

# Diversity Report 2017–19

Lewis & Clark



One of my first impressions of Lewis & Clark remains as vivid now as when I started: the care and compassion that members of our community have for our students and each other. Our approach to diversity, equity, and inclusion is one way that we express this care, and I am pleased to introduce this annual report by reaffirming our commitment.

This report shows how we are putting our values into practice, and all of us can take pride in what we have accomplished. But we also recognize that we have even more work to do.

As our new Strategic Plan declares, “We believe that people learn best, and flourish the most, when they encounter perspectives, people, backgrounds, and experiences other than their own. Inclusion and equity speak to our highest ideals for a just society.”

Such interactions call us to recognize the inherent value and dignity of each person. In doing so, we continually strengthen the culture of care and compassion that is one of our hallmarks.

At Lewis & Clark, we build on what we discover in order to learn, imagine, explore, and do more. This report signals our dedication to making our campus, our community, our region, and our world more just.



Wim Wiewel  
President

Formed in 2016 to better meet the needs of the Lewis & Clark community, the Office of Diversity and Inclusion (ODI) is devoted to achieving one vision: To work toward a culture of belonging where all community members participate as their authentic and best selves, empowered to teach, learn, lead, grow, and critically engage in a dynamic world.

Ultimately the pursuit of diversity, equity, and inclusion belongs to the entire institution. Accordingly, this report demonstrates the many ways in which the ODI, working with a variety of offices, departments, and groups, is achieving its vision. We have met a number of our goals, but this report also outlines the important work that remains to be done.

It is an honor to engage in this extremely vital and rewarding work.

Thank you for working with us and supporting our efforts to be the best community we can be.



Janet Steverson  
Dean of Diversity and Inclusion

# Office of Diversity and Inclusion



**Janet Steverson**  
*Dean*

“Equity means that community members receive the resources and support that, coupled with their own hard work, allow them to succeed.”



**Tori Leder**  
*Assistant Director*

“Diversity, equity, and inclusion mean every community member receives what they need to thrive and find a sense of belonging.”

## Graduate Assistants



**Julian Steele**  
MA '19



**Gavin Holdgreiwe**  
MA '19



**Kelly Boyer**  
MA '20

**Our Vision:** The Office of Diversity and Inclusion (ODI) will assist Lewis & Clark College in being a national leader in higher education. ODI envisions an institutional culture of belonging, where all community members can participate as their authentic and best selves so they can teach, learn, lead, grow, and critically engage in a dynamic world.

**Our Work:** The Office of Diversity and Inclusion works to assist with and create diversity, equity, and inclusion structures, programs, events, and initiatives across all three campuses. The Dean of Diversity and Inclusion is a member of the President's Executive Council and assists it in viewing institutional decisions and policies through a diversity, equity, and inclusion lens.

# Strategic Pillars

## Pathways

We build pathways to recruit and retain a diverse community with specific focus on members from historically underrepresented groups.

## Discovery

Through discovery, we provide opportunities for all members of our community to engage in reflective inquiry and to grow in the areas of inclusivity, respect, cultural curiosity, and cultural humility.

## Equity

An equity mindset envisions a campus culture that recognizes, celebrates and supports all facets of each individual's identity; fosters agency and free participation in the Lewis & Clark community; and recognizes and celebrates the history and contributions of multiple cultures and groups.

## Partnerships

We charter partnerships to cultivate active, reciprocal engagement between Lewis & Clark and the external community and our alumni. Our community members readily encounter opportunities to engage with difference, perform acts of service, and apply academic learning in a lifelong developmental journey.

# Community Demographic Data

Data in this section is current as of November 1, 2017, the date used for the Federal Integrated Postsecondary Education Data System (IPEDS) and other official reporting.

Racial and ethnic categories represent terminology used in official federal reporting and may not reflect the way our community members think about themselves.

Federal reporting requires that we place students into one of two binary gender categories. This may not reflect the way our students think of themselves. Plans are currently underway to collect nonbinary gender identity information, as are plans to collect sexual orientation information.

