development and Child Studies; College of Arts and Sciences; Department of Writing and Rhetoric; Department of Sociology, Anthropology, Social Work & Criminal Justice; Department of History; Department of Linguistics; and Department of English.

In March 2024, the AAPI ERG members met for a Meet-and-Greet during the OU Student Congress’ AAPI Heritage Week.

In April 2024, the AAPI ERG was invited to the White House Asian American Native Hawaiian Pacific Islander Committee’s inaugural Higher Education Leadership Summit, co-hosted by the U.S. Office of Personnel Management (OPM). Four members (three faculty and one staff) attended to share best practices and address urgent challenges faced by Asian Americans, Native Hawaiians and Pacific Islanders in higher education. The summit took place at the University of California, Berkeley campus, where the activist terminology “Asian American” was first coined in 1968.

NATIVE AMERICAN ADVISORY COMMITTEE

The Native American Advisory Committee (NAAC) is proud to be a catalyst for change on the campus of Oakland University. Led by Indigenous and Native members of the Oakland University community, the NAAC seeks to ensure that actions and programs OU pursues and executes will work to create respect of and knowledge about Michigan and Turtle Island’s individual and collective Indigenous peoples; repatriate land, goods and services for the enrichment of Indigenous peoples and communities; and build a path forward in relationship with Native peoples that is based in cooperation.

THE NATIVE AMERICAN HERITAGE SITE (NAHS)

Located in the southwest corner of campus, this beautiful plot of land was rematriated by the University in 2022. Called Gidinawemaaganinaanig: Endazhigiyang (All My Relations: The Place Where We All Grow), the Site includes a Pawpaw orchard, a traditional medicine garden, a welcome garden filled with native plants, cedar trees and a gathering circle. With a large swath of the Site left unmown, there has been a return of native Michigan grasses and wildlife. This summer, the Native American Student Organization (NASO) will be planting a Three Sisters Garden that relies on an ancient technique of planting corn, beans, and squash together to support each other’s growth.



The NAAC has provided many tours of the Land this year to

increase awareness of the Site and to share knowledge of Indigenous traditions and lifeways. Tour groups have included Upward Bound, students from the Lowry Center, OU employee resource groups, and members of the Campus Master Planning Committee and consulting firm.

PROGRAMMING

September 2023: Eric Hemenway (Anishnaabe/Odawa), Director of Repatriation, Archives and Records for the Little Traverse Bay Bands of Odawa Indian, presented to campus and community members on the topic of “Telling Our Stories: Tribal Archives in the 21st Century.”

NATIVE AMERICAN HERITAGE MONTH: NOVEMBER 2023

Panelists Shiloh Maples (Ojibwe/Odawa), Jacob Schott (Mohawk), and Kristin Kirby Schoote (Tlingit) discussed Indigenous sovereignty and seed sovereignty.

Environmentalist Debra McGregor (Anishinaabe), Associate Professor and Canada Research Chair in Indigenous Environmental Justice at Osgoode Hall Law School, gave an online talk to campus and community members entitled “Earth-Based Reconciliation: The Role of Indigenous Laws and Knowledge.”

Diane Wilson (Dakota), author of *The Seed Keeper*, visited campus for a reading and talk on Native seed-keeping practices.

EDUCATING CAMPUS

The co-chairs of the NAAC collaborated with students from the School of Health Sciences’ Eclipse Program to teach about land repatriation and food sovereignty. The Eclipse students created a logo for the NAAC that features an Indigenous person holding a seed, set atop the colors of the traditional medicine wheel. The group also set up a resource hub featuring cultural recipes, details about plants and their significance, and information about food sovereignty.

The NAAC is proud to promote the online microcourse entitled “Native American Cultural Knowledge Course,” created by Paige Therrian, graduate assistant, under consultation with the co-chair of the Native American Advisory Committee, Andrea Knutson. Available on OU’s eSpace platform, this self-enrollable course is open to anyone with an oakland.edu email address.

Members of the NAAC and the Native American Student Organization have been active in educating the campus community about the value of the beaver (amik) relatives that have made OU’s campus their home. NASO collaborated with Professors from the Biology department to hold a naming



Native performers during inaugural Native American Student Graduation Celebration.

contest for the beavers, and the winning names are Waabigwan and Noosookaa. In Ojibwe these are the words for “flower” and “soft and fluffy.”

In January and February, NAAC co-chair Andrea Knutson and NAAC member Noelle Mongene were interviewed on season three of the e-Learning and Instructional Support podcast entitled “Inclusive & Online,” where the pair discussed Native American culture and colonialism in education.

NAAC co-chair Andrea Knutson and interim co-chair Beth Wallis submitted a proposal to the University requesting permanent budgetary support for an annual campus powwow as well as a staff member to mentor and support Native and Indigenous OU students.

REACHING OUT TO THE COMMUNITY

September 2023: Members of the NAAC represented OU at the 200th anniversary celebration of Van Hoosen Farm in Rochester Hills. They shared updates about the NAHS and the NAAC.

October 2023: NAAC Co-chairs Andrea Knutson and Megan Peiser represented Oakland University at a two-day workshop entitled “Under the Campus, the Land: Native and Settler Histories of the University of Michigan” to share the progress undertaken with the Native American Heritage Site.

NATIVE AMERICAN STUDENT CELEBRATION

NAAC co-chair Andrea Knutson, interim co-chair Beth Wallis and NAAC member Noelle Mongene are proud to have assisted with the planning and implementation of Oakland University’s inaugural Native Student graduation celebration. Held on the evening of April 18, this event featured a meal prepared by a local Indigenous chef in partnership with the staff of Chartwells. The graduates received a graduation stole designed in a traditional Native style as well as traditional Native gifts.

THE DIVERSITY, EQUITY AND INCLUSION COUNCIL AND GOAL 4

GOAL 4

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.

STRATEGIC PRIORITIES

- 4.1 Establish policies and practices that support and promote diversity and inclusion
- 4.2 Become a campus of choice for students, administrators, faculty and staff for underrepresented minorities and underrepresented groups

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.

DIVERSITY, EQUITY AND INCLUSION COUNCIL 2023-24

Glenn McIntosh, Chair

*Senior Vice President for Student Affairs
and Chief Diversity Officer*

Tonya Bailey, Ph.D.

OUWB School of Medicine

Andreea Bordeianu, Ph.D.

College of Arts and Sciences

Omar Brown-EI

Center for Multicultural Initiatives

Bianca Bryant

School of Engineering and Computer Science

Adolfo Campoy-Cubillo, Ph.D.

Modern Languages and Literatures

Elaine Carey, Ph.D.

College of Arts and Sciences

Aura Cazares, Ed.D.

Dean of Students and DEI

Michael Couch, Ed.D.

Student Financial Services

Joi Cunningham, J.D.

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Oakland Center

Matthew Holtz

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Bhavani Koneru

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Academic Affairs

Ashley Stone

Athletics

Christine Talbert

University Advancement

Tomoko Wakabayashi, Ed.D.

Human Development and Child Studies

Beth Wallis

Kresge Library

Robin White

OU PSA Representative

Born in Denmark and raised in Lebanon and Spain, international graduate student KAROLINE AMMAR chose Oakland University to study communication and take advantage of OU's golden learning opportunities.

As a video intern with University Communications and Marketing, Karoline learns the ins and outs of the trade from the pros - and advances her learning and career prospects to new levels.

**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.

For a digital version of this report, visit oakland.edu/diversity.



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