Office for Institutional Diversity
2016-2017 Report
WHY DIVERSITY?

How does diversity relate to Reed College’s educational goals? How does diversity relate to Reed’s honor principle?
Reed College is a community dedicated to serious and open intellectual inquiry, one in which students, faculty, and staff can fully participate, regardless of ethnicity, race, religion, age, gender identity, sexual orientation, nationality, socioeconomic status, or disabilities. Reed embraces the inherent value of diversity. It is committed to attracting the best and brightest from every group, including those who have historically experienced discrimination and prejudice, for it recognizes that dialogue between people with different perspectives, values, and backgrounds enhances the possibilities for serious intellectual inquiry. The College is also committed to creating an environment that respects the dignity and civil rights of all persons, particularly those from groups that have experienced discrimination and persecution, for it recognizes that intolerance and prejudice diminish those possibilities.

Reed is dedicated to the honor principle, which expects that each of us actively maintains an open mind and generous heart in order to create a community that welcomes and supports all of its members. When the honor principle is realized, every member of the community is respected, and can speak, work, teach, and learn free from intolerance or harassment.

Every member of the Reed community benefits from the talents and experiences of our peers, from the mutual respect we exercise, and from the responsibilities we take for our actions. Each of us deserves equal opportunity to teach, to learn, and to grow.

(Adopted November 28, 2009)
OUR MISSION

The Office for Institutional Diversity’s mission is to create institutional vision and strategy and implement systems and infrastructure to support the college’s commitment to being a diverse and inclusive learning, teaching, and working environment.
OUR MISSION

The Office for Institutional Diversity:

◎ Provides leadership by working with the president’s cabinet and senior staff to ensure all aspects of college life reflect the fundamental principles of intellectual pluralism espoused in the college’s founding documents

◎ Develops relationships in the broader Portland community which align with Reed’s commitment to intellectual pluralism and which promote the college’s dedication to academic rigor

◎ Provides opportunities for Reed students, staff, faculty, and intersecting communities to deepen their understanding and knowledge of a diverse array of peoples, ideas, and areas of intellectual inquiry
WHAT WE DO

OID WORKS ACROSS ALL CAMPUS CONSTITUENCIES
Faculty Development and Support

OID works with the Dean of the Faculty and the Director of the Center for Teaching and Learning (CTL) to help orient, support, and provide professional development opportunities for Reed’s faculty. The Dean for Institutional Diversity supports faculty in resolving issues of diversity and inclusion that occur in the classroom.

- OID hosted a New Faculty Reception where we welcomed 27 new faculty members to Reed
- OID and the CTL participated in New Faculty Orientation through the Dean of the Faculty’s Office
- OID hosted a Faculty Reception to solicit feedback from faculty about Reed’s diversity initiatives
Faculty and Staff Recruitment and Hiring

OID works with campus departments and HR to develop strategies to recruit, hire, and support diverse faculty and staff.

- OID developed a set of best practices around building a diverse faculty which impacts Reed’s tenure track faculty hiring process. This set of best practices was presented at the National Conference on Race & Ethnicity in American Higher Education.

- OID presented the “Diversity Report” at a Faculty Meeting and General All Staff Meeting to show Reed’s progress and future goals on increasing racial and ethnic diversity in our faculty, staff, and students.

- OID met with all academic departments with upcoming tenure track searches to help them think strategically about this set of best practices.

- OID with the Liberal Arts Diversity Officers (LADO) Consortium hosted workshops at U Chicago, U Michigan, UC Davis, UC Berkeley, and Stanford to strengthen the pipeline between graduate students of color and faculty positions at liberal arts colleges.
Faculty and Staff Development and Support

OID provides staff and faculty opportunities to connect and participate in trainings, workshops, and professional development.

➢ OID hosted monthly luncheons for faculty and staff of color to connect, network, and build community

➢ OID provided faculty and staff the opportunity to attend and participate in the Summer Institution of Intercultural Communications and the NW5C Workshop for Faculty of Color

➢ OID continued to provide on-going workshops for faculty and staff on working with students from various underrepresented identity groups and backgrounds in order to create a more inclusive educational environment. An average of 10 faculty participated in each workshop and an average of 30 staff participated in each workshop. The majority participated in more than one workshop
Student Recruitment and Retention

OID works closely with Admissions and Student Services staff to develop strategies to recruit, support, and retain historically underrepresented students. OID also works closely with Student Services staff to assess the needs of underrepresented or underserved students to develop programs and services to address these needs.

➢ OID and the Office for Inclusive Community (OIC) led 2 sessions during New Student Orientation about diversity and inclusion.

➢ OID co-hosted a STEM Brunch for students of color to connect with faculty of color in the math and sciences and an Awesome Women in Math and Physics Brunch to support women in the STEM fields.