## Definition of terms

Faculty includes only those faculty who meet the IPEDS definition of faculty. Any time reporting differs from IPEDS it is noted on the designated page. Staff (such as deans and vice presidents) who have faculty status, but whose primary role is not instructional, are included with the staff data.

Staff includes administrators with faculty status whose primary role is not instructional. This category also includes non-instructional staff who work in areas such as student affairs, academic affairs, campus safety, athletics, the libraries, business and finance, facilities services, the bookstore, food service, information technology, and administrative offices.

Students includes only degree-seeking students (students who are recognized by the institution as seeking a degree or formal award). Visiting students and students enrolled in the Academic English Studies program are not included.

## Structural diversity is part of the story.

## How we interact is equally important.

We recognize that increasing the structural diversity of our community is an essential priority, however, improving how our members experience the campus climate is an equal priority. Lewis & Clark conducted its first campus climate survey in 2017. Last year we discussed the results:

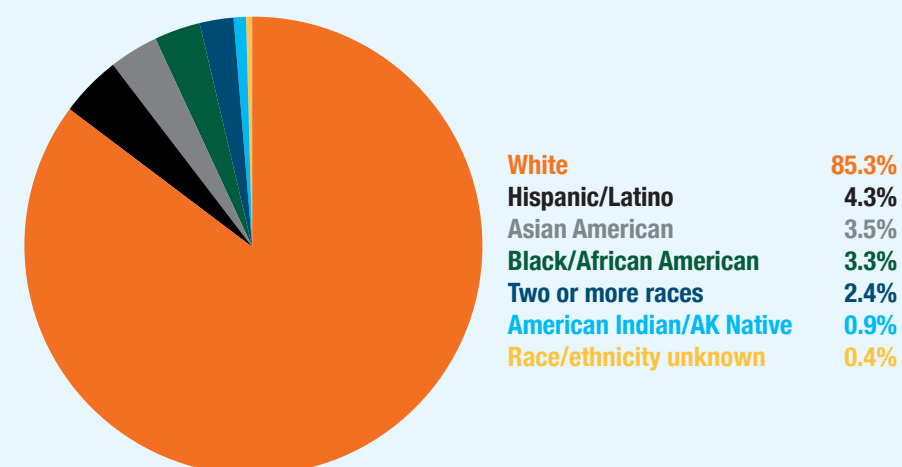
- A community forum at each campus
- Reports made to faculty leadership
- A faculty retreat workshop
- Meetings between student leaders and administration

Findings from the climate survey will inform:

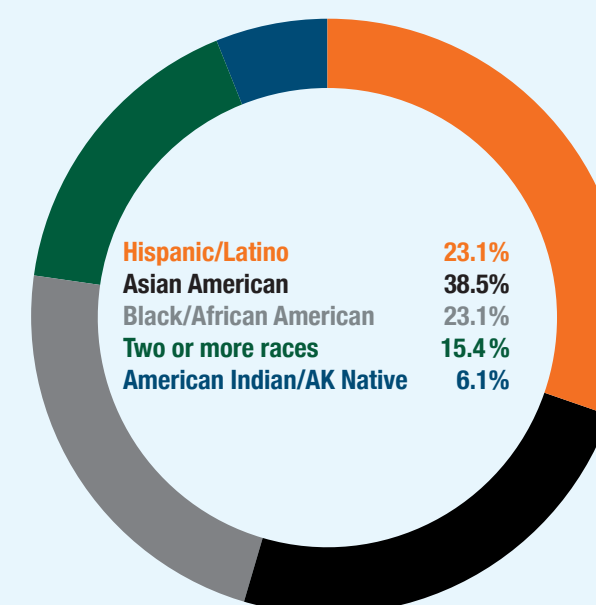
- The General Education Steering Team—restructuring CAS curriculum to center underrepresented identities
- Ongoing conversations at the Graduate School and Law School—to foster inclusive pedagogy and representation in curriculum
- The ODI Strategic Plan—establishing benchmarks and time frames to promote inclusive practices

