CAMPUS RESOURCES
Summary of existing programs, initiatives, and efforts

DIVISION OF EQUITY AND INCLUSION
Diversity, equity, and inclusion are primary components of what will make the University of Oregon a competitive public research university. The Division of Equity and Inclusion (DEI) promotes inclusive excellence by working to ensure equitable access to opportunities, benefits, and resources for all students, faculty, staff and community members.

DEI comprises of the Office for the Vice President of Equity and Inclusion (OVPEI), the Center for Multicultural Academic Excellence (CMAE), the Center on Diversity and Community (CoDaC), the Multicultural Center (MCC), the Many Nations Longhouse.

STUDENT RESOURCES
• Increased funds and support for pipeline programming
• CMAE employs a holistic approach to advising by making sure a student’s academic, personal and social needs are addressed. Our goal is for each student to have a positive and rewarding collegiate experience.
  o Five Retention Specialists are available to meet with students on a one-on-one basis for 30-60 minutes, or in a group setting. Students can find resources for:
    o Academic advising, leadership development, graduate school preparation, career exploration, experiential and community engagement, and celebrating student success
• Scholarship opportunities, including the Diversity Excellence Scholarship (DES): Awarded to around one hundred diverse students, this merit based scholarship intended to capture a diverse group of students whose diverse experience enhances the cultural landscape of our campus
• Racial Dialogues, a weekly discussion group hosted by the Counseling Center, is aimed at exploring the thoughts, feelings, and experiences of students of color at the University of Oregon. Dialogues take place every Thursday from 5-6pm in the Ramey Room of Carson Hall. No registration required.
• The Multicultural Center serves as a safe and respectful environment that nurtures and supports interaction among UO members, with the goal of promoting personal growth, leadership development, cultural pluralism, community education, and ending oppression through the exploration of identity.

FACULTY AND STAFF RESOURCES
• Initiative for Faculty Diversity provides financial support to assist departments in recruiting under-represented faculty to campus
• Dual-Career Program supports the university’s efforts to hire the spouses and partners of faculty, especially newly-hired faculty.
• **CoDaC** focuses on faculty support and development. CoDaC programs include:
  - Workshops for faculty to help them incorporate equity, inclusion, and diversity into their research, teaching, and service.
  - The CoDaC Writing Center, which provides a comfortable, supportive, and distraction-free space for faculty to work on writing and research projects.
  - The Faculty-in-Residence program, which supports tenure-line and career non-tenure track faculty planning or implementing an equity and inclusion initiative within their department or unit.
  - Hosting the National Center on Faculty Development and Diversity, providing a rich array of faculty-designed tele-workshops/webinars, online short courses and other resources to support the professional development and retention of pre-tenure and tenured faculty, post-doctoral scholars, and doctoral students.
  - Confidential consultation on issues of equity, inclusion, and diversity.

• **Employee Resource Groups** are efforts to build community among staff, faculty and students:
  - API Strategies: a new initiative supporting Asian Pacific Islander students, faculty and staff on campus.
  - Black Strategies: a new initiative supporting Black students, faculty and staff on campus.
  - Latino/a Strategies: For more than a year, Latino/a faculty and staff have been meeting to discuss opportunities to strengthen the campus climate and resources for Latino/as.
  - Native Strategies is the oldest strategy group on campus and served as model for the design of other strategy groups.

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**CIVIC AND COMMUNITY ENGAGEMENT**

- **University Wide Diversity Committee**, which leads in the implementation of the IDEAL Plan.
- **President’s Diversity Advisory Community Council (PDACC)**, a team of diverse community members from around the State of Oregon to serve the President and university.
- **Addressing disability issues** through a partnership with Mobility International in support of their work with disabled women in the international arena.
- **Heritage Month** planning and coordination across the campus and community.
- **Co-sponsorship** of events, conferences, and programs with community organizations.