

# Institutional Diversity

## Division of Institutional Diversity

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## OSU Diversity Statement

Oklahoma State University is a land-grant institution committed to excellence in diversity and inclusion. We strive to maintain a welcoming and inclusive environment that appreciates and values all members of the University community. We define diversity as engagement in meaningful actions, behaviors, and conversations that reflect a commitment to recognizing, understanding, and respecting the differences among students, faculty, staff, and visitors throughout the OSU system. We do not condone acts, behavior, language, or symbols that represent or reflect intolerance or discrimination. OSU is dedicated to cultivating and enriching the competitive advantages that diversity and inclusion provides all members of the University community. We identify diversity as a quality of life issue, as well as an important economic driver for the prosperity and well-being of the state, nation, and world.

The Division of Institutional Diversity focuses on the development of a more inclusive community of learners and leaders while striving to address all of the complexities that emerge. We value all voices in our community. We will serve every member of the OSU family. Our goal is to maintain campus communities throughout the University system that are socially, culturally, and globally competent.

## Our Mission

To develop and support efforts that help the Oklahoma State University System achieve and maintain environments where all members are actively broadening their perspectives about differences; actively seeking to know individuals; actively including all members of the community in every aspect of the organization; and where students achieve academic excellence.

## Key Action Steps

- Provide seminars, workshops, courses, and other activities that afford individuals (students, staff, faculty and community members) with opportunities to broaden their perspectives regarding differences and notions of inclusion.
- Recruit, retain, and graduate undergraduate and graduate students who actively promote the importance of an inclusively diverse community of learners and the world.
- Provide internships and service learning opportunities for students to gain knowledge and understanding of an inclusive community.
- Recruit and retain staff and faculty who actively promote the importance of an inclusive community of learners.
- Promote and reward student academic excellence.
- Serve the surrounding communities in ways that actively promote the importance of an inclusive community and world.

At Oklahoma State University, we place great value on the differences of our people. Diversity in action should empower individuals to think and act in ways that will embrace and promote a more inclusive world.

The Division of Institutional Diversity was established in 2005, and begins its eleventh year with an expanded team dedicated to serving as a resource across the University system. Each department or unit promotes and facilitates a more inclusive community at Oklahoma State University.

Please visit our website at [diversity.okstate.edu](http://diversity.okstate.edu) for updates as our work continues to support the mission of this great University.

## Office of Equal Opportunity

Oklahoma State University is committed to creating an environment for all students and employees that is fair and responsible - an environment where all members of the OSU community are treated with dignity and respect and distinctions are made on the basis of ability and performance. This commitment is based on our dedication to educational justice and the promise of each individual, as well as adherence to federal and state civil rights laws and University policies and procedures. It is the policy of OSU to be an equal opportunity University in all phases of operations, toward the attainment of the University's basic mission and goals.

OSU is committed to providing equal employment and educational opportunity on the basis of merit and in a manner which does not discriminate because of an individual's age, race, color, religion, sex, sexual orientation, genetic information, gender identity or expression, national origin, disability, protected veteran status, or other protected category. All students are provided equal educational opportunity in all phases of the academic program and in all phases of the student life programs. No known form of illegal discrimination and/or harassment will be condoned or tolerated. Procedures are in place that assures equal treatment and equal access to the facilities and educational benefits of the University for all the members of its community.

OSU also has a policy prohibiting sexual harassment of students, staff and faculty. The University subscribes to the principle of the dignity of all persons and their labors. In support of this principle, sexual harassment is condemned in the recruitment, appointment and advancement of employees and in the evaluation of students' academic performance. OSU is committed to promoting equal opportunity in employment and education for all persons within its constituency in an environment free from sexual harassment.

Please contact the Office of Equal Opportunity, 408 Whitehurst, at **405.744.9153** for information concerning unlawful discrimination and inquiries regarding OSU compliance with equal opportunity or affirmative action, or visit the Office of Equal Opportunity website at [eoo.okstate.edu](http://eoo.okstate.edu).

## Title IX

Title IX of the Education Amendments and Oklahoma State University policy prohibit discrimination in the provision of services or benefits offered by the University based upon gender. Gender discrimination is unequal or disadvantageous treatment of an individual or group of individuals based on gender. Sexual harassment is a form of illegal gender discrimination. Any person (student, faculty or staff) who believes that discriminatory practices have been engaged in based upon gender may discuss their concerns and file informal or formal complaints of possible violations of Title IX, at 408 Whitehurst or online at [eoo.okstate.edu](http://eoo.okstate.edu).

For more information refer to the OSU Gender Discrimination/Sexual Harassment Policy & Title IX Grievance Procedure 1-0702 at [www.okstate.edu/osu\\_per/policy\\_proced.htm](http://www.okstate.edu/osu_per/policy_proced.htm).

## Office of Multicultural Affairs

The Office of Multicultural Affairs (OMA) is a place for students of different cultures, backgrounds, and experiences to come together in an effort to learn more about each other and about themselves. OMA takes a holistic approach to empower Oklahoma State University students to think and act in ways that will embrace and promote a more inclusive world. We aim to assist students in achieving academic excellence, developing their personal and professional character, and engaging in the campus and greater community. We prepare students to live and thrive in a culturally diverse world by connecting students with opportunities and resources for academic, personal and professional development.