# Institutional Staff

## Demographics



## Staff of Color



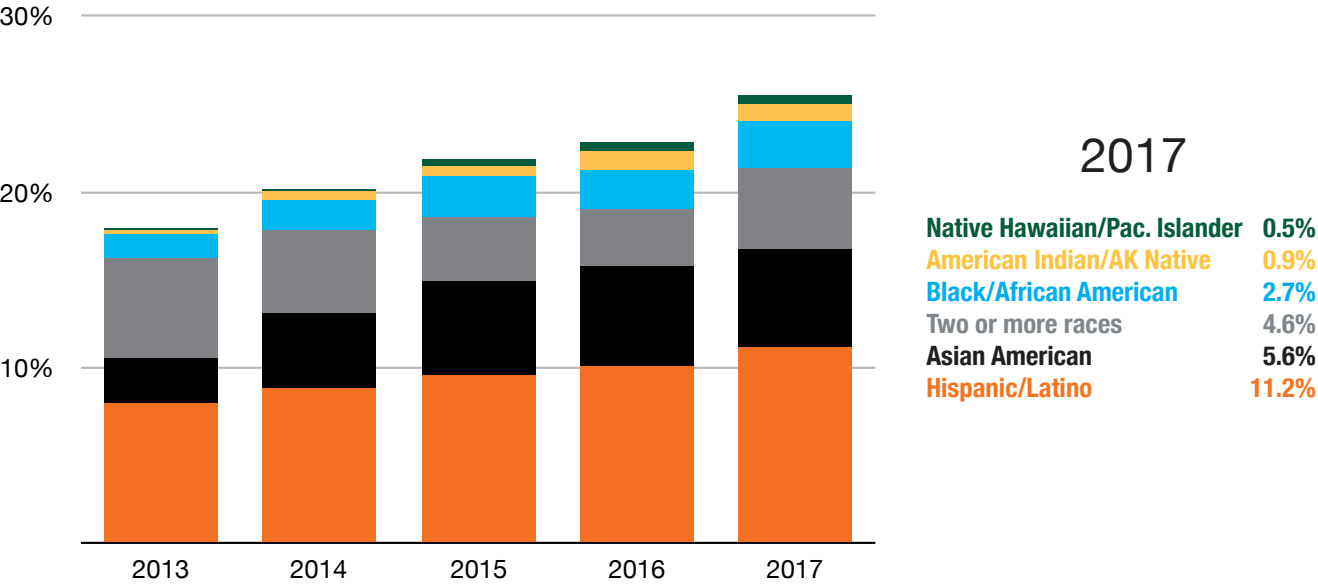
## Gender Distribution

Federal reporting requires that we place staff into one of two binary gender categories. This may not reflect the way our staff think of themselves.

