



**1. Office of Equity and Inclusion**

- Equity – Fair, impartial, and consistent behavior
- Inclusion – Sustainable policies, practices, attitudes, and behaviors permitting full participation and contribution of all
- Diversity – Encompasses a broad spectrum of characteristics
- Vice President for Equity and Inclusion leads the University’s efforts in infusing practices, values, and processes of equity and inclusion in all aspects of campus life

**2. Key organizational entities**

- Center on Diversity and Community (CoDaC)
- Center on Multicultural Academic Excellence (CMAE)
- Many Nations Longhouse
- Multicultural Center (MCC)



OFFICE OF THE  
VICE PRESIDENT FOR  
**EQUITY AND  
INCLUSION**  
*Inspiring Positive Change.*

University of Oregon Board of Trustees  
Orientation Material from  
Vice President for Equity and Inclusion (VPEI)  
October 14, 2013



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<b>DATA</b>	
Percent Female Tenure-Related Faculty	11
Percent Faculty of Color	12



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The Office of the Vice President for Equity and Inclusion (VPEI) is responsible for:

- Leading the University of Oregon's work in infusing practices, values and processes of equity, inclusion and diversity in all aspects of campus life.
- Serving as a resource to campus leadership, faculty, staff, students and community groups in facilitating the academic and service missions of the institution.
- Designing and coordinating campus-wide policies, strategies, processes and planning for inclusion, equity and diversity.
- Nurturing integrity, creativity, excellence, grace and courage as guiding principles for the work of equity, inclusion and diversity.
- Leading campus-wide studies and assessments of equity, inclusion and diversity processes, climates and procedures on campus.
- Designing and leading workshops and other interventions around the issues of equity, inclusion and diversity.
- Mobilizing internal and external resources in support of equity, inclusion and diversity work.
- Providing leadership, oversight and direction for CoDaC, CMAE, the Many Nations Longhouse and MCC.



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## DEFINITIONS

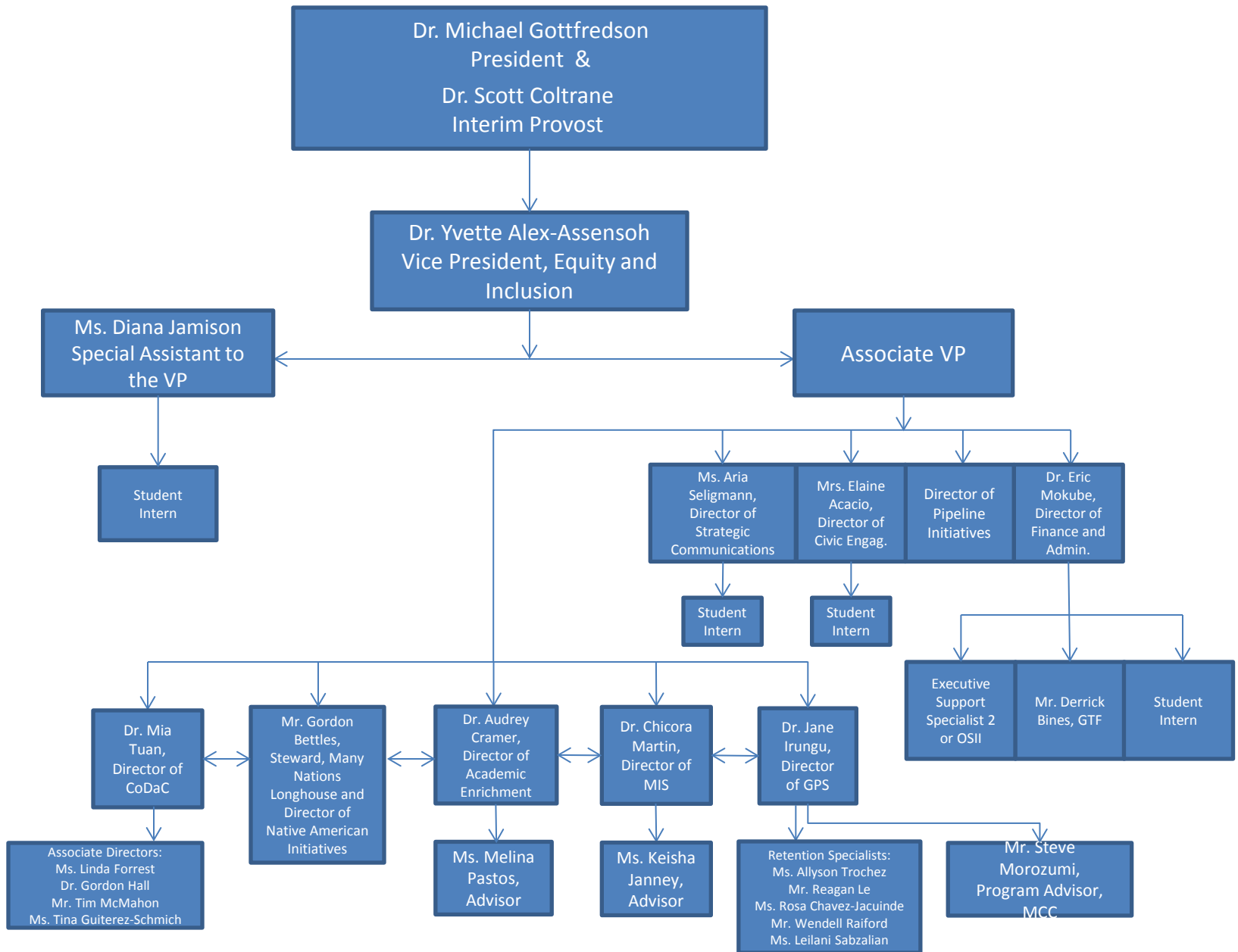
Critical to operationalizing the vision and mission of Equity, Inclusion and Diversity is having clarity about the terms and concepts embedded in each.

