



2021 OSU-OKC Diversity and Inclusion Climate Survey Response Plan

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Emily T. Cheng, Director of Disability Services and Diversity

Dear Fellow OSU-OKC Diversity and Inclusion Leaders,

Our campus's culture of diversity and inclusion is something that we build together, with care and intention. I am using the words *build* and *culture* purposefully, as these critically important topics are the result of truth, courage, and hard work. And when fearlessly cultivated, diversity and inclusion are experienced as part of a larger environment of welcome and belonging.

Much like the opportunities for success that we create for our amazing students, diversity and inclusion is a team collaboration. Each of you is a leader, a subject matter expert, and advocate for diversity and inclusion in your area of specialty. Our team is here to support you as a consultant, coach, and practice leader as we collectively weave these elements into our student touchpoints and practices.

The results of the 2021 OSU-OKC Diversity and Inclusion Climate Survey affirms the dedicated and brilliant work we are doing. Part of what makes us shine is a continuous desire to grow and improve, and the 2021 OSU-OKC Diversity and Inclusion Climate Survey Response Plan we have created is a springboard on that journey.

For many, the action steps on the Response Plan simply affirm practices and partnerships that are already in place. If we can serve as a consultation resource on student diversity and inclusion practices, our team is here for you!

We shine brightly because of what WE do together. I am so grateful for each and every one of you!



Emily Cheng, MHS, CRC
Director of Disability Services and Diversity

Thanks to our key partners in developing this Response Plan:

TerJuana "TeeJai" Brooks, Accessibility Resources and Diversity Coordinator

Tracy Edwards, Interim Provost and Vice President for Academic Affairs

Melissa Herren, Senior Director of Human Resources

Brandee Morgan, Director of Admissions and Recruitment

Matthew Price, Interim Director of Marketing and Communications

Coral Rewasiewicz, Coordinator of Student Development

Christina Troxtell, Director of Student Engagement

Mike Widell, Interim President

Dar Yasserj, Vice President, Student Experience

Action	Primary Campus Leader/Coordinator	Campus Co-Leader/Coordinator (if applicable)
Weave the following elements into academic curriculum, support programs, and daily operations/processes: <ul style="list-style-type: none"> • Identify and resolve barriers to opportunity faced by groups in the areas of challenge and opportunity as identified by the survey* • Practicing empathy 	All campus departments and teams	N/A
Recruit and retain a diverse group of students, faculty, and staff	All campus departments and teams	<ul style="list-style-type: none"> • Recruitment (for students) • Human Resources (for faculty/staff)
Develop and implement data-driven Diversity and Inclusion programming and events throughout the year	Disability Services and Diversity	Student Engagement
Have Diversity, Equity, and Inclusion Committee serve as an ad hoc advisory board per Interim President Mike Widell	Disability Services and Diversity	Diversity, Equity, and Inclusion Committee
Develop and implement a campus Marketing and Communications plan that engages diverse individuals	Marketing and Communications	All campus departments and teams in collaboration with Marketing and Communications as lead

**Groups in the areas of challenge and opportunity as identified in the 2021 Diversity and Inclusion Climate Survey Executive Summary and 2021 Diversity and Inclusion Climate Survey Comprehensive Report.*

Examples of barriers to opportunity and solutions:

Barrier: Low number of centrally located all-gender restrooms

Solution: Creation of additional centrally located all-gender restrooms

Barrier: Lack of countertop service windows accessible to individuals with a short stature or wheelchair users

Solution: Creation of ADA-compliant countertop service windows accessible to individuals with a short stature or wheelchair users