Physical Space Updates Fostering Inclusivity and Belonging

- **(Norman) Incorporation of diversity in OUDaily newsroom.** Inclusive images intentionally included outside newsroom in common areas representative of multicultural community and images of recent significant moments in university life (e.g. SAE incident, Better Together march). Feedback has been strong: One student reported he cried upon learning of its presence. "I'm so happy," he said, "that there is a picture of a Muslim praying on OU's campus hung up in a building."

- **(Norman) OU Student Media support of Diversity & Inclusion Office Space.** OUDaily’s Marketing/Advertising space and half of their newsroom is being reallocated for office space for the Office for Diversity and Inclusion. VP for Operations is supporting construction targeted for Spring 2020 opening.

- **(Norman) Enhanced office space for Gender + Equality Center (GEC) and LGBTQ students.** The Student Government Association (SGA), in collaboration with the Vice President for Student Affairs and Dean of Students, approved a capital improvement allocation of Student Activity Fee (SAF) Reserve funding to support the newly located and expanded GEC. The expansion will provide an increase of over 1,300 square feet, offices for additional staffing focused on improving the University’s response to sexual violence prevention and advocacy, and provide space within the center for the LGBTQ advising/social space

- **(Norman) Creation of the Native American Community Gathering/Advising Space.** The Student Government Association (SGA), in collaboration with the Vice President for Student Affairs and Dean of Students, approved a phase one allocation of Student Activity Fee (SAF) Reserve funding to support the creation of the Native American Community Lounge. The Lounge, which was space provided by Student Media, will offer approximately 1,100 square feet of multipurpose and office space located on the first floor of Copeland Hall near the Department of Native American Studies.

- **(Norman) OU McNair Scholars Program increases visibility.** The OU McNair Scholars Program is funded by the U.S. Department of Education to help socioeconomically underrepresented undergraduates prepare for success in graduate programs. In FY19, the program increased visibility by relocating to offices in a student-focused area of Cate.

- **(Norman) Expansion of service hours at the Henderson Tolson Cultural Center (HTCC):** The Henderson Scholars Program (HSP) has relocated to the HTCC opening the building Monday through Friday from 8 a.m. to 5 p.m., as well as providing more
office, conference, and community space to the scholarship program and students at large. Previously the building was only available by reservation.

- **(OU Tulsa) Lactation Room to be completed Fall 2019.** OU-Tulsa’s first 24/7 dedicated lactation room space, and first in main administration building for registered faculty/staff/student users
- **(OU Tulsa) Reflection Room installation planned for Fall 2019.** Dedicated reflection/meditation space scheduled for Fall 2019 within the Founders Student Center in collaboration with International Student Organization representatives and Student Government.

### Programming Updates

- **(Norman) Health promotions and programming tailored for LGBTQ+ students and minority students at Goddard Health Services.** Working to increase knowledge about health risks and reduce health disparities in marginalized populations.
- **(Norman) Changing award names and participation in ceremonies to promote inclusion.** Implementing changes to individual campus awards names (e.g. renaming Big Man/Woman etc) and updating selection processes and criteria to be more inclusive. Moreover includes Leadership & Volunteerism partnership with Campus Activities Council (CAC) to recommend changes to Homecoming Royalty selection process to be more inclusive.
- **(OU Tulsa) International Student Orientation added.** Currently adding a specific orientation for incoming international students that not only covers campus resources, but also advice on where to live, adapting to new cultures/greetings/idioms, where to shop for common needs, transportation options, and other topics focused on the needs of international students.
- **(OUHSC) Promoting Community Dialogues as partnership between HSC Student Affairs and Office of Diversity and Inclusion.** Community Dialogues program allows first year students to review pre-determined articles/videos regarding diversity followed by a facilitated discussion of staff/student leaders within small group.
- **(OUHSC) Unity in Health student-led initiative focused on addressing the topic of diversity on the OUHSC campus.** In order to better demonstrate the diversity that is present in the entire healthcare spectrum, individuals from all seven professional colleges discuss topics related to diverse cultures, backgrounds, and experiences. The purpose of Unity in Health is to shed light on the rich diversity represented at our comprehensive academic health center and promote interdisciplinary collaboration in addition to understanding diversity’s impact on the healthcare field.
- **(OUHSC) HSC Multicultural Student Services plans to host I am More than My Hair in October 2019 with a student/staff/faculty panel sharing cultural beliefs regarding hair within their respective culture.**
- **(OUHSC) Veterans Military Alliance programming.** Programming includes August welcome events, campus-wide Veterans Day Luncheon, community service with the VA Hospital, Green Zone trainings, and graduation ceremony in late spring. Number of involved students has tripled since 2016.
- **(OUHSC) OKC Pride Participation:** OU Medical Center and Health Sciences Center jointly participated in OKC Pride in summer ’19 including leading the Pride parade.
Highlighted Ongoing Programs:
- (OU Tulsa & Norman) OU Cousins events. OU Cousins aims to build community between international and American students by pairing them up to attend specific programming events together, along with casual outings for dinner, sporting events, etc.
- (OU Tulsa): Social programs in collaboration w/ Diversity & Inclusion
- (Norman) OU Housing & Residence Life Residential Curriculum: Programs in residence halls, Kraetli Apartments, and Traditions East/West focused on co-curricular engagement and informal learning
- (Norman) Multicultural Programs and Services promotion of intercultural connection and dialogue
- (Norman) Registering over 500 Registered Student Organizations (RSO) for coming year with 63 groups identifying as Cultural organizations
- (Norman) Providing support and administration for university departments to execute programs such First-Year Diversity Experience, Step In, Speak Out, Diversity Enrichment Program, and more.