We take **Equity** to mean fair, impartial and consistent behavior, policies and processes in all aspects of university life at UO.

We take **Inclusion** to mean sustainable practices, policies, attitudes and behaviors that honor differences and leverage diversity so that all may participate in and contribute to the fullest of their potential.

We take **Diversity** to be encompassing of a broad spectrum of characteristics that begin with, but are not limited to, age, ability and physical challenges, color, culture, ethnicity, family structures, gender, geographical differences, language, learning styles, life experiences, national origin, race, religion, sexual orientation, socio-economic status and ways of thinking.

# Vice President of Equity and Inclusion (October 2013)



# Constituent Groups

**Undergraduate  
students**

**Graduate and  
professional students**

**Post-docs and  
academic professionals**

**Tenured/tenure track  
and NTT faculty**

**Administration and staff**

**Off-campus constituents (Tribal  
governments, community groups,  
vendors/businesses and K-20  
institutions)**

**Oregon's extended  
community - parents,  
alumni, donors, and  
friends of Oregon**



## Center on Diversity and Community (CoDaC)

CoDaC is an affiliate unit of Equity and Inclusion. It advances inclusive excellence through critical thinking and an ethic of care. CoDaC primarily serves faculty, academic units, and student affairs offices in higher education. We work with individual faculty to increase their capacity to work effectively with a diverse student body and we work with campus units (departments, colleges, and student affairs) to foster multicultural organizational development. While our primary work is within higher education, CoDaC also occasionally works with K-12 educational communities.





## Center on Multicultural Academic Excellence (CMAE)

CMAE is an affiliate unit of Equity and Inclusion. It supports the academic mission of the institution by providing academic support in the forms of advising, retention strategies, career planning, leadership development and research guidance to under-represented and first-generation students.



## Many Nations Longhouse

The UO Many Nations Longhouse is an affiliate unit of Equity and Inclusion. Its mission is to assist Native American students to meet their educational goals and to provide a home away from home where they can practice and share their cultural traditions and languages. The Longhouse is also a place of community on the campus for Native American faculty, staff and other employees of the UO, and as such is a crossroads for many diverse cultures from around the world.



## Multicultural Center (MCC)

The Multicultural Center is an affiliate unit of Equity and Inclusion. It serves as a safe and respectful environment that nurtures and supports interaction among undergraduate and graduate students, faculty, staff, and the community at large. This includes space and resources for the MCC student staff and board including APASU, BSU, MECHA, LGBTQA, BW, ASU, HKSA, MESA, CAER, NASU, VSA, Mujeres and OSCC. Our primary goal is to promote personal growth, leadership development, cultural pluralism, community education and positive social change. The MCC contributes to the university's developing commitment to diversity, multiculturalism, inclusion, socially engaged critical thinking, and intersectional campus/community-building.