



## Institutional Diversity

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The Office of Institutional Diversity focuses on the development of a more inclusive community of learners and leaders while striving to address all of the complexities that emerge. We value all voices in our community. We will serve every member of the OSU family.

### Our Mission

To develop and support efforts that help the Oklahoma State University System achieve and maintain environments where all members are actively broadening their perspectives about differences; actively seeking to know individuals; actively including all members of the community in every aspect of the organization; and where students achieve academic excellence.

### Key Action Steps

- Provide seminars, workshops, courses, and other activities that afford individuals (students, staff, faculty and community members) with opportunities to broaden their perspectives regarding differences and notions of inclusion.
- Recruit, retain, and provide internships for undergraduate and graduate students who actively promote the importance of an inclusively diverse community of learners and the world.
- Recruit and retain staff and faculty who actively promote the importance of an inclusively diverse community of learners and world.
- Promote and reward student academic excellence.
- Serve the surrounding communities in ways that actively promote the importance of an inclusively diverse community and world.
- Promote and reward student academic excellence.

At Oklahoma State University, we place great value on the differences of our people. Diversity in action should empower individuals to think and act in ways that will embrace and promote a more inclusive world.

The Division of Institutional Diversity begins its fifth year with an expanded team dedicated to better serving your needs. Each of our units will help us promote and sustain a more diversely inclusive community of learners at Oklahoma State University.

Please visit our Web site at [www.diversity.okstate.edu](http://www.diversity.okstate.edu) for updates as our work continues to support the mission of this great University.

### Affirmative Action

Oklahoma State University is committed to creating an environment for all students and employees that is fair and responsible—an environment where all members of the OSU community are treated with dignity and respect and distinctions are made on the basis of ability and performance. This commitment is based on our dedication to educational justice and the promise of each individual, as well as adherence to federal and state civil rights laws and University policies and procedures. It is the policy of OSU to be an equal opportunity

University in all phases of operations, toward the attainment of the University's basic mission and goals.

OSU is committed to providing equal employment and educational opportunity on the basis of merit and in a manner which does not discriminate because of an individual's race, gender, national or ethnic origin, color, age, religion, disability, sexual orientation or veteran status. All students are provided equal educational opportunity in all phases of the academic program and in all phases of the student life programs. No known form of illegal discrimination and/or harassment will be condoned or tolerated. Procedures are in place that assures equal treatment and equal access to the facilities and educational benefits of the University for all the members of its community.

OSU also has a policy prohibiting sexual harassment of students, staff and faculty. The University subscribes to the principle of the dignity of all persons and their labors. In support of this principle, sexual harassment is condemned in the recruitment, appointment and advancement of employees and in the evaluation of students' academic performance. OSU is committed to promoting equal opportunity in employment and education for all persons within its constituency in an environment free from sexual harassment.

Respect for each member of the campus community is vital to the individual and community as a whole. OSU's Affirmative Action reflects the University's commitment to equal opportunity and nondiscrimination and complies with all applicable laws promoting equal educational and employment opportunity prohibiting unlawful discrimination.

The Office of Affirmative Action, 408 Whitehurst, may be contacted for information concerning unlawful discrimination and inquiries regarding OSU compliance with equal opportunity or affirmative action.

### Title IX

Title IX of the Education Amendments and Oklahoma State University policy prohibit discrimination in the provision of services or benefits offered by the University based upon gender. Gender discrimination is unequal or disadvantageous treatment of an individual or group of individuals based on gender. Sexual harassment is a form of illegal gender discrimination. Any person (student, faculty or staff) who believes that discriminatory practices have been engaged in based upon gender may discuss their concerns and file informal or formal complaints of possible violations of Title IX with the OSU Title IX coordinator.

For more information, refer to the OSU Gender Discrimination/Sexual Harassment Policy & Title IX Grievance Procedure 1-0702, [www.okstate.edu/osu\\_per/policy\\_proced.htm](http://www.okstate.edu/osu_per/policy_proced.htm) or contact the Office of Affirmative Action, 408 Whitehurst at (405) 744-9154.

### Diversity Academic Support

Diversity Academic Support is a new unit in the Division of Institutional Diversity. Its mission is to provide resources and opportunities for academic, social, and emotional growth. This unit is engaged in

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activities that are designed to help create a more inclusively diverse community of learners at OSU. DAS wants to work with all individuals interested in promoting this work. For more information, please contact DAS at (405) 744-2920 or contact by e-mail at [diversityacadsupport@okstate.edu](mailto:diversityacadsupport@okstate.edu).

### Diversity Education

The Diversity Education unit partners with colleges, departments and the OSU campuses in developing and implementing diversity education learning programs specific to their needs. For more information e-mail [diversity@okstate.edu](mailto:diversity@okstate.edu).

