

Lewis & Clark



The Office of Diversity & Inclusion 2016-2017 Report



A photograph of students in a classroom setting. In the foreground, a student wearing a colorful striped hijab and a grey hoodie is looking towards the right. Behind her, a male student with glasses and a dark shirt is also looking right. Further back, another student is visible. The background is blurred, showing greenery and other people.

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Why focus on Diversity?

At Lewis & Clark, we believe that people learn best, and flourish the most, when they encounter perspectives, people, backgrounds, and experiences other than their own. Diversity creates the best educational environment, and inclusion speaks to our highest ideals.

Our Mission

The Office of Diversity and Inclusion educates, advocates, promotes, and engages the Lewis & Clark community in diversity, equity and inclusion to foster and support a multi-cultural, multi-religious, multi-identity college community where all feel challenged to venture from their comfort zone, feeling supported and a part of the college community, as they grow and learn.

The Office of Diversity & Inclusion (ODI)

Who We Are:



Janet Steverson
Dean of Diversity & Inclusion (DDI)



Bruce Taft Jr.
Program Manager for the Committee on Diversity & Inclusion (CDI)
Executive Assistant to the Dean of Diversity and Inclusion (2016- Sep. 2017)



Iona Musgnung
Assistant Program Manager for the Office of Diversity & Inclusion (Dec. 2016-
Dec. 2017)

The Office of Diversity & Inclusion

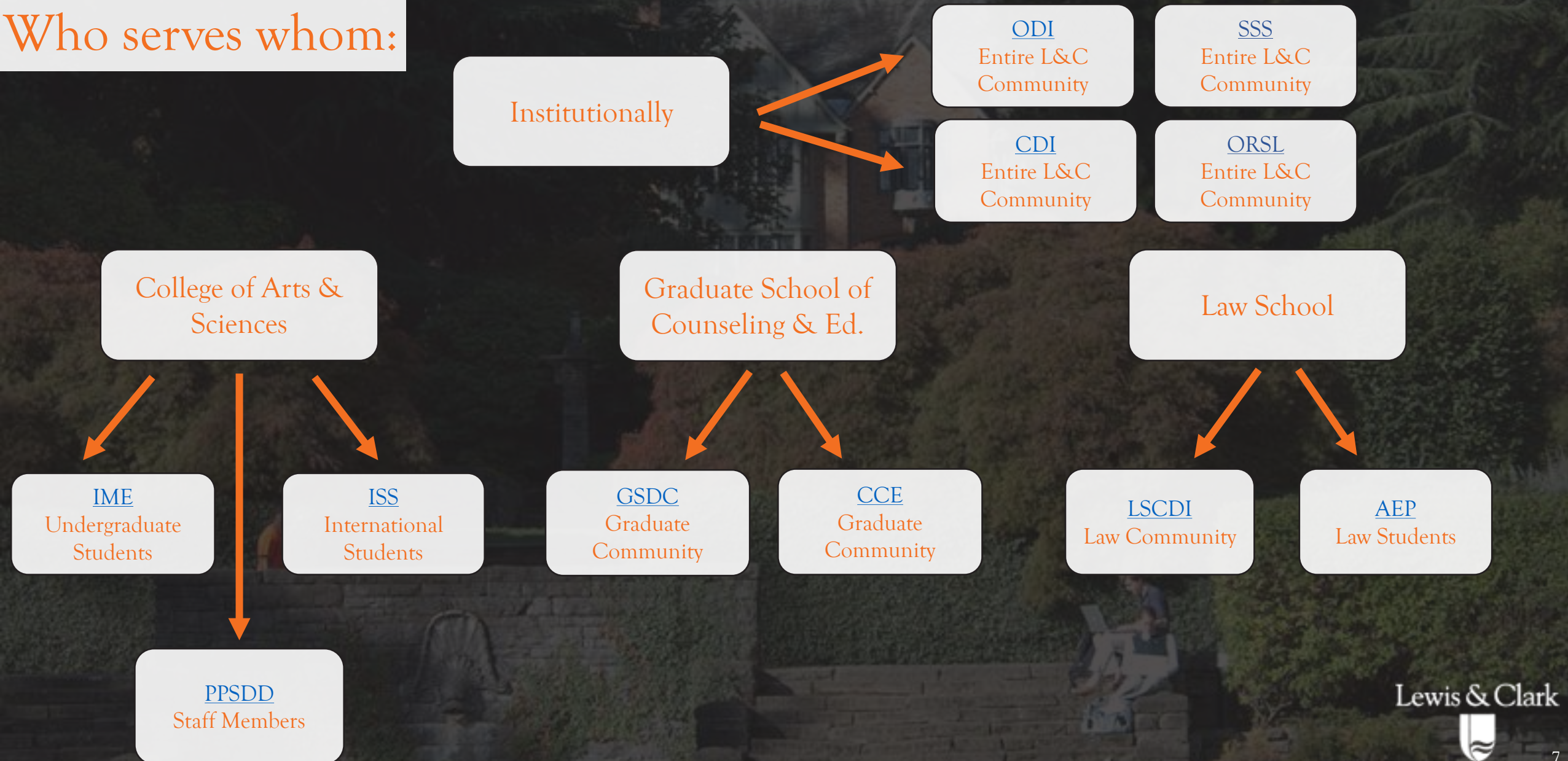
- ❖ Across all three schools that make up our institution, you will find:
 - Lively exchanges, animating classes, and symposia focused on a wide range of diversity and inclusion issues.
 - Students, faculty, and staff continuing and deepening those discussions in casual and formal settings around campus.
 - Events and speakers that bring the latest thinking and fresh perspectives to our community.
 - Students actively engaged in exploring their identities through clubs, organizations, and civic engagement.
 - A commitment to an inclusive, engaged community that is welcoming to all.