➢ OID hosted an inaugural Community of Color Dinner and Celebration for all faculty, staff, and students of color. Over 120 people came to the dinner!
Student Recruitment and Retention

OID works closely with Admissions and Student Services staff to develop strategies to recruit, support, and retain historically underrepresented students.

- OID continued our involvement in January Academy and Sophomores Rising.
- OID sponsored students to attend two conferences this year: Creating Connections Consortiums Summit and the National Conference on Race & Ethnicity in American Higher Education.
- OID hosted a graduation reception for first-generation college students and their family, friends, and support people. Over 60 faculty and staff attended the reception and 20 graduates were honored.
- OID employed 1 student staff during the academic year and 4 student interns over the summer.
WHAT WE DO

THE CENTER FOR TEACHING AND LEARNING

PROVIDES WORKSHOPS FOR FACULTY & STAFF
OID oversees the CTL. The CTL directs the Student Consultant Program and offers workshops for faculty to improve their pedagogy and teaching.

- CTL coordinated and facilitated 19 workshops this year. 24 out of 25 departments had at least one faculty member who attended a CTL workshop. Topics included: Managing sensitive topics in the classroom, course and syllabus design, creating gender inclusive classrooms, technology and pedagogy, creating transparent class assignments, thesis advising, etc.

- 12 faculty members and students participated in the Student Consultant Program each term. The CTL Director led orientations at the start of every term, weekly meetings with students, and quarterly meetings with the faculty. Faculty received feedback on ways to improve their teaching.

- CTL Director participated in several training sessions for new faculty advisors.
CTL New Workshops

OID oversees the CTL. The CTL directs the Student Consultant Program and offers workshops for faculty to improve their pedagogy and teaching.

- The CTL created a new Writing Pedagogy Series
- CTL held an Inclusive Pedagogy Workshop focused on managing difficult conversations in the classroom, facilitated by Juanita Range and Associates
- CTL hosted an Inclusive STEM Pedagogy workshop for STEM faculty, facilitated by Dr. Becky Packard of Mount Holyoke College
- CTL hosted a new discussion series: New Topics in Teaching. Topics of these discussions are suggested and facilitated by faculty members. This year’s topics included: Teaching in Uncertain Times and the Socioeconomic Status of the Reed Student Body
CTL New Initiatives

OID oversees the CTL. The CTL directs the Student Consultant Program and offers workshops for faculty to improve their pedagogy and teaching.

➢ The CTL awarded 2 Summer Student-Faculty Collaborative Grants for Curricular Technology Innovation

➢ The CTL created a Faculty Peer Classroom Observation program. The CTL Director can provide faculty colleagues with peer observation and feedback. This program is especially useful for faculty who cannot participate in the semester-long Student Consultants Program
Inclusive Practice Workshops

In spring of 2015, OID launched an on-going series of Inclusive Practice Workshops for faculty, staff, and students. These workshops provide faculty and staff with information, tools, and skills they can employ in order to work effectively with students from a broad range of backgrounds and identity groups.

- OID held 13 Inclusive Practice Workshops on supporting: Students of Color, First Generation/Low SES Students, LGBQ Students, Trans and Gender Nonconforming Students, Students Who Practice a Religious or Spiritual Tradition, and Students Experiencing Emotional and Mental Health Issues
  - On average, 10 faculty and 30 staff members participated in each workshop

- OID expanded the series this year to include student leaders. OID and OIC facilitated workshops for Honor Council, J-Board, Student Senate, and Tutors focused on how students can employ inclusive practices in their on-campus leadership role
WHAT WE DO

PROGRAMMING, COMMUNITY OUTREACH, AND RESOURCE GUIDES
OID programming provides faculty, staff, and students with opportunities to engage in meaningful conversations meant to inspire the further development of a fully inclusive learning community. OID signature events include: Community Reading Project, Black History Month, New Scholar Series, and Vine Deloria Lecture Series.

➢ The 2016 Vine Deloria Lecturer was Jodi A. Byrd, a citizen of the Chickasaw Nation and an Associate Professor of English and Women’s and Gender Studies at the University of Illinois at Urbana-Champaign. Her talk “‘Eyes that can never close’: Colonial Agnosia and the Mnemonics of Refusal” was around the themes of her book Transit of Empire: Indigenous Critiques of Colonialism.

➢ Through the New Scholar Series program, OID and the Theatre Department invited 8 emerging scholar-makers to attend a 2-day conference.

