

Strategic Diversity Planning, Training, and Assessment
Buckeye Portal for Inclusive Excellence
FY21 Year-End Report
November 15, 2021

Introduction

When the Office of Diversity and Inclusion (ODI) launched the Buckeye Portal for Inclusive Excellence in February 2020, we had no idea what challenges would be on the horizon or that the next 18 months would profoundly reshape the way we engage with one another and conduct our work. Diversity leaders and advocates were called upon to help Buckeyes process what seemed to be an unending flow of tragedy, injustice, and social unrest. They provided guidance and recommendations and quickly implemented educational opportunities to help ease distress in their colleges and units. Together these efforts strengthened our institution's capacity to support diversity, equity, and inclusion. And we did this online, during long periods of isolation, alone together. Many institutions have looked to OSU for what to do and how to move forward during this time of unrest and uncertainty. The diversity and inclusion community has truly been an asset to Ohio State.

This report covers fiscal year 2021, the second year of operation for the Buckeye Portal for Inclusive Excellence. It outlines new services and resources from the Office of Diversity and Inclusion, provides a summary of DEI activities inventoried in the portal, and shares feedback with each unit that submitted a plan.

Reminder – What is the Buckeye Portal for Inclusive Excellence

[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 communicate promising practices, find collaborators, and generate new opportunities to further enhance diversity, equity, and inclusion.

Colleges and units are strongly encouraged to submit inclusive excellence plans and their DEI activities to the Buckeye Portal for Inclusive Excellence throughout the year. The deadline for final submissions for FY 21 was May 30, 2021. After receiving the materials, Strategic Diversity Planning, Training, and Assessment staff review the submissions and track metrics, such as participation, number of plans and activities submitted, goals selected, successes, gaps, and needs.

Strategic Diversity Planning, Training, and Assessment

[Strategic Diversity Planning, Training, and Assessment](#) provides support for diversity, equity, and inclusion efforts at The Ohio State University. Services include [inclusive excellence planning and self-assessment](#) support, campus-wide and customizable workshops offered through the [DEI Education Program](#), [inclusive recruitment and hiring](#) tools and training, and consultations by request. We also coordinate and manage the [Buckeye Portal for Inclusive Excellence](#).

We support Ohio State's strategic vision to assure that diversity, equity, and inclusion are core principles of everything that we do by providing the knowledge and tools needed to foster a climate of excellence that is socially diverse, welcoming, and supportive for all students and employees.

How did ODI's Strategic Diversity Planning, Training, and Assessment unit support the process for FY21?

We provided the following supports to promote utilization of the Buckeye Portal:

- 4 Newsletters in January, February, April, and May 2021 with reminders, FAQs, and resources
- Inclusive Excellence Planning Webinar, December 1, 2020: Moderated by Dr. Childers, four of our experienced chief diversity officers shared how they have guided their colleges through inclusive excellence planning and managed DEI issues during the pandemic.
- 3 Buckeye Portal Trainings in February, March, and April 2021 with 60 total participants
- 2 sessions of drop-in hours leading up to the final deadline
- Responded to emails through BPIE@osu.edu
- 33 private consultations

We also updated the platform to make it more user-friendly. This included improving the search and exports functions. Also, anyone with Ohio State credentials can now search the portal without requesting full access.

We also convened the **ODI Diversity Leaders and Advocates monthly to provide training and updates** and build collaboration across colleges, campuses, and administrative units to focus our efforts on inclusive excellence.

- Coordinated **monthly meetings** with attendance averaging 45 attendees each month, plus additional opportunities for education
- Provided **8 specialized trainings** –
 - Divided Communities Project – campus crisis simulation for diversity leaders
 - Power Play Bystander Training Simulation (diversity leaders and department chairs)
 - Affirmative Action/EEO Basics Workshop
 - Protected classes
 - University Ombuds resources
 - Task Force on Racism Update (2)
 - Executive Order Q&A with Legal Affairs
- **On-going Communication** – maintained a listserv of all members, sent out timely updates and weekly messages that included webinars, resources, and news updates
- The director continued to co-chair **Diversity, Equity, and Inclusion Facilitators Group** which convenes DEI educators monthly to share resources and collaborate on important education and training efforts.