Continuing Education and Training for Students, Faculty, and Staff

- (Norman) OU Housing and Residence Life Continued development of Residential Curriculum. Developing strategies around five learning goals: Community, Intercultural Competence, Committed Compassion, Academic Engagement, and Identity Development. Outcome is focused on cultivating and empowering caring and engaged global citizens through strategies and learning goals

- (Norman) Center for Student Life Student Group and Greek Life Training.
  - All Panhellenic leaders (150+) students will attend a day-long inclusion retreat. Participants learn about privilege and dynamics of power and chapters create plans for inclusion initiatives within their organizations.
  - Campus Activities Council continues to reflect upon and improve traditions that have been set by the University and within CAC to improve programs that may exclude students of color or marginalized groups. CAC leadership retreat curriculum includes “unlearning” socialized beliefs and behaviors that may be harmful or unsupportive to members, particularly marginalized students, of the OU community

- (Norman) Health Services staff trained annually on cultural competency and inclusive communication including LGBTQ+ Ally training. Training will allow providers to provide culturally competent care for diverse patients by increasing provider’s knowledge about patients with different cultural, religious, socioeconomic, gender identity, and sexual orientation backgrounds.

- (Norman) Biannual ACHA-NCHA health assessment captures data from diverse populations. Assessment aids in the development of targeted program delivery for minority populations.

- (Norman) Counseling staff launched new diversity conversation series for staff. Staff discussions will include exploration of writing and research related to key topics (e.g. white privilege, micro aggressions, gender identity, issues related to first generation students, DACA, immigration, accessibility/disability, and food insecurity) so
staff will better understand issues and provide better support to students. Also plan to invite faculty and staff with expertise in areas

- **(Norman) Gender + Equality Center training of Enrollment Management team including admissions and recruitment.** GEC trained the entire recruitment team at the annual Enrollment Management retreat to assist OU recruiters in welcoming and supporting LGBTQ+ during their matriculation to OU.

- **(Norman) Gender + Equality Center enhanced training.** GEC enhanced the Aspiring LGBTQ+ Ally and Aspiring Ally 2.0 and added Unlearning Trans + Homonegativity to the LGBTQ+ Programs educational portfolio.

**Enhancement to Services and Staffing Updates**

- **(Norman) Increased staffing for Gender + Equality Center.** GEC staff will increase by 2 FTE to focus on increased advocacy work in underrepresented communities and campus training and development.

- **(Norman) Associate Director for Multicultural Programs and Services added**
  - Student Life recently created and opened a position for an Associate Director of Multicultural Programs and Services. This position will serve as a strategic guide for the Multicultural Programs and Services unit in the Office of Student Life. The position will also be an additional staff support member for cultural advisors in the Office of Student Life.

- **(OUHSC) Creation of joint full-time position in collaboration with OU Medical Center** focused on support of student clinical internship placement and cocurricular advising.

