

Policy Title:	Diversity
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Policy Number:	GEN.004	Date Approved:	July 2016
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A. Description

The purpose of this policy is to enhance opportunities within Southern Oregon University through the application of guiding principles and actions relating to diversity. This policy outlines a framework for leadership reflection and action, the identification of key evidence, and Board-conducted annual performance reviews to assess diversity efforts of the Board, the President, the Director of Diversity and Inclusion, and division directors.

B. Definition(s)

none

C. Policy Statement

1. Guiding Principle #1: Overall Commitment to Diversity

The Board values the perspectives, educational benefits, and robust exchanges of ideas that are encouraged by the effective facilitation of diversity within SOU and seeks to promote and support initiatives that sustain best practices in diversity efforts.

Actions – The Board, the University President, the Director of Diversity and Inclusion and division directors will identify opportunities and promote expectations for diverse representation, inclusion, and engagement throughout SOU programs and activities.

2. Guiding Principle #2: Commitment to Workforce Enhancements

The Board values workforce diversity and encourages opportunities for the employment and advancement of diverse faculty and staff within SOU.

Actions – In periodic reports to the Board, the University President, the Director of Diversity and Inclusion and division directors will identify strategies and progress toward the enhancement of workforce diversity.

3. Guiding Principle #3: Commitment to Equity in Student Success

The Board is committed to providing equitable opportunities for students to succeed and to efforts to close achievement gaps among underserved populations.

Actions – In periodic reports to the Board, the University President, the Director of Diversity and Inclusion, division directors and representatives of SOU's student-related committees will identify strategies and progress relating to student success among diverse populations.

4. Guiding Principle #4: Commitment to Welcoming Campus Environments

The Board values the importance of campus environments in the attraction, recruitment, and retention of diverse students, faculty, and staff.

Actions – In periodic reports to the Board, the President and the Director of Diversity and Inclusion will a) identify campus climate challenges and successes, b) discuss measures taken to promote a welcoming campus environment, and c) describe the possible impact of these measures on student success.

5. Guiding Principle #5: Commitment to Vendor and Contracting Enhancements

The Board is committed to vendor and contracting practices that encourage and promote participation by minority, women-owned, and emerging small businesses (MWESB).

Actions – In periodic reports to the Board, the President and campus representatives will provide updates on progress in vendor and contracting initiatives and practices. SOU representatives will identify and incorporate into project proposals opportunities for outreach to promote engagement and seek bids from MWESB contractors.

6. Guiding Principle #6: Commitment to Continuous Feedback

The Board values the feedback and insights of numerous stakeholders in advancing diversity efforts.

Actions – The Board will include attention to diversity issues within its strategic planning efforts and will solicit ideas, innovations, and standards from the President, the Director of Diversity and Inclusion, and division directors that best align with institutional and state priorities. Further, the Board will seek input periodically from representatives of Oregon's diverse communities.

7. Guiding Principle #7: Commitment to Key Goals

The Board values both quantitative and qualitative diversity-related evidence to inform decisions and planning.

Actions – The Board directs the President and the Director of Diversity and Inclusion to provide reports and updates pertaining to diversity achievements and challenges not less than once every biennium. To assist and inform the Board, the reports and updates will identify key diversity considerations relating to students, faculty, and staff. Campus leaders will identify and prioritize key goals that take into account fiscal resources, enrollment management considerations, curricular planning, workforce diversity efforts, and specific institutional data and environments. The President's Office, with input from the Director of Diversity and Inclusion, will identify and prioritize key goals pertaining to diversity issues. The Board will evaluate annually the President on elements relating to the identification of, and progress toward, key goals and actions in all areas of this policy and will utilize the guiding principles in Board self-assessments.

This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval.

D. Relevant Authority

This policy was transferred to SOU by operation of law on July 1, 2015 from the State Board of Higher Education Board Policy Manual. Revisions to the text of the policy were posted for campus comment on June 21, 2016.

E. Other Information

This policy codifies and revises as Southern Oregon University Policy the rule previously adopted by the State Board of Higher Education concerning this topic and transferred to SOU by operation of law on July 1, 2015.

The Policy Contact, defined above, will write and maintain the procedures related to this policy and these procedures will be made available within the Custodial Office.