

Diversity Benchmarks for the Oklahoma State University-Oklahoma City Campus

The benchmarks set forth in this plan are designed to take three years to meet. The action-steps needed to reach each benchmark will be determined at a later time. These benchmarks will be forwarded to the Office of Institutional Diversity on the main Oklahoma State University campus in Stillwater. The Office of Institutional Diversity will guide OSU-OKC with the efforts to achieve successful finalization of the benchmarks. The benchmarks should be used to help the OSU-OKC campus meet the initiatives that were developed in 2006/2007.

OSU-Oklahoma City Initiatives

- Create partnerships with organizations that serve diverse groups of students, staff and off-campus professional groups. Build trust between OSU-OKC and these partner organizations so that diverse members will feel safe in applying to and working at OSU-OKC.
- Professional Development for faculty, staff and administrators needs to be conducted in a safe environment. All attendees should feel welcome to participate in conversations about issues that prevent a warm and welcoming community for all.

The Benchmarks:

YEAR ONE

- Create a campus wide Diversity Committee geared towards improving the focus of the campus on diversity needs.
- Develop a budget for diversity initiatives on campus.
- Inventory and communicate all diversity related programs, initiatives, responses, training opportunities, activities, educational opportunities and development for the NCA committee.
- Administer a Cultural Competency test to 50% of all Faculty and Staff.
- Develop a diversity calendar that will be made available for public awareness.
- Develop a regional, one-day, diversity workshop for colleges and universities.
Outcome Benchmark:
 - 100 participants
- Begin a targeted marketing campaign to promote OSU-OKC on Spanish speaking radio stations and newspapers, African-American radio stations and newspapers, and Asian marketplaces.
Outcome Benchmarks:
 - Increase the number of under-represented applicants for open professional positions.

- Increase the number of under-represented faculty by 10% above current levels.
- Increase the overall enrollment, with targeted emphasis on under-represented groups.
- Identify five culturally diverse vendors for the Farmer's Market.
- Provide one professional development training workshop per semester for all OSU-OKC faculty/staff.
- Replace or place one piece of culturally diverse artwork in common-areas in each building on the campus of OSU-OKC.

YEAR TWO

- The Diversity Committee should begin to reach out to the student body. 10% of the membership should be composed of students.
- Increase the diversity initiative budget by 10% from the previous year.
- An additional 25% new participants in the Cultural Competency test.

Outcome Benchmark:

- Use results from year one and year two to begin a focused plan for professional development.
- Devise a diversity component to be added to all faculty and staff annual evaluations based on general returns from the competency testing.
- Improve the visibility of the diversity calendar and access to adding events to the calendar.
- Develop recruitment materials for admissions counselors and recruiters.
- Develop and implement a diversity link on the official OSU-OKC webpage.
- Develop a community partnership program that promotes diversity within the community of Oklahoma City. Use the new webpage as a communications and marketing tool for the partnership.

Outcome Benchmark:

- Develop five partnerships.
- Improve participation in the one-day diversity workshop from 100-200 participants.
- Increase the marketing emphasis again in less mainstream and foreign language mediums.

Outcome Benchmarks:

- Hiring pools that more closely resemble the demographical and statistical diversity of the Oklahoma City metro area.
- Increase the number of under-represented faculty members by an additional 10%.
- Create a noticeable increase in the overall enrollment numbers, but specifically by students of traditionally under-represented groups.
- Add one more piece of artwork that closely reflects the diversity of the community to each building on campus.

YEAR THREE

- Increase the diversity initiative budget by 10% from the previous year.
- An additional 25% in new participation in the cultural competency tests from the previous year.
- 300 participants for the one-day diversity workshop.
- Sustain at least 5 culturally diverse vendors for the Farmer's Market.
- Develop additional partnerships with diversity organizations within the community.
- Maintain the emphasis of marketing in media-outlets, neighborhoods and markets that were built during the previous years.
- Maintain hiring pools that reflect the diversity and demographics of the community.
- Faculty demographics should reflect the campus community.
- Continue with overall growth of the campus through increased enrollment; with a continued emphasis on attracting students from under-represented communities within Oklahoma.