



Strategic Diversity Planning, Training and Assessment
Buckeye Portal for Inclusive Excellence End of Year Report
May 4, 2020

The Buckeye Portal for Inclusive Excellence is a one-of-a-kind web-based tool developed by Ohio State University to capture the full breadth and depth of our actions and progress toward inclusive excellence. Diversity, equity, and inclusion (DEI) are essential components of Ohio State's mission, and the portal is a community asset that promotes the stewardship of DEI through shared responsibility and shared resources. The portal serves as a central repository where staff, faculty, and students can share promising practices, find collaborators, and generate new opportunities to further enhance diversity, equity, and inclusion.

In February 2020, the Buckeye Portal website was officially launched to the Ohio State community. Colleges and administrative units were asked to catalog their investments by entering their FY2020 DEI programming, events, and activities into the portal and uploading their current inclusive excellence plans. This report provides a summary of the process and outlines what we have learned about how DEI is operationalized by our colleges and administrative units, areas of growth for Ohio State, and important next steps.

By the Numbers

- 9 Colleges, 10 administrative units, and 2 Regional Campuses uploaded materials to the portal for this year.
- 489 additional activities, events, and programs were entered
- 17 participating colleges/units uploaded a current inclusive excellence plan or a statement of intent to plan for next year
- 6 Colleges, 11 administrative units, and 2 Regional Campuses did not participate in the portal this year.

Review Process

Six chief diversity officers volunteered to serve on a review committee – Angela Alston (Nursing), David Graham (Undergraduate Studies), Kathy Lechman (Kirwan Institute), Kathy Northern (Law), Temple Patton (Lima), Wendy Smooth (ASC). They each provided feedback on 3 units using a rubric created by ODI. This feedback included assessing the unit’s DEI goals, the alignment of the activities and programs they produced with stated goals, and processes for evaluating successful outcomes. They also identified successes, suggested areas of growth, and indicated if a college or unit should be recognized for exemplary efforts. The Director of Diversity Planning, Training, and Assessment in ODI then compiled this feedback and reviewed late submissions. In June 2020 each participating college/unit will receive a communication thanking them for their efforts along with comprehensive feedback on the materials they submitted. ODI also intends to recognize those units that have set the highest bar for inclusive excellence at Ohio State. A list of notable contributions can be found at the end of this report.

Highlights from the Review

DEI at Ohio State

- 21 units made significant contributions to inclusive excellence this year, including 489 activities, events, or programs
- 14 units have engaged in intentional inclusive excellence planning
- Several units submitted plans that are new or in progress
- Student Life, Office of Postdoctoral Affairs, and the College of Food, Agriculture, and Environmental Sciences have committed to inclusive excellence planning next year
- **The way colleges and units contribute to inclusive excellence looks different depending on their context and goals:**
 - Some units, for example Student Life or the Kirwan Institute, significantly contribute to the DEI education across our campus through programming developed by their specialists
 - Other units, like University Libraries for example, develop a strategic plan and then tap into educational resources to improve the internal climate and culture of the unit and contribute to the inclusive excellence of Ohio State

- Still other units, like The Women's Place, have a very focused mission that contributes to specific aspects of the IE mission of our university
- Some administrative units may focus specifically on DEI goals for staff, while colleges and regional campuses must have a more holistic focus on the DEI goals for their staff, faculty, students, and postdocs
- ODI created the **Diversity Advocates Working Group** to build collaboration across colleges, campuses, and administrative units to focus our efforts on inclusive excellence
 - This group **includes chief diversity officers, diversity educators, and other professionals** who have a stake in inclusive excellence
 - We meet 2-3 times a semester to share information, offer training, and discuss issues that they can then take back to their constituents
 - We also maintain a listserv to share resources
- Ohio State has ample DEI education available across campus; ODI and OHR co-chair the **Diversity, Equity, and Inclusion Facilitators Group** which convenes DEI educators monthly to share resources and collaborate on important education and training efforts

Areas of Growth

- **Most units do not practice robust assessment and evaluation as it relates to DEI**
 - ODI should continue to increase community understanding of the availability of quantitative and qualitative data from different analytics units on campus to improve data-driven inclusive excellence planning
 - ODI should further encourage evaluation and assessment of DEI outcomes
 - This also means that the need for data analytics support will increase across the institution
- To simplify and streamline participation in training as well as reporting as it relates to diversity and equity, **it would be worthwhile to align Buckeye Portal expectations for programming and planning with requirements and accountability structures for affirmative action, protected classes, and OHR recruitment**
 - Align reporting in the buckeye portal with other compliance requirements, like affirmative action

- DEI activities and IE plans should be discussed in tandem with affirmative action requirements, recruitment practices, and climate/culture professional development
- **Connect the climate/culture aspect of diversity education with the accountability and compliance requirements of affirmative action to engage the campus community in all aspects of diversity and equity**

Next Steps for the Buckeye Portal

Now that the review process has established a baseline, beginning August 2020 ODI will take the following steps to increase engagement in the portal for 2020-2021:

- Encourage colleges and units to begin the process of planning and entering information into the portal early and consistently throughout the year
- Increase utilization of *The Guide to the Buckeye Portal* to support their planning, including the inclusive excellence planning resources, reporting templates and timelines located in the guide
- Continue education on inclusive excellence planning through workshops and panels, with an emphasis on data-driven planning and assessment
- Continue to provide individual consultations to colleges and units who request support in their planning efforts
- Conduct another round of yearly reviews in March 2021 with the expectation that participation will increase through these efforts.

We will also collaborate with the Office of Institutional Equity to integrate affirmative action reporting into the Buckeye Portal and to work together to make DEI training even more accessible across the enterprise to meet requirements and improve climate/culture. We hope that by centralizing these two interconnected efforts we will increase compliance and data collection, and therefore further our efforts towards inclusive excellence together.