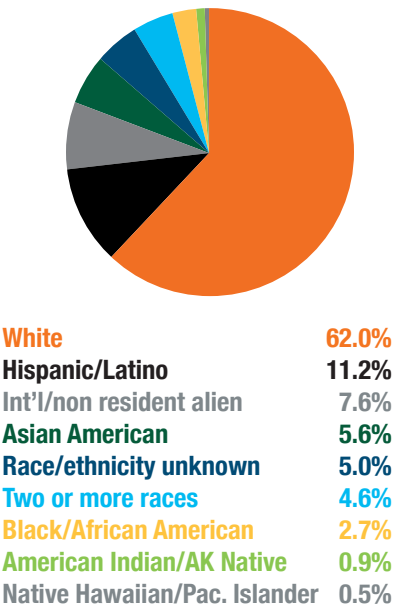


# CAS Students

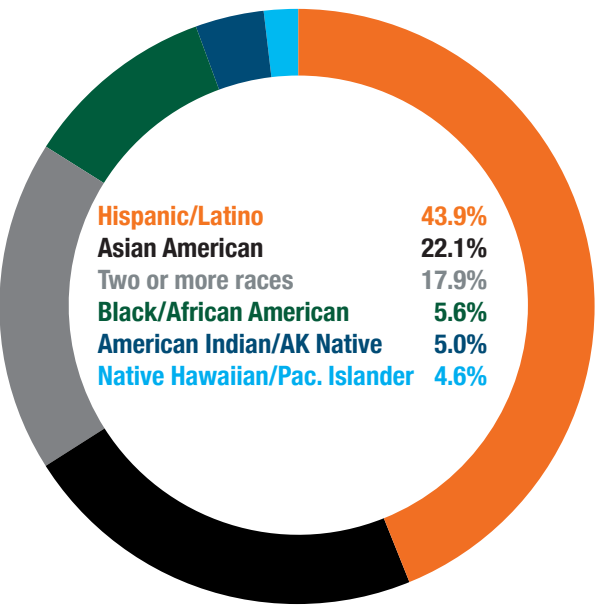
Student of Color Trends



Demographics



Students of Color



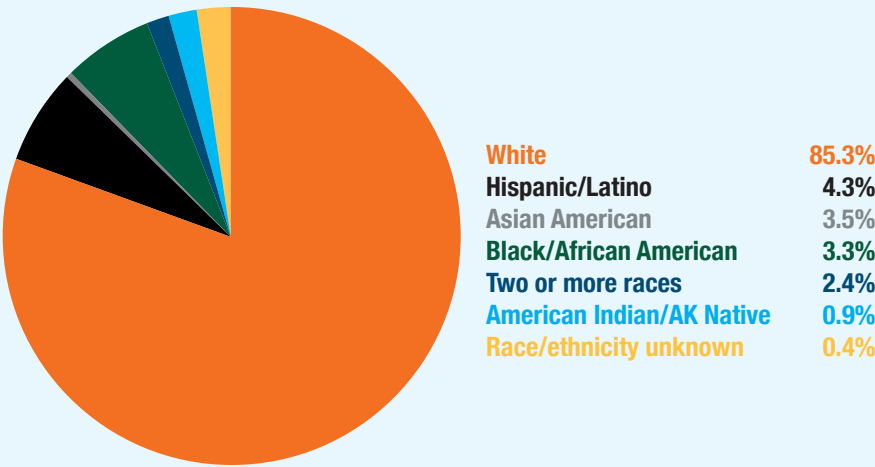
Gender Distribution

Federal reporting requires that we place students into one of two binary gender categories. This may not reflect the way our students think of themselves.