We invite you to explore our vision of diversity and inclusion at Lewis & Clark College.

For more information visit: <http://lclark.edu/about/diversity>
or stop by our office; Templeton 257A

Diversity Actors at Lewis & Clark

Who serves whom:





What we do

The Office of Diversity and Inclusion (ODI) works institutionally to assist with and/or create the diversity, equity and inclusion (DE&I) structures, programs, events, and initiatives at and across all three campuses.



Policy Creation & Implementation

What we do:

❖ Executive Council

- The Dean of Diversity and Inclusion (DDI) is a member of the president's executive council (EC) and assists the EC in viewing institutional decisions and policies through a diversity, equity and inclusion lens.

❖ The Committee on Diversity and Inclusion Action plan

- Approved by Executive Council on April 4, 2017 and can be found [here](#).
- Emerged from various inputs and information.
- Divided into immediate action items and longer term action items with foci toward transforming our institution.
- During Fall term 2016, the ODI began implementing items from the action plan.

Policy Creation & Implementation

What we do:

- ❖ Lewis & Clark is dedicated to attracting, hiring, and retaining diverse candidates across all departments and fields. To further this goal, the Office of Diversity & Inclusion completed the following:
 - Created a diversity hiring workshop for use across the institution.
 - The template for the workshop was a hiring workshop developed by the CAS dean's office.
 - Used the diversity hiring workshop to train faculty and staff search committees and Human Resource Staff on equitable hiring practices.
 - Worked with Human Resources and other departments to develop a policy regarding where and how we advertise open positions.
 - Worked with the College of Arts and Sciences (CAS) Dean's office to revise the faculty hiring search manual.
 - The DDI received additional professional development on diversity hiring practices.
 - Worked with the law school diversity committee to create a diversity hiring policy.



Policy Creation & Implementation

What we do:

- ❖ The Office of Diversity and Inclusion assisted with Hiring of:
 - The Presidential Search
 - The DDI sat on Presidential Search Committee.
 - The DDI worked with the search committee to adhere to standards of diversity and equity in the search.
 - The DDI reported back to the CDI on progress and brought forth questions, concerns, and input from this body and others.
 - Hiring Committees
 - The DDI sat on the search committees for the Associate Dean of Human Resources and the Director of Student Health Services.
 - The DDI assisted with multiple staff and faculty searches.



Policy Creation & Implementation

What we do:

❖ Assessment

- Conducted a campus-wide survey of faculty and students from all three schools of the institution in the spring of 2017.