New Services from ODI Strategic Diversity Planning, Training, and Assessment to support FY22

In response to what we learned from FY20 portal process, Strategic Diversity Planning, Training, and Assessment created more infrastructure to support inclusive excellence planning and DEI education. This includes workshops on structuring a planning process, understanding data, goal setting, and progress monitoring, and DEI education focused on knowledge and tools needed to support an inclusive environment.

- We created a new [website](#) that houses all our services and tools
- Piloted two new workshops: Introduction to Inclusive Excellence Planning and Self-Assessment Using a DEI Lens, now available by request, and created an [Overview of Inclusive Excellence Planning](#) available on our website
- Launched the [DEI Education Program](#)
- Developed Climate Survey resources in partnership with the Office of Strategic and Competitive Intelligence, that are available after consultation
- Led the effort to create the Diversity Dashboard in conjunction with several key data partners

Buckeye Portal Review FY21

This year due to the increased workload created by the pandemic, the staff of Strategic Diversity Planning, Training, and Assessment reviewed the inclusive excellence plans using a rubric. 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. The Director of Diversity Planning, Training, and Assessment then compiled this feedback and reviewed late submissions. Each participating college/unit received this report along with comprehensive feedback on the materials they submitted.

FY21 Participation in the Portal (See Table 1 on page 19)

- **23** total units participated in the portal this year. Nine Colleges, ten administrative units, and three Regional Campuses uploaded inclusive excellence plans and/or activities to the portal for this year.
- **416** additional activities, events, and programs were entered.
- **18** inclusive excellence plans, plan updates, or a statements of intent to plan for the upcoming year were uploaded.
- **Six** Colleges/Units participated in the portal for **the first time**.
- **Six Colleges** (Business, Dentistry, Education, Medicine, Pharmacy, Public Health), **12 administrative units, and one Regional Campuses did not participate** in the portal this year.

As part of our analysis, we tracked how many units aligned their plans or activities with each of our goals. The table below provides a list of the Buckeye Portal Goals and a count of how many times each goal was addressed by a unit plan or activity:

STAFF GOALS	Plans	Activities	Total
1SF: Implementation of strategies to enhance retention of diverse populations, such as training and development opportunities; coaching, mentoring and leadership development programs; and opportunities for promotion and internal career progression.	10	1	11
2SF: Evaluate policies and practices to alleviate inequities in all terms and conditions of employment, such as compensation, promotion and/or expectations and responsibilities.	4	0	4
3SF: Assess cultural competence proficiencies and provide relevant professional development opportunities for staff.	10	2	12
4SF: Increase demographic diversity in applicant pools and hiring yields.	11	0	11
TOTAL STAFF GOALS			38
STUDENT GOALS	Plans	Activities	Total
1ST: Increase demographic diversity in applicant pools and yields.	8	2	10
2ST: Evaluate policies and practices to alleviate disparities in academic performance and disciplinary actions.	3	0	3
3ST: Facilitate greater access for underrepresented minority students in your college.	4	2	6
4ST: Develop and implement strategies to enhance retention of diverse populations.	6	2	8
TOTAL STUDENT GOALS			27
FACULTY GOALS	Plans	Activities	Total
1F: Increase demographic diversity in applicant pools and hiring yields.	7	1	8
2F: Develop and implement strategies to enhance retention of diverse populations.	7	1	8
3F: Evaluate policies and practices to alleviate inequities in all terms and conditions of employment, such as compensation, promotion/tenure and/or expectations and responsibilities.	4	0	4
4F: Assess cultural competence proficiencies and provide relevant professional development opportunities for faculty.	8	6	14
TOTAL FACULTY GOALS			35
POST-DOCS GOALS	Plans	Activities	Total
1P: Increase demographic diversity in applicant pools and hiring yields.	1	0	1
2P: Develop and implement strategies to enhance retention of diverse populations, such as training and development opportunities; coaching, mentoring and leadership development programs.	1	1	2
3P: Evaluate policies and practices to alleviate inequities in all terms and conditions of employment, such as compensation, promotion and/or expectations and responsibilities.	1	1	2
TOTAL POST-DOC GOALS			5