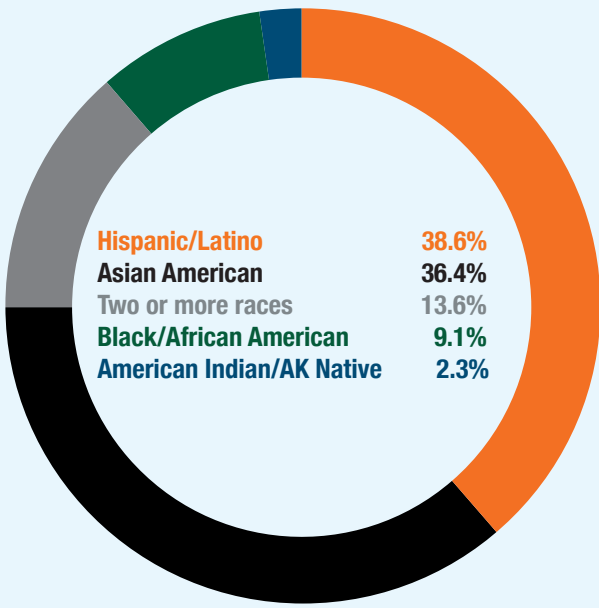


# CAS Faculty

Demographics



Faculty of Color



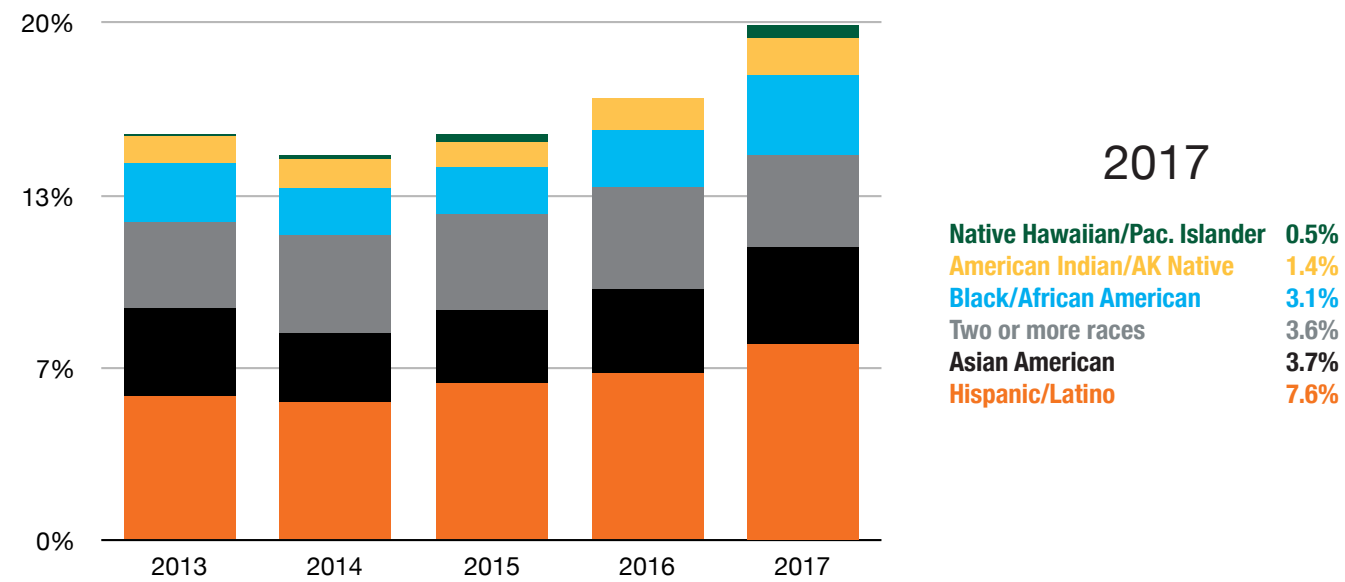
Gender Distribution

Federal reporting requires that we place faculty into one of two binary gender categories. This may not reflect the way our faculty think of themselves.