❖ Name-Change Challenge

- The DDI collaborated with the office of Information Technology (IT) and the CAS Registrar to address challenges faced by community members desiring to change their official name. This process is ongoing because a name change is more complex than simply changing a name in a database. Official names are used for e-mail, identification, and other functions.

❖ Religious accommodations

- The DDI worked with the law school dean's office to develop a religious accommodations policy for law students.

Partnerships & Engagement

Our Connections:

❖ The Northwest Five Consortium (NW5C)

- The NW5C is a consortium that supports the diversity, equity and inclusion initiatives of its member institutions. The members are Lewis & Clark, Reed College, the University of Puget Sound, Whitman College, and Willamette University
- The DDI helped with planning the fourth annual Workshop on Supporting Faculty of Color at Liberal Arts Institutions, facilitated a workshop and attended workshops.
- The DDI invited faculty to attend—faculty of color and faculty [particularly chairs] who support faculty of color.

❖ Liberal Arts Diversity Officers (LADO)

- Lewis & Clark College applied for membership in 2016 and was accepted in 2017.
- LADO offers an opportunity for the chief diversity officers (CDOs) working in select liberal arts settings to collaborate actively and engage in mutual learning. It also provides leadership in implementing and publicizing effective diversity strategies in higher education.
- LADO will help L&C secure diverse talent for faculty positions and will provide support for institution-wide initiatives.

Partnerships & Engagement

Our Connections:

- ❖ National Conference on Race & Ethnicity in American Higher Education (NCORE)
 - The ODI attended the 2016 conference and has plans to send officers to upcoming conferences.
 - The NCORE conference series constitutes the leading and most comprehensive national forum on issues of race and ethnicity in American higher education.
- ❖ Alder Elementary School & I Have A Dream Foundation
 - The ODI, in partnership with the I Have a Dream Foundation, brought three L&C college students to Alder Elementary for its 3rd grade “college day” in the fall of 2016.
 - That same partnership brought 100 3rd-grade students from Alder Elementary School onto campus in the spring of 2017 for a morning of fun exploration and information. L&C students presented on what college is all about and the excitement of obtaining a liberal arts education.

Partnerships & Engagement

Our Connections:

❖ Black Student Success Summit- Portland (BSSS)

- The purpose of this Summit is to enhance students' social capital so students begin to feel unlimited in their choice of careers.
- The ODI attended and presented at the summit.
- The ODI facilitated the participation of the law school in the summit.

❖ Presentations by the DDI

- Attended and presented on diversity offices and diversity hiring at Texas A&M Law School's conference for associate deans.
- Presented on Oregon's history and diversity, equity and inclusion at Mary Wood's Retirement Center.
- Presented on strategies for success for faculty at the NW5C conference.
- Presented on role as DDI at Willamette University.

Diversity, Equity, & Inclusion Advocacy

Institutionally:

❖ The Committee on Diversity & Inclusion (CDI)

- The DDI sits as the chair for this committee.
- For further information on the CDI, see page 26.

❖ MLK Week

- Partnering with IME, the law school, and students, the ODI helped bring together a week long program dedicated to service and the work of Dr. Martin Luther King Jr.

❖ Funds & Grants

- The ODI applied for and secured a Mellon Planning Grant for the upcoming year to devote towards hiring a more diverse staff and faculty.
- The ODI received a Weil Foundation Grant to support diversity work.
- The DDI worked closely with Institutional advancement to secure funding for continued diversity work.

Diversity, Equity, & Inclusion Advocacy

Institutionally:

❖ Communication & Publication

- A main objective for the ODI is to increase communication across campus and our outside communities about DE&I in higher education. Part of this work was building a comprehensive website and finding resources to share.
- The DDI spent time meeting with and coordinating with offices and departments across campus to highlight where they could bring DE&I into their planning work as well as what services our office could provide along those paths.

❖ Community Dialogues

- Post-election, the ODI helped Interim President, David Ellis, draft and release a statement of support for students and community members affected by the negative political and social climate in the United States.
- The DDI attended and held multiple dialoguing sessions around racial tension on and off campus.
- Following a series of listening forums on campus, the ODI conducted continuing dialogues around topics raised at the forum.

Diversity, Equity, & Inclusion Advocacy

Institutionally:

❖ Parent and Alumni Outreach

- The DDI collaborated with the alumni office to identify those events where the DDI should speak and/or attend. Accordingly, the DDI attended a number of events and spoke at several.