OMA achieves these goals by offering scholarships, leadership development, cultural education opportunities and mentorship programs. We are also home to Oklahoma State's cultural affinity groups, including the African-American Student Association, Asian-American Student Association, Hispanic Students Association, Minority Women's Association, National Association for the Advancement of Colored People, Oklahoma State Queers and Allies, Vietnamese Student Association, and Women's Programming Advisory Council. The OSU Native American Student Association is housed within the Center for Sovereign Nations, however, OMA also works to support the programs and activities of this student organization. OMA includes over 20 umbrella

organizations. Additional opportunities for involvement include academic seminars, cultural experiences, service learning, and social programs.

For more information on OMA programs and services, visit our website at [oma.okstate.edu](http://oma.okstate.edu), contact the Office of Multicultural Affairs at 240 Student Union or e-mail at [oma@okstate.edu](mailto:oma@okstate.edu).

### Diversity Academic Support

Diversity Academic Support (DAS) is a unit in the Division of Institutional Diversity with a mission to provide resources and opportunities for academic, social, and emotional growth. This unit is engaged in activities that are designed to help create a more inclusively diverse community of learners at OSU. DAS wants to work with all individuals interested in promoting this work. For more information, please contact DAS at **405.744.5335** or contact by e-mail at [diversityacadsupport@okstate.edu](mailto:diversityacadsupport@okstate.edu).

### ILP Program

The Inclusion Leadership Program (ILP) at OSU consists of a series of connected activities that will help OSU students and students from high schools in Oklahoma City, Tulsa, and Stillwater to (1) broaden perspectives about themselves and others; (2) develop inclusive leadership skills; (3) increase knowledge regarding global networking; and (4) clear a pathway to successful living within a global society.

The Inclusion Leadership Program is a year-long leadership program designed to equip OSU students with the skills and knowledge to become effective leaders in a more diversely inclusive society. Students in the ILP program will share their understandings of leadership with teams of OSU sophomores and students selected from high schools in Oklahoma City, Tulsa, and Stillwater High School. The OSU and high school students will also be mentored by business leaders.

By becoming mentors to the high school students, the OSU students will be passing on what they are learning. They will be developing high school students to become leaders themselves. In essence, leaders will be developing leaders. For additional information on the ILP program, contact the coordinator at **405.744.4725**.

### RISE Program

The Retention Initiative for Student Excellence program (RISE) is designed to assist students in their transition from high school to Oklahoma State University. The program's primary focus is to address all of the academic issues that might challenge RISE students. The program is also attentive to the variety of social and financial challenges that RISE students often face. The RISE program provides students with mentors, scheduled study group sessions, personal and professional development preparation, opportunities to serve in leadership roles, and a number of social and cultural activities.

The objective is for all RISE students to end their first year of academic work at OSU with no less than a 3.2 GPA. The RISE program is designed for excellence. Our expectations are high and our commitment is deep. We believe that these two principles form a foundation on which RISE students will achieve excellence at Oklahoma State University and beyond. For additional information on the RISE program, contact the coordinator at **405.744.2920**.

### RISE Jumpstart Program

The Retention Initiative for Student Excellence (RISE) Jumpstart program is a five-week summer residential experience designed to afford incoming first-year students to Oklahoma State University opportunities to achieve a smooth transition to college life. Life skills seminars emphasizing social, emotional, physical health and wellness along with familiarity with the existing academic support networks that exist on campus will be intertwined throughout the program's schedule. For additional information on the RISE Jumpstart program, contact the coordinator at **405.744.2920**.

### Student Support Services Program

The Student Services Support Program at Oklahoma State University is funded through the U.S. Department of Education. The program is designed to provide support and motivation to low-income, first-generation, and/or students with disabilities from matriculation through graduation.

The Student Support Services program provides the following services: academic advisement, financial aid advisement, mentoring, cultural programming, and service learning preparation. Students enrolled in the program may also be awarded financial assistance in the form of scholarships or stipends. For more information on this program, contact OSU-SSS at **405.744.5198**.

### Upward Bound

Upward Bound is a college preparatory program designed to provide academic skills and motivation for students who are interested in pursuing an educational program beyond high school. Students generally enter the program in the 9th or 10th grade and remain through graduation from high school and entry into college.

During the summer, Upward Bound students live on the Oklahoma State University campus for six weeks and participate in a variety of academic, social, and cultural activities. During the regular school year, Upward Bound students are in contact with Upward Bound staff members and tutors through activities, counseling sessions and tutorials. For more information about the OSU Upward Bound Program, contact the Upward Bound Office at **405.744.5455**.

### Oklahoma Louis Stokes Alliance for Minority Participation

The Oklahoma Louis Stokes Alliance for Minority Participation (OK-LSAMP) program is sponsored by the National Science Foundation. The Oklahoma Alliance was formed under the leadership of Oklahoma State University and the Oklahoma State Regents for Higher Education in 1994. The program was established to address the paucity of underrepresented minority students at state higher education institutions earning degrees in science, technology, engineering and mathematics (STEM). Phase V of the program began in Fall 2014 and will continue for five years. The Oklahoma Alliance is comprised of eleven partner institutions with OSU serving as the lead institution. Alliance institutions include: The University of Oklahoma, Langston University, Cameron University, East Central University, University of Central Oklahoma, Northeastern State University, Northwestern Oklahoma State University, Southeastern Oklahoma State University, Southwestern Oklahoma State University and the University of Tulsa. For additional information visit [www.ok-lsamp.okstate.edu](http://www.ok-lsamp.okstate.edu), e-mail [okamp@okstate.edu](mailto:okamp@okstate.edu), call **405.744.6710** or **405.744.7820**.