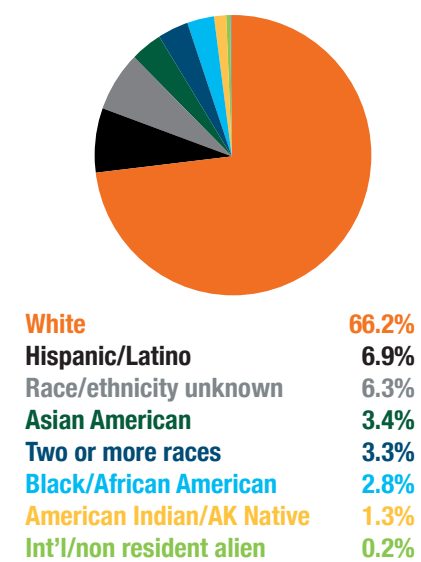


# Graduate Students

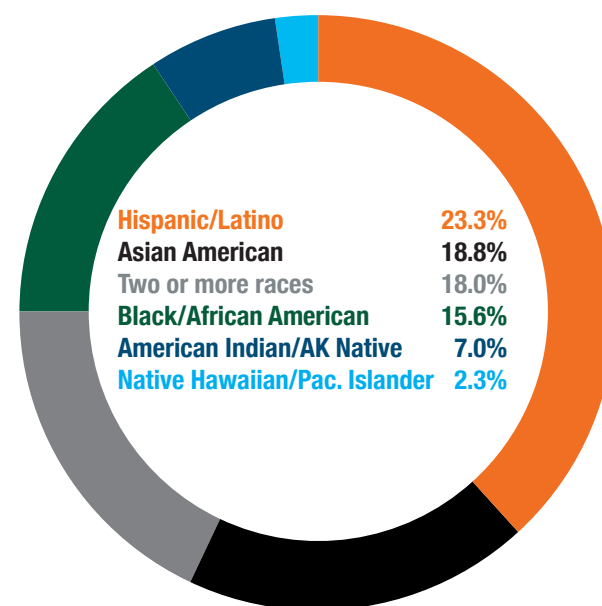
## Student of Color Trends



## Demographics



## Students of Color



## Gender Distribution

Federal reporting requires that we place students into one of two binary gender categories.  
This may not reflect the way our students think of themselves.

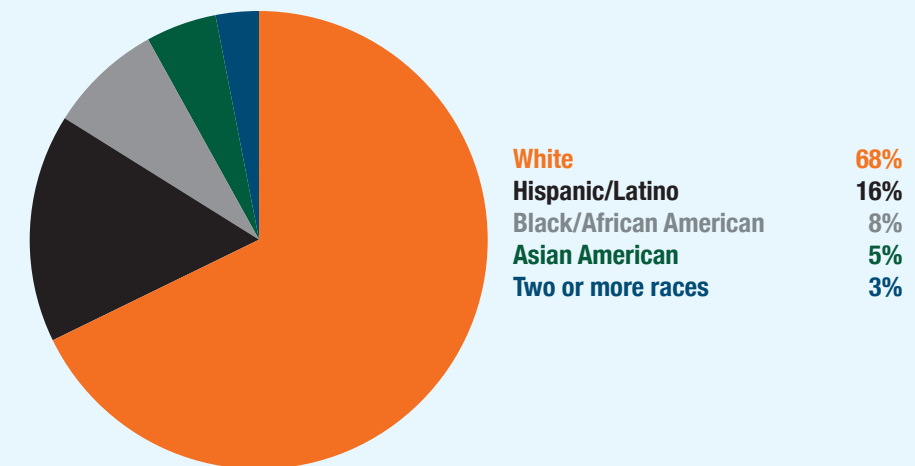
Women 80%

Men 20%

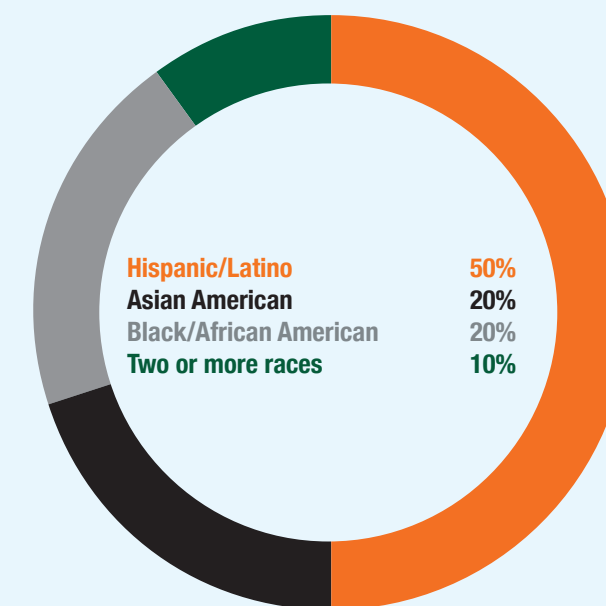
# Graduate Faculty

Data reported for graduate tenure-track/tenured and term faculty comes directly from the Graduate School's Dean's Office and Human Resources, rather than Institutional Research who uses IPEDS standards for reporting.