❖ Curriculum Evaluation

- The DDI worked with members of all three schools and many departments to evaluate their current curriculum and work toward including more diverse narratives. Particular attention was paid to the CAS' general education.

❖ Library Resources Guides for DE&I

- In collaboration with the DDI, the College of Arts & Sciences library created a DE&I resource guide on its webpage.
- The DDI alerted the Law School library to this project and they used the CAS template to create a similar resource guide for the law library webpage.

Diversity, Equity, & Inclusion Advocacy

Student Groups & Organizations:

❖ Student Recruitment and Retention

- The ODI works with Admissions and Student Support Services to develop strategies to recruit and retain students from historically underrepresented groups. The ODI also works with various departments to assess and support the needs of students on and off campus.

❖ Supporting Students and Student Organizations

- The DDI dedicates time to collaborating with and supporting the needs of student organizations and individual students on campus. These needs can include addressing issues that arise on campus, addressing issues that arise in class, addressing external issues that impact students on campus, providing outlets and resources for student involvement, providing a sounding board, and others.

❖ Student Engagement

- The ODI hosted and attended a variety of social engagements in solidarity with various student groups on campus including the following:
 - Great Expectations retreat for first generation students and students of color
 - Graduations of BSU and QSU
 - End of Year IME banquet
 - Law School Drag Show
 - Monthly students of color and friends dinners



Diversity Education & Learning

What We Do:

❖ Pioneer Success Institute (PSI)

- The DDI connected with every incoming CAS student at the beginning of their time at L&C by holding an interactive session on the ODI in each of the PSI classes.
- The DDI also participated in a presentation on Differences: Power & Responsibility in two PSI classes.

❖ Listening Forum: Communicating Across Cultures & Differences

- During Spring Term 2017, the ODI facilitated two Listening Forums with Stir-Fry Seminars & Consulting to actively increase our community's understanding of mindful communication and to gain better listening skills around differences.
- Over 300 individuals— from all across the institution—participated in these forums.



Diversity Education & Learning

What We Do:

- ❖ Transparency in Teaching Workshop
 - The DDI conducted a workshop for the Law Faculty in Fall 2016.
 - The DDI conducted a workshop for the College of Arts & Sciences Faculty in Spring 2017.
- ❖ Culturally Relevant Pedagogy workshop
 - The DDI and the director of the CAS teaching excellence program (TEP) brought Dr. Samuel Museus to campus to present on culturally relevant pedagogy to faculty from all three schools in October 2016.
- ❖ Bias trainings
 - The DDI taught a class on unconscious bias for a law school course on Persuasion.
 - The DDI conducted an unconscious bias workshop for a hiring search committee.
- ❖ Building Community across Differences
 - The DDI engaged two facilitators to conduct workshops on building community across differences for all of the law school's first year students.



Work Done by Partners

The Office of Diversity & Inclusion is devoted to diversity, equity, and inclusion work, but we are not the only ones! There are a number of offices, departments, groups, and individuals doing incredible diversity work at Lewis & Clark College, holding up our institutional mission to be a community that commits itself to diversity as a dimension of a just society.

The Committee on Diversity & Inclusion (CDI)

“The Committee on Diversity and Inclusion recognizes the value of diversity in persons and perspectives. As an *educative* and *advisory* body, our goal is to create an environment where all members of the College community can thrive personally and professionally.”

- ❖ The Committee on Diversity and Inclusion (CDI)—composed of faculty, staff, and current student representatives, and chaired by Janet Steverson, our Dean of Diversity & Inclusion—improves these values in the institution’s programs and practices. The committee’s charge is to develop institutional approaches to shared issues and opportunities involving the three schools and to collaborate with the Executive Council and the Deans Council, as appropriate, in doing so.

Current member profiles and more information can be found here:

lclark.edu/about/diversity/diversity-committee/

The Student Support Services Department (SSS)

“To serve and support students with disabilities in the CAS, graduate school and law school. To help students appreciate their distinctive ways of learning and develop strategies for success based on their strengths and to develop strong self-advocacy skills. To help the LC community develop positive modes of interacting with students with disabilities.”