### Educational Talent Search Program

The Educational Talent Search Program at Oklahoma State University is funded through the U.S. Department of Education. The program is designed to provide support and motivation to youths who have the potential for academic success and who meet government income requirements and/or whose parents have not graduated from college.

The Educational Talent Search program provides the following services: academic advisement, career counseling, college financial planning, college selection and admission, test preparation and score analysis, and tutoring. For more information on this program, contact OSU-ETS at (405) 744-4262.

### ILP Program

The Inclusion Leadership Program (ILP) at OSU consists of a series of connected activities that will help OSU and students from high schools in Oklahoma City, Tulsa, and Stillwater to (1) broaden perspectives about themselves and others; (2) develop inclusive leadership skills; (3) increase knowledge regarding global networking; and (4) clear a pathway to successful living within a global society.

The Inclusion Leadership Program is a year-long leadership program designed to equip OSU students with the skills and knowledge to become effective leaders in a more diversely inclusive society. Students in the ILP program will share their understandings of leadership with teams of students selected from Classen and Northeast High Schools in Oklahoma City; Booker T. Washington and McLain High Schools in Tulsa; and Stillwater High School. The OSU and high school students will also be mentored by business leaders.

By becoming mentors to the high school students, the OSU students will be passing on what they are learning. They will be developing high school students to become leaders themselves. In essence, leaders will be developing leaders. For additional information on the ILP program, contact the coordinator by e-mail at [diversityacadsupport@okstate.edu](mailto:diversityacadsupport@okstate.edu).

### Inclusion Center for Academic Excellence

The Inclusion Center for Academic Excellence takes a holistic approach to empower Oklahoma State University students to think and act in ways that will embrace and promote a more inclusive world. The Inclusion Center for Academic Excellence actively promotes an inclusive approach to diverse ideas and perspectives that all students achieve academic excellence, develop their personal and professional character, and engage in the campus and greater community.

For more information on ICAE programs and services, visit our Web site at <http://icae.okstate.edu>, contact the Inclusion Center for Academic Excellence at 313 Student Union or e-mail us at [icae@okstate.edu](mailto:icae@okstate.edu).

### Oklahoma Louis Stokes Alliance for Minority Participation

The Oklahoma Louis Stokes Alliance for Minority Participation (OK-LSAMP) program is sponsored by the National Science Foundation. The Oklahoma Alliance was formed under the leadership of Oklahoma State University and the Oklahoma State Regents for Higher Education. The program was established to address the critical under-supply of minority students at state higher education institutions receiving degrees in science, technology, engineering and mathematics (STEM). Currently, Phase III of the program will last through 2009 and is comprised of ten partner institutions: OSU (Lead Institution), University of Oklahoma, Langston University, Cameron University, East Central University, University of Central Oklahoma, Northeastern State University, Northwestern Oklahoma State University, Southeastern Oklahoma State University, Southwestern Oklahoma State University and the University of Tulsa. For more information e-mail at [okamp@okstate.edu](mailto:okamp@okstate.edu).

### RISE Program

The Retention Initiative for Student Excellence program (RISE) is designed to assist students in their transition from high school to Oklahoma State University. The program's primary focus is to address all of the academic issues that might challenge RISE students. The program is also attentive to the variety of social and financial challenges that RISE students often face. The RISE program provides students with mentors, scheduled study group sessions, one on one tutorial as needed, opportunities to serve in leadership roles, and a number of social and cultural activities.

The objective is for all RISE students to end their first year of academic work at OSU with no less than a 3.0 GPA. The RISE program is designed for Excellence. Our expectations are high and our commitment is deep. We believe that these two principles form a foundation on which RISE students will achieve excellence at Oklahoma State University. For additional information on the RISE program, contact the coordinator by e-mail at [diversityacadsupport@okstate.edu](mailto:diversityacadsupport@okstate.edu).

### RISE Jumpstart Program

The Retention Initiative for Student Excellence (RISE) Jumpstart program is a five-week summer residential experience designed to afford incoming first-year student to Oklahoma State University opportunities to achieve a smooth transition to college life. Life skills seminars emphasizing social, emotional, physical health and wellness along with familiarity with the existing academic support networks that exist on campus will be intertwined throughout the program's schedule. For additional information on the RISE Jumpstart program, contact the coordinator at [diversityacadsupport@okstate.edu](mailto:diversityacadsupport@okstate.edu).

### Women's Programs

The Women's Programs unit develops programs that enhance gender equity and awareness of women's issues in the OSU community. The coordinator is partnering with departments to develop and co-sponsor activities, events and research regarding gender issues. For more information e-mail [diversity@okstate.edu](mailto:diversity@okstate.edu).