Summary

Goal 1

Recruitment
- Search Advocacy Training
- Search Advocacy Community of Practice
- O&E Promise Internship Program

Retention
- Workplace Climate Survey
- Mentoring Effectiveness Survey
- Exit Interview Guidelines

Goal 2

Leadership Development
- Diversity Catalyst Team
- Unit Leader Position Descriptions

Professional Development
- Navigating Difference Training
- Spanish Language and Cultural Immersion
- Web Based Diversity Resources

Goal 3

Program Access
- Experiment with Blended Delivery
- Establish and Maintain Partnerships

Goal 4

Civil Rights Compliance
- County Office Civil Rights Audits
- Diversity Action Planning

Goal 1: Recruit and retain diverse faculty, staff, and administrators.

Recruitment

1. Encourage faculty, staff, and administrators to take the OSU Affirmative Action Search Advocacy training and participate in the Search Advocacy Community of Practice.

2. Require at least one person on each tenure track faculty search committee have completed the OSU search advocate training and serve as a liaison to the OSU Office of Affirmative Action and Equal Opportunity.

3. Establish a variety of pre-employment venues for graduate and undergraduate students to interact with O&E employees in meaningful and productive experiences, including class projects, apprenticeships, internships, and other forms of service learning facilitated by campus and county based faculty.

4. Establish an OSU Division of Outreach and Engagement internship program that provides opportunities for youth from underserved populations to learn about careers in Outreach and Engagement.
Retention

1. Provide effective orientation, professional development, and mentoring programs tailored to the individual needs of new faculty and staff.

2. Conduct an OSU Division of O&E workplace climate survey and work force demographic assessment every five years.

3. Survey individuals completing their first, second, and third year of employment to determine their level of satisfaction with O&E orientation, professional development, and mentoring efforts every five years.

4. Establish guidelines for conducting exit interviews throughout the division of Outreach and Engagement. Conduct secondary analysis of the reports to identify common trends and emerging opportunities to improve workplace climate.

**Measurable Objective:** The faculty, staff, and administration of the OSU Division of Outreach and Engagement will achieve a level of gender equity, racial, and ethnic diversity that is in parity with the diversity of the State of Oregon by 2017.

Goal 2: Increase faculty, staff, and administrator’s knowledge, skills, aspirations, and commitment to increasing our organizational capacity to work with diverse populations, with special emphasis on Latino audiences.

Leadership Development

1. Establish and maintain an O&E Diversity Catalyst Team made up of faculty, staff, and administrators from throughout the division.

2. Incorporate expectations for affirmative search advocacy training, effective mentoring, and exit interviews into unit leader position descriptions and performance appraisal.

**Measurable Objective:** All O&E unit leaders will integrate specific expectations regarding affirmative action search advocacy training, effective mentoring, and conducting and reporting exit interviews into their position descriptions by 2013.

Professional Development

1. Develop, deliver, and evaluate diversity workshops for O&E faculty, staff, and administrators that strengthen cross culture communication skills, enhance affirmative search advocacy, and increases knowledge about the impact of difference, privilege, and discrimination on the design and delivery of educational programs.

2. Encourage and support O&E faculty, staff, and administrators who want to learn or improve their Spanish by providing study leave and professional development incentives for enrollment in Spanish classes.

3. Encourage and support O&E faculty, staff, and administrators to participate in both domestic and international cultural immersion experiences by providing study leave and professional development incentives for these activities.
OSU Division of Outreach & Engagement  
Diversity Action Plan

4. Develop web-based resources to support faculty and staff in improving their abilities to work with diverse populations.

**Measurable Objectives:** Ten percent of O&E faculty and staff will complete the OSU Affirmative Action Search Advocacy training by 2013. Twenty percent of O&E faculty and staff will complete the OSU Navigating difference Training by 2014.

**Goal 3: Increase access to Outreach and Engagement programs that meet the educational needs of diverse communities in Oregon and beyond.**

**Program Access**

1. Aggressively experiment with blended delivery strategies (distance plus face to face; synchronous plus asynchronous) for diversity educational programs for O&E faculty and staff and their institutional and organizational partners.

2. Establish and maintain successful partnerships with institutions and organizations that have a history of successfully working with diverse communities that are currently underserved by the OSU Division of Outreach and Engagement.

**Measurable Objective:** An on-line version of the Navigating Difference curriculum will be developed and pilot tested by 2014.

**Goal 4: Successfully complete a full cycle of civil rights compliance review conducted by Cooperative State Research, Education, and Extension Service (CSREES), U.S. Department of Agriculture, which is now known as the National Institute of Food and Agriculture (NIFA).**

**Civil Rights Compliance**

1. Inform and guide the Outreach and Engagement diversity action planning process through preparation for county civil rights compliance audits.

2. Conduct civil rights compliance audits in county offices, expanding the reviews to include a process for creating a dialogue and critical analysis about the nature of diversity work, identifying and applauding our successes, acknowledging and analyzing our failures, identifying new and emerging opportunities and articulating actions for advancing diversity.

**Action Planning**

1. Conduct secondary analysis of county civil rights audits to identify common trends and emerging opportunities, provide actions worthy of replication, and use them to influence the direction for the diversity action planning process.

2. Survey all Extension faculty and staff via a web-based process to seek input and utilize their input for continuous improvement of the Diversity Action Plan.

3. Continuously refine and improve the Diversity Action Plan based on faculty and staff input, and allocate resources to implement highest priority items.