- ❖ Lewis & Clark is committed to serving the needs of our students with disabilities and learning differences. Professional staff in the office of Student Support Services are available to ensure that students receive all of the benefits of a comprehensive selection of services.
 - Our office also provides advising and advocacy for students with disabilities and support for students who seek advice on academic strategies. Services, advising, and accommodations are always the result of an active partnership between students and Student Support Services staff.

For more information on SSS visit:

http://www.lclark.edu/offices/student_support_services/

The Office of Religious and Spiritual Life (ORSL)

“The Office of Religious and Spiritual Life at Lewis & Clark College is designed to support all religious life programs that take place on campus. Recognizing the religious and spiritual diversity of the Lewis & Clark community, the Religious and Spiritual Life staff seeks to facilitate moral and spiritual dialogue and growth in a context of mutual support.”

- ❖ The ORSL directs and facilitates a variety of programs for students focusing on spiritual and moral issues. Students help plan and lead many of these activities, including regular worship services, special forums and lectures, small-group studies, spiritual renewal retreats, and volunteer community service projects. An Interfaith Dialogues Group encourages dialogue and cooperation among organized faith groups, and a Spiritual Life Advisory Council provides religious and spiritual life programming and policy recommendations for the entire Lewis & Clark community.



Mark Duntley
Dean of Religious and Spiritual Life
Flanagan Chapel

http://www.lclark.edu/offices/spiritual_life/

The Office of Inclusion and Multicultural Engagement

The Office of Inclusion and Multicultural Engagement (IME) “strives to create a more inclusive, equitable, and empowering community at L&C in collaboration with students, staff, faculty, and other community partners. IME strives towards a college community deeply rooted in realized values of introspection, inclusion, and equity that empowers all students to thrive in the pursuit of their aspirations and in support of one another.”

- ❖ IME’s work is primarily centered in service of historically underrepresented student groups and allies, delivers leadership and mentorship development opportunities, and holds spaces to promote the wellness and building of our community. IME is primarily focused on serving undergraduate students in the College of Arts & Sciences.
 - For more information on specific projects and initiatives completed by IME this year look [here](#).



Angela Buck

Interim Director of Inclusion and Multicultural Engagement

Templeton 324

college.lclark.edu/student_life/multicultural_affairs/

The Office of International Students and Scholars

“International students play an important and integral role at Lewis & Clark. Their opinions challenge the assumptions and beliefs expressed by U.S. students and faculty members in the classroom. Their lifestyles bring cultural diversity and new ways of doing things to campus life. Their presence provides opportunities for the community to look beyond its borders.”

- ❖ International Students and Scholars (ISS) is in the Student Life division, which supports students in their learning and engagement both in and out of the classroom. ISS offers a wide variety of support programs for the 200+ international students and the 120+ Third Culture Kids (TCKs) on campus. ISS is responsible for international student admissions, financial aid, orientation, advising, and immigration services.



Brian White

Director of International Students and Scholars, Associate Dean of Students
Templeton 324
iso@lclark.edu

lclark.edu/offices/international/

Professional & Para-Professional Staff Development on Diversity

“The purpose of the Professional & Para-Professional Staff Development on Diversity is to create diversity education and cultural competency training (as well as a means of assessment) for both professional and para-professional staff.”

- ❖ As a student life division and holistic educators, we partner with students through their development in academic and experiential learning, civic leadership and career development, diversity and inclusion, and wellness. In order to partner with students through their development in diversity and inclusion, we commit to furthering our own understanding and development in diversity education and cultural competency.
- ❖ Some of the work done by our division this past year:
 - Intergroup Dialogues on: race & ethnicity, socioeconomic status, gender & sexuality.
 - Unconscious Bias Training.

The Graduate School Diversity Committee

“The Diversity Committee shall review and monitor the progress of the Graduate School's ongoing and strategic efforts to recruit and retain diverse students, staff, and faculty and to foster an inclusive climate for students, staff, and faculty from diverse backgrounds. The Committee is also charged with identifying challenges and opportunities to enhance diversity in curricula, policies, and programs for the benefit of the Graduate School. The Committee shall work collaboratively with other standing committees to promote and monitor progress towards meeting diversity goals as well as review and examine institutional efforts in this area, recommending changes as and when appropriate.”