Inclusive Excellence Plans – Insights and Recommendations

In summary, 63% of our colleges and regional campuses voluntarily participated in the Buckeye Portal for Inclusive Excellence. For those colleges or campuses that did not participate, two do not have a chief diversity officer, and one has a newly appointed chief diversity officer. The portal was developed to support and motivate the colleges and regional campuses; however, we have a great deal of participation from administrative units that have engaged in the portal process and are driving inclusive excellence for their own units. Administrative units are often overlooked in terms of the contributions to DEI, but the portal makes it possible for us to track and acknowledge how staff are contributing to a more inclusive, diverse, and equitable university. Currently Strategic Diversity Planning, Training, and Assessment receives most of its requests for education and planning support from administrative units, including those at the Wexner Medical Center.

As noted last year, colleges and units continue to be strong in program development and tend to focus less on self-assessment and action planning that is data informed. We recommend all partners engage in an inclusive excellence planning process that allows them to take a deeper dive and create an actionable plan with timelines, metrics, and accountability. As plans are executed, it is important to understand the impact of actions through qualitative and quantitative assessments and to gauge effectiveness or a need to restrategize. Considering this continued gap, Strategic Diversity Planning, Training, and Assessment offers guidance and resources to support this technical aspect of inclusive excellence planning. These resources can be found on our webpage [Planning and Assessment | Office of Diversity and Inclusion, The Ohio State University \(osu.edu\)](#).

Conclusion

On behalf of the Office of Diversity and Inclusion, we commend everyone who engaged in DEI efforts this year to move the needle on our inclusive excellence goals for staff, faculty, students, and postdoctoral researchers. It is through the actions and commitment of DEI leaders and advocates that we work together to increase diversity of our students, staff, and faculty, improve the climate and culture of our classrooms, residences, and workplaces, and ensure equitable access and opportunity for all Buckeyes. We look forward to our continued partnerships as we strive together to make the Ohio State University a place where all Buckeyes know that they are valued and belong.

Table 1. College, Campus, and Admin Unit Participation in Buckeye Portal, 2021 and 2020

Colleges	# Of Activities 2021	Plan Submitted 2021?	Participated in 2020
Arts & Sciences	2	NO	YES
Business	0	NO	NO
Dentistry	0	NO	NO
Education and Human Ecology	0	NO	NO
Engineering	8	YES	NO
Food, Agricultural and Environmental Sciences	0	YES	YES (STATEMENT OF INTENT)
Law	26	YES	YES
Medicine	0	NO	YES
Nursing	3	NO	YES
Optometry	1	YES	YES
Pharmacy	0	NO	NO
Public Affairs	25	YES	YES (STATEMENT OF INTENT)
Public Health	0	NO	YES
Social Work	18	YES	NO
Vet Medicine	0	YES	YES
Regional Campuses			
Lima	12	YES	YES
Mansfield	0	YES	YES
Marion	0	NO	NO
Newark	0	YES	YES
Administrative Units			
Administration and Planning	6	NO	YES
Advancement	0	NO	YES
Alumni Association	0	NO	NO
Athletics	0	YES	NO
Business and Finance	5	YES	YES
Chief Information Officer	0	NO	NO
Enrollment Services	1	NO	NO
Governmental Affairs	0	YES	NO
Graduate School	6	YES	NO
Human Resources	1	NO	YES
International Affairs	0	NO	NO

Administrative Units	# of Activities 2021	Plan Submitted 2021?	Participated in 2020
Kirwan Institute	0	NO	NO
Legal Affairs	0	NO	NO
Office of Institutional Equity	0	NO	NO
Office of Postdoc Affairs	7	YES	YES
Office of Research	0	NO	NO
Outreach and Engagement	0	NO	NO
Student Life	283	YES	YES (STATEMENT OF INTENT)
Drake Institute (University Institute of Teaching and Learning)	0	NO	YES
Undergraduate Education - OSAS	0	YES	NO
University Libraries	12	YES	YES
Wexner Center for the Arts	0	NO	NO
Women's Place	0	NO	YES