



National Association of Colleges and Employers - 2019 Inclusion Committee

Transcript: The Office of Institutional Diversity

Charlene Alexander. I am the Vice President and Chief Diversity Officer at Oregon State University. The goals for our program are really aligned with our (2018-2023) strategic plan. We have five goals.

There are many commonalities across the country that you will find in Chief Diversity Officer positions. We're all thinking about our recruitment and our retention of students, faculty and Staff. What is unique about our program is we're also spending a lot of time thinking about how we are educating our staff and our community. I would also add that our communication efforts that are (paying) attention to what we're communicating when we're communicated and who we're communicating to. Those efforts are also very unique and not many (diversity strategic) plans that I've seen across the country are really deliberate in understanding those communication efforts.

So I'm very thankful that I have an amazing team to work with and to help support our efforts. And we work our plan. I think it's important that we recognize and the campus understands that those efforts, while they may originate in our office, that it really does take the entire institution working together to make sure that we are being successful.

You should be able to walk onto this campus and speak to anyone at the institution and ask the question, "Is diversity important at Oregon State University?" And without a doubt, every single person you meet from our groundskeepers who do an amazing job all the way across the institution, someone should be able to say to you and look at you like you're from Mars. And the answer, of course it is. This is very important at Oregon State University.