## Demographics



## Faculty of Color



## Gender Distribution

Federal reporting requires that we place faculty into one of two binary gender categories.  
This may not reflect the way our faculty think of themselves.

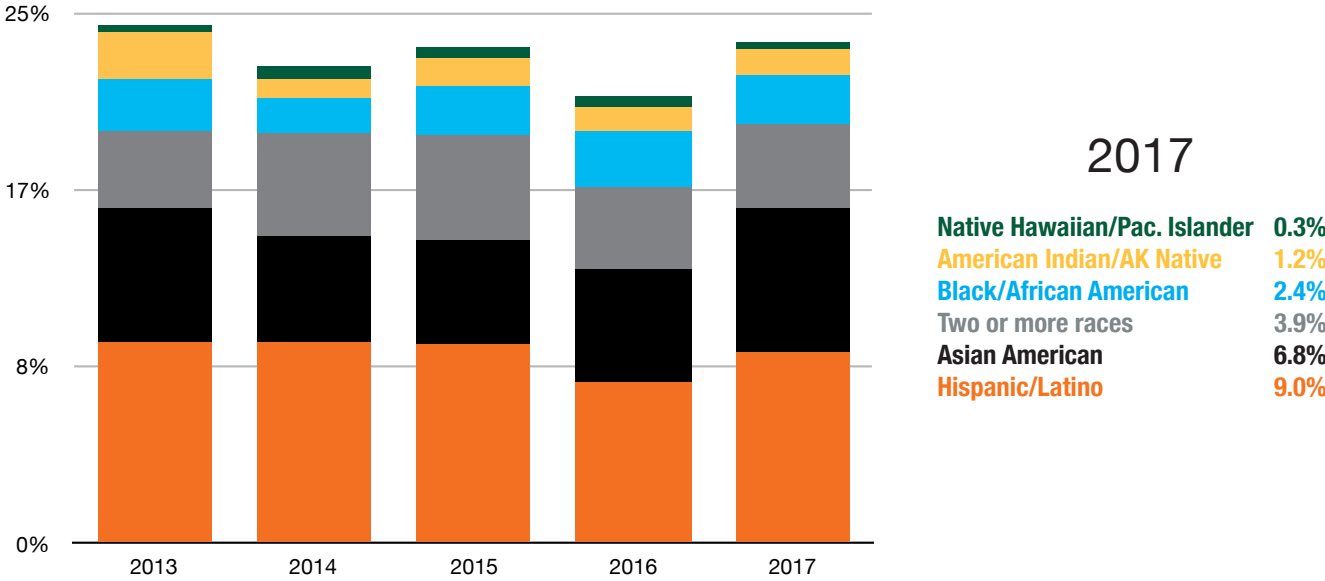
Women 83%

Men 17%

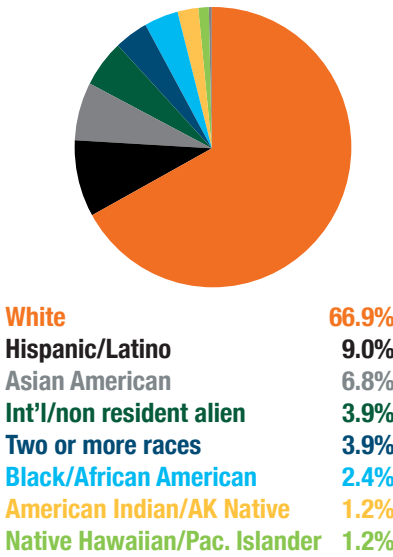


# Law Students

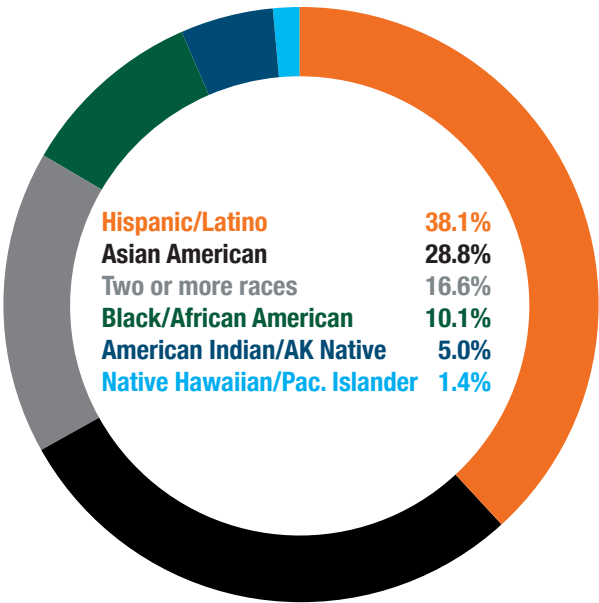
## Student of Color Trends



## Demographics



## Students of Color



## Gender Distribution

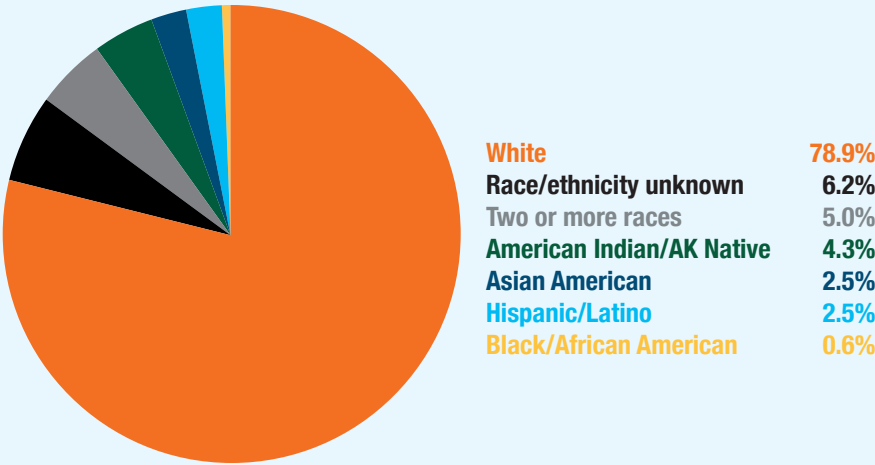