➢ For Black History Month, OID hosted dinner and book conversations on The New Jim Crow by Michelle Alexander, a seminar on The Portland Black Panthers by Lucas Burke and Judson Jeffries, and a film screening of Dreams are Colder Than Death by cinematographer Arthur Jafa.
OID strives to deepen relationships in the broader community

- OID sponsored a table and brought Reed staff and faculty to attend Portland’s Partners in Diversity luncheon and the Native American Youth And Family Center’s Early College Academy (NAYA-ECA) luncheon

- OID staff maintain active involvement in regional and national professional organizations and consortiums. OID staff presented at the National Conference on Race and Ethnicity in American Higher Education and have individually presented at regional and national conferences and professional gatherings

- OID hosted the Fall LADO meeting where 25 Chief Diversity Officers from 25 Liberal Arts Colleges across the United States met to discuss emerging issues and best practices regarding institutional diversity
Resource Guides for Faculty, Staff, and Students

- Faculty Diversity Resource Guide
- Off-Campus Multicultural Resource Guide
- Trans* at Reed FAQ
- Off-Campus Housing Guide
- Undocumented and Immigration Resources
- Low SES & First-Gen Resource Guide

*Trans at Reed FAQ and Low SES & First-Gen Resource Guide was developed by the Office for Inclusive Community. The Off-Campus Housing Guide was developed by the Office for Student Services.
WHAT WE DO

COMMITTEE ON DIVERSITY & CAMPUS CLIMATE
OID staff participates on the college’s Committee on Diversity (CoD). As an advisory group, the CoD is responsible for monitoring the programs and policies adopted by the college in pursuing its commitment to diversity. The CoD presents recommendations with the intention of facilitating and guaranteeing the recruitment and retention of faculty, staff, and students from underrepresented ethnic and racial groups. Major accomplishments of the CoD this year were:

- In response to President Kroger designating Reed as a Sanctuary Campus, the CoD created a resource guide and community events to support and educate community members on what it means to be a sanctuary campus
- Drafted an anti-racism statement to be approved by the student and faculty body
- Submitted a proposal to create a Comparative Race and Ethnic Studies major at Reed. The proposal was accepted and is on the President’s list of priorities
- Met with President Kroger, Vice-President Brody, and Dean of the Faculty Nicholson to advise on student, staff, and faculty recruitment, support, and retention
In 2011, Reed College participated in a formal campus climate assessment, led by the Committee on Diversity and Rankin and Associates Consulting. Reed continually works to improve campus climate so that all community members can thrive at Reed.

In 2015, OID established a Discriminatory Harassment and Bias Incident Reporting and Resource Guide. This provides an avenue for community members to report incidents of bias and discriminatory harassment. It also helps the College track trends. In 2016, we continued to educate the campus community about bias incident reporting and built a database to document reports to track for community trends.

In response to campus events and the national political climate, OID along with the Committee on Diversity hosted a Solidarity Rally to show support to marginalized communities on this campus and in the nation. Students, staff, and faculty wrote positive letters and words of support, affirmation, and love to the Muslim community, Immigrant community, and other marginalized communities.
On September 26, 2016, student protests organized by Reedies Against Racism challenged us all to do more to scrutinize institutional policies and practices and work together to combat racism on campus. A thoughtful list of demands were made to fight institutional racism - ranging from enhanced financial aid and support services to changes in the curriculum

➢ The President, the Dean for Institutional Diversity, all of the Vice-Presidents and Deans of the College, and many faculty and staff met with the student protest organizers and large number of students for over 5 hours to discuss the list of demands

➢ OID, campus administrators, faculty and staff, and student activists continued to work throughout the year to address the demands and concerns
NEW INITIATIVES
Along with President Kroger’s sanctuary campus statement and Vice President Brody’s statement on immigration, OID launched a website to serve as a resource guide to provide on-campus and off-campus resources to undocumented and immigrant community members and their families.

http://www.reed.edu/diversity/resources/immigration-undocumented.html
Social Justice Research and Education Fund

Through the generous support of the Dougherty Foundation and Reed alumni trustee, Alex Martinez ‘73 and his wife Kathy, OID was able to create a Social Justice Research and Education Fund to support paid student internships related to social justice, equity and inclusion, and civic engagement. We were able to fund 13 student research projects and internships during the summer of 2017.

Sample Internships/Research Projects

- With a faculty member, revising two political science courses to make the material and pedagogy more inclusive
- Research project on U.S. Federal Indian policy on the Northern Cheyenne Reservation in Montana
- Internship with Planned Parenthood and MedLife working to deliver health services and knowledge to vulnerable and underserved communities
- Food justice internship to address food insecurity and food waste on campus
- Research project on the symbology of Afrofuturist visual art and film
- Creating a Social Justice Odyssey for returning sophomores
The Student Success Committee, co-chaired by the Dean for Institutional Diversity and the Vice President for Student Services, created an assessment tool to better understand and mitigate barriers to success for all Reed students. Results from the assessment will inform the committee’s next steps and recommendation to the President and Board of Trustees.
GENEROUS HEART, OPEN MIND, LOVE REED.

WHO WE ARE
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