The University of Oklahoma Graduate College values the great diversity of our student body and recognizes that the quality of educational experience, research output, and professional preparation is enhanced when our community includes and supports the success of students from all racial and ethnic groups, religious backgrounds, genders, socioeconomic backgrounds, and LGBTQ+ identities, as well as international students, military and veteran students, students with disabilities, first-generation students, older students, and pregnant and parenting students.

The Graduate College provides the following services to support student success and foster inclusion:

- Our English Training and Certification Service provides workshops and individualized coaching to support international students in improving their English-language skills.
- We work with academic units to coordinate coaching and mentoring for students who require extra academic support. We connect students to appropriate resources including the Disability Resource Center and the Writing Center.
- The Associate Dean of the Graduate College, Sherri Irvin (sirvin@ou.edu), serves as a confidential consultant for students who have concerns about their graduate school experience, including concerns about bias or lack of access. She works with students, faculty, staff, administrators and academic units to find effective solutions.
- The Associate Dean works with departments to create a more supportive climate for graduate students.
- The Associate Dean offers workshops on implicit bias and holistic review in graduate admissions, in order to give academic units the tools to effectively recruit and retain graduate students from diverse backgrounds.
- We have made data on graduate student admission and time to degree publicly available so that units can identify and work to rectify gender and racial gaps. ([http://www.ou.edu/gradcollege/about/grad-dashboard](http://www.ou.edu/gradcollege/about/grad-dashboard))
- We offer workshops and programming on topics such as:
  - Career searching, including dedicated sessions on LGBTQ+ and international student issues
  - Gender and salary negotiation
  - Imposter syndrome
  - Stress management and work-life balance
  - Thesis and dissertation writing
  - Handling feedback
  - Establishing positive relationships between students and advisors
  - How faculty can effectively address graduate student mental health issues
- We consult with and support networking among graduate student groups such as the Indigenous Graduate Student Alliance, Black Graduate Student Association, Latinx Graduate Student Association, STEM Inclusion Council, and OutSpace (LGBTQ+).
- We maintain a diverse Graduate Student Life Advisory Council to advise us about graduate student needs and consult about initiatives.
- We administer McNair Graduate Fellowships for incoming doctoral students who were undergraduate McNair Scholars.

We are working toward the following initiatives:

- We are in the process of searching for a new Director of Graduate Student and Postdoc Retention and Support who will help us to expand the initiatives above and introduce new evidence-based programs.
- We are working to establish supported pathways to increase enrollment for students from underrepresented racial groups, first-generation students, and students from low socioeconomic status backgrounds. This includes work with minority-serving institutions to form ongoing partnerships.
- The Graduate College Dean’s Task Force on Mentoring Graduate Students is currently working on recommendations for evidence-based improvements to faculty mentoring of graduate students.
- We plan to develop training for faculty on graduate student mentoring, in partnership with the Office of the Provost.
- We will continue to expand our work with individual departments to create a supportive climate for all students.
- We plan to develop a parental leave policy for students experiencing the birth or adoption of a child.
- We will expand our work with academic units on strategies to recruit, retain and support graduate students with greater racial and gender diversity.
- We are currently working with the Writing Center to pilot enhanced writing supports for students writing theses and dissertations.
- We are developing a Postdoc Office within the Graduate College that will make many of these supportive measures available to postdoctoral scholars.

[Note for internal use: all data available on our data dashboard have been cleared for public release: http://www.ou.edu/gradcollege/about/grad-dashboard. It is okay to take screenshots from the dashboard if that is helpful. I am not including a data component in this report because I feel coordination with IRR and all colleges about the type and format of data released in a campus-wide diversity report would be desirable.]