- ❖ In 2016-17 the committee focused primarily on facilitating three graduate school-wide equity and diversity professional development sessions for faculty and staff as part of the monthly graduate school faculty meetings. The committee also organized six lunch time discussions open to all faculty and staff on a range of topics. These two sets of activities, in conjunction with other efforts at the graduate school, have promoted a climate of more open communication and professional growth across differences about equity, diversity, and inclusion.

The Graduate School of Education and Counseling: Center for Community Engagement (CCE)

“The mission of the Center for Community Engagement is to enhance the effectiveness of education and mental health professionals as agents of change by providing equity driven professional development. CCE programming prepares practitioners to meet the educational and mental health needs of marginalized communities, and to advocate for equity and social justice within their field of practice. In addition to engaging current practitioners, many CCE workshops and events are open to current students, faculty, staff and community members.”

- ❖ We also seek ways to collaborate with colleagues across campuses and out in the community, on projects and initiatives that support and advance equity and diversity. The CCE collaborates with:
 - Faculty across campuses, alumni, adjunct faculty, individual practitioners, Oregon schools and school districts, as well as community-based and professional organizations in the development and delivery of our programming.
 - Recent and ongoing organizational collaborators include TransActive Gender Center, Center for Equity and Inclusion, Classroom Law Project, Bravespace, Center for Courage and Renewal, Oregon Safe Schools and Communities Coalition, Oregon Council on Problem Gambling, Oregon Education Association, and Oregon Department of Education.

For more information on the CCE visit:
graduate.lclark.edu/community_engagement/

The Law School Committee on Diversity & Inclusion

The Law School's Committee on Diversity & Inclusion is charged with fostering an environment that supports the success and inclusion of faculty, staff, and students from groups that have experienced systematic and societal discrimination. The committee supports the law school's commitment as a professional school to developing the cultural competency of our campus community and to promoting equitable access to justice and to the profession.

- ❖ Some of the work done this past year by the LSCDI has focused on faculty and staff training sessions, film screenings, resource development, collaboration with student groups, policy development and recommendations, incident response, climate surveys, and more.
 - Specifically, the LSCDI focused on development of a strategic staff hiring plan, a staff and faculty survey on speakers to procure for conversations about micro-aggression, implicit bias, and transgender issues, as well as outreach to community-based organizations of color including Muslim Educational Trust, Causa, and many other organizations through the March stakeholders meeting.

For more information and for a list of current members visit:

law.lclark.edu/diversity/DWG

The Office of Academic Enhancement Programs (AEP)

“AEP was established in order to bridge cultural differences that may exist between ethnic minority law students and the legal academic and professional communities, and to address academic issues before and during law school. AEP has since evolved to include students who are not members of an ethnic minority but who may have experienced cultural or socioeconomic barriers to education.”

❖ AEP offers various support to participants, including:

- Summer Institute (eight-day program offered in mid-August to incoming first-year students as an introduction and orientation to law school)
- Skill-building & centering sessions offered throughout the first year
- Student teaching assistants in first-year courses
- Bar Passage program (eight-week program offered to graduates)



J.B. Kim

Assistant Dean, Diversity & Academic Resources
Legal Research Center on the Law Campus

law.lclark.edu/offices/admissions/why_choose_l_and_c/academic_enhancement_program

The Bias Assessment & Response Team (BART)

The Bias Assessment and Response Team (BART) is a team of Lewis & Clark staff and faculty who investigate reports of bias against groups or individuals. The team takes action informed by the nature of an incident to coordinate an appropriate response when acts of hate or bias occur in the L&C community.

- ❖ Policy Statement: Lewis & Clark College seeks to be an inclusive community that welcomes and respects all people. Every member of our community is expected to commit to maintaining a safe, respectful and welcoming community. Acts that are an affront to the core values of the institution are not tolerated. Such actions destroy the sense of community we all share. Additionally, acts of intolerance do untold and unjust harm to the well-being, dignity and safety of those who are victimized by these acts.