- **(Norman) Gender inclusive restrooms access.**
  - Gender inclusive/All Gender Restrooms in the OMU Student Union. The Student Government Association (SGA), in collaboration with the Vice President for Student Affairs and Dean of Students, approved a capital improvement allocation of Student Activity Fee (SAF) Reserve funding to support the creation of two All Gender Restrooms to be added to the second floor of the Oklahoma Memorial Union.
  - Gender inclusive restrooms are located throughout the Goddard Health Services building
  - All recreational field bathrooms are gender inclusive

- **(Norman) Goddard Clinical Health and Counseling Services and Staff Updates**
  - Full time counseling staff has increased diversity background and improved ability to serve increasingly diverse population of students seeking counseling services seeking support from staff with common cultural backgrounds.
  - Language and video translation service available for over 200 languages and American Sign Language. Service reduces language barriers and increases patient safety and medical compliance.
  - Provide option to use preferred names and pronouns in the clinical medical records and counseling records
  - Medical providers provide maintenance hormonal therapy for transgender patients reducing barriers for accessing health care services for trans students.
• **(Norman) OU Daily has started a staff diversity census** at the beginning of the semester to better understand the composition of its staff and how it reflects, or fails to reflect, the broader campus community. Additionally, OU Daily is using surveys to gauge staff perception of inclusivity. Data and feedback is intended to help increase understanding of strengths and blind spots as well as better recruit, retain and promote staff diversity to both serve the community and be a pipeline to newsrooms nationwide post-graduation that are desperately in need of greater diversity.

• **(Norman) OU Daily professional staff work at the Oklahoma Institute for Diversity in Journalism each summer** to inspire high school students often from diverse backgrounds to consider attending OU and perhaps also media-related majors and career paths.

• **(Norman) Student Group Staffing Updates**
  
  o Panhellenic has created a VP Inclusivity position as well as Inclusivity Committee in executive leadership model. The committee has one representative per Panhellenic organization.
  
  o CAC Vice Chair selections now overseen by the CAC Advisor helping to prevent student bias and improve the experience of all students wanting to be leaders within CAC.
  
  o CAC Community Experience Coordinator and CAC Development Coordinator positions, which both serve on the CAC Executive Committee, have been developed and working on ways to improve CAC’s relations among campus communities.
  
  o Every CAC Event Executive Committee now has a Community Experience/Engagement position tasked to engage students from all different, particularly marginalized, communities on campus

• **(Norman) Student Government Association, with executive sponsorship from Diversity & Inclusion, created the Multicultural Advancement Committee (MAC).** The Multicultural Advancement Committee, coordinated by the Student Government Association (SGA), is a student-lead task force comprised of leaders from cultural organizations as well as faculty and staff members. The MAC evaluates university practices and processes to recommend actionable items that address diversity and inclusionary practices on campus.

• **(Norman) Campus Event Response Team (CERT) aids in ensuring student safety and support.** The Campus Event Response Team, a group of Student Affairs responders and campus staff volunteers, strives to ensure safety and well-being for students and members of the OU Community during campus protests, demonstrations, and select events during which there is a potential for counter demonstration. When possible, the University is committed to working proactively with students and other activists to stage safe demonstrations. Furthermore, when necessary CERT will respond through coordinated communication efforts, tempered de-escalation tactics, and trained conflict management practices.

• **(Norman) Student Legal Services (SLS) annual financial support for staff and operations.** The Student Government Association (SGA), in collaboration with the Vice President for Student Affairs and Dean of Students, approved an annual allocation of Student Activity Fees (SAF) to support Student Legal Services (SLS). SLS provides
advice and education across a wide variety of legal areas for the largest possible impact in supporting OU students.

- **(Norman) OU McNair Scholars Program exceeds expected outcomes.** The most recent data report from the U.S. Department of Education shows that OU McNair exceeded expected outcomes by the following percentages: research completion (+4%); direct entry to graduate school (+23%); continued graduate enrollment (+19%); and doctorates earned, (+63%).

- **(Norman) Appointment of new Director for OU Upward Bound Program.** Quentin Dixon appointed as permanent director as of July 2019

- **(Norman) Vice President for Student Affairs & Dean of Students elevated TRIO Program Directors for Upward Bound and McNair Scholars to Student Affairs Leadership Team**