For full details on the Discrimination, Harassment, and Hate- or Bias-motivated Conduct policy, visit:

<https://www.lclark.edu/live/profiles/3660-hate-and-bias-motivated-conduct-policy>

The Center for Entrepreneurship

- ❖ Emerging Leaders Internship (ELI) Program
 - The Center for Entrepreneurship partnered with ELI to create opportunities for underrepresented students at LC and met with students to prepare them for their interviews and internships.
 - ELI is a joint initiative between the Portland Leadership Foundation (PLF) and over 50 Portland businesses and nonprofits. Their goal of “breaking the glass ceiling barring underrepresented groups from many business leadership positions” is upheld by matching minority college students with paid internships at Portland’s top companies.
- ❖ Lunch With a Leader
 - Lunch With a Leader provided opportunities for students to converse with industry leaders in a casual setting and to learn more about career paths and industry trends. Bringing in a diverse set of leaders, this program allows students to see their interests and backgrounds represented as well as what opportunities are available to them.
- ❖ Work Study Pilot Program-in collaboration with IT Services
 - Lewis & Clark College is partnering with adidas in a pilot program believed to be the first of its kind at a small, liberal arts college. It is providing an initial cohort of Work Study students measurable career training with premium pay. This program is focused on giving access to students from underrepresented groups and directly addresses diversity in entrepreneurship and the workplace by creating a channel for students from diverse backgrounds to sign up for our programming and classes, as well as use the Career Center.

For more information about work done by the Center for Entrepreneurship visit:

<https://college.lclark.edu/programs/entrepreneurship/programming/>

Pathways to Success in STEM

❖ Xplore Program

- A no-cost, yearly program that takes place a few days before New Student Orientation (NSO) and is designed for first-generation students interested in science, math, and health sciences. By participating in this program, students gained tools to succeed in science and math courses at Lewis & Clark. Students took part in lab activities, critical thinking tasks, met with current students and faculty, and by the end of the program, felt empowered and prepared with the necessary equipment to take on science and math classes as a college student, but not just any college student, but the first in the family.

For more information visit:

<https://college.lclark.edu/programs/stem-pathways/xplore-entering-student-trips/>

Student Organized Symposia on Campus

- ❖ The Ray Warren Symposium on Race and Ethnic Studies
 - Organized by LC students, the 2016 symposium addressed historical and contemporary issues such as racial disparities in housing, global migration in the context of nationalism, indigenous experiences of place, and the infinite ways in which we create and recreate home and community. In thinking about race, place, and belonging, we examined the boundaries that divide us, the lines that connect us, and the places that define us.
 - Through art, lectures, and thought-provoking panels, the 13th Annual Ray Warren Symposium on Race and Ethnic Studies aimed to uncover how ideologies of race and ethnicity shape our sense of belonging.
- ❖ Gender Studies Symposium
 - The 36th Annual Gender Studies Symposium examined concepts of accessibility and dynamics of resource distribution in relation to gender and sexuality. Participants explored how points of access prioritize some people over others. How do variables of power like gender, sexuality, and ability affect access to communities, spaces, and institutions, such as bathrooms, social movements, landscapes, and even events like this symposium? Additionally, what impact do these issues of power have on access to resources, including healthcare, housing, food, and financial support? How are these ultimately questions of equity and justice?

Student Organized Symposia on Campus

❖ International Affairs Symposium

- The Lewis & Clark College International Affairs Symposium is one of the most prestigious events within the Oregon academic and civic communities. It has been highly acclaimed by the *Wall Street Journal*, *New York Times*, and *Chronicle of Higher Education*. It is also the oldest student-run symposium in the United States.
- The focus of the Symposium is controversy, emphasizing the confrontation of opposing viewpoints. It is our hope that through debate our audience develops a more thorough understanding of the complexities surrounding international dilemmas. Organized entirely by students, this event concentrates on the most pressing themes and topics in international relations today.



Student Run Affinity Groups at Lewis & Clark

College of Arts & Sciences

Academic English Studies (AES) Club
Amnesty International
Asian Student Union (ASU)
Associated Students of Lewis & Clark (ASLC)
Association of Non-Traditional Students (ANTS)
Autism Awareness
Black Student Union (BSU)
Bollywood Club
BuildOn
Chinese Club
Christian Student Community
Coalition for English Education and Social Advocacy (CEESA)

Common Ground
Empower
Feminist Student Union (FSU)
Gente Latina Unida (GLU)
German Club
Hawaii Club
Hillel
Interfaith Dialogues
International Students of Lewis & Clark (ISLC)
Japan Club
Journal for Social Justice
Middle-East Studies Initiative
Mixed LC
Model United Nations

Project Pengyou
Queer Student Union (QSU)
Russian Club
Spiritual Que(e)ry
Student-Athlete Advisory Committee (S-AAC)
Synergia Journal of Gender Thought and Expression
Third Culture Kids (TCKs)

Student Run Affinity Groups at Lewis & Clark

Law School

Asian/Pacific American Law Student Association (APALSA)

Black Law Student Association (BLSA)

Christian Legal Society (CLS)

Immigration Student Group (ISG)

International Law Society (ILS)

Latino Law Society (LLS)

Minority Law Student Association (MLSA)

Native American Law Student Association (NALSA)

Outlaw

Student Bar Association (SBA) Diversity Action Committee

Women's Law Caucus (WLC)

Graduate School of Counseling and Education

Student Union Network (SUN)

Graduate Students of Color Alliance (GSOCA)



Current & Future Initiatives

We are constantly working to make our institution more inclusive, equitable, and just. Diversity work is complex, multi-faceted, and always changing. Our goal is to stay aware of the needs of our community and from those needs make formative changes across our institution.

Current & Future Initiatives

- ❖ Beyond Blame & Shame: Engaging Difference with Empathy
 - The ODI will host a workshop conducted by Prof. Dereca Blackmon from Stanford University on Sept. 11, 2017. Faculty, staff and students from all three schools are invited to attend.
- ❖ Free Speech Symposium
 - The ODI, the Dean of Students and the deans of all three schools will host a campus-wide, day long symposium on Oct. 11, 2017, on free speech, the marketplace of ideas and diversity, equity and inclusion. Titled Free Speech and Community: Responsibilities and Rights, the symposium is an attempt to engage in a robust discussion and examination of the complexities involved in this area.
- ❖ Forums on continued listening skills & dialoguing
 - After assessing the feedback from the Listening Forums in the spring of 2016, the ODI planned 3 follow-up sessions on dialoging and communicating across differences. The first was held at the end of spring term. The other two are planned for the Fall of 2017.

Current & Future Initiatives

- ❖ Hiring focus through Mellon Planning Grant
 - A planning grant of \$30,000 was awarded in January of 2017 to assist the college in furthering its goal of diversifying its faculty and staff. The activities in the planning grant will take place from the summer of 2017 through the spring of 2018.
 - A set of initiatives set forth by this grant have been contracted out to help better our own understanding of DE&I within hiring best-practices.
- ❖ Publicize and utilize Culturally Engaging Campus Environments (CECE) survey results.
 - In the spring of 2016, the CDI held an institution-wide survey focused on campus climate in congruence with the CECE. Starting in the fall of 2017, the CDI and ODI will put together the results from that survey and then create campus-wide opportunities for sharing the results, having dialogues and having planning sessions. They will then use the information gleaned from the survey and the campus-wide discussions to create a diversity strategic plan for the institution.

Current & Future Initiatives

- ❖ Admissions pipelines
 - The ODI will continue to support the admissions team with the recruitment and enrollment of diverse students. Continuing on the work done this past year, the ODI will work to create more stable pipelines of diverse students while also meeting and connecting regularly with applicants.
- ❖ Alumni Groups
 - The Alumni and Parent Programs office will continue to form and engage alumni from various backgrounds in new programs and committees.
 - Programs currently in formation include the Alumni of Color Supper Club and the Alumni of Color Advisory Committee.
- ❖ Strengthening the ODI
 - We are growing! Our department is restructuring our human resources and recently gained Director of Diversity & Inclusion Brandon Lee and Program Manager/Executive Assistant for the Dean of Diversity & Inclusion, Victoria Leder. We will also be working to provide more opportunities to our graduate students in the Student Affairs Administration program in assistantships and practicums. In this line of work we can never have enough help!

Current & Future Initiatives

To learn more about how you can support the diversity, equity and inclusion efforts at Lewis & Clark, please visit our Diversity Fund page [here](#).