Federal reporting requires that we place students into one of two binary gender categories. This may not reflect the way our students think of themselves.



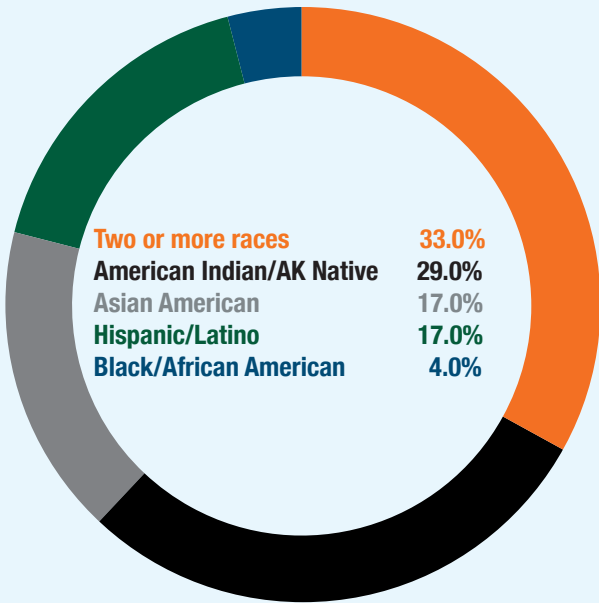
# Law Faculty

Data reported for law faculty comes directly from the Law School's Dean's Office and Human Resources, rather than Institutional Research who uses IPEDS standards for reporting.

## Demographics



## Faculty of Color



## Gender Distribution

Federal reporting requires that we place faculty into one of two binary gender categories. This may not reflect the way our faculty think of themselves.



# CAS Faculty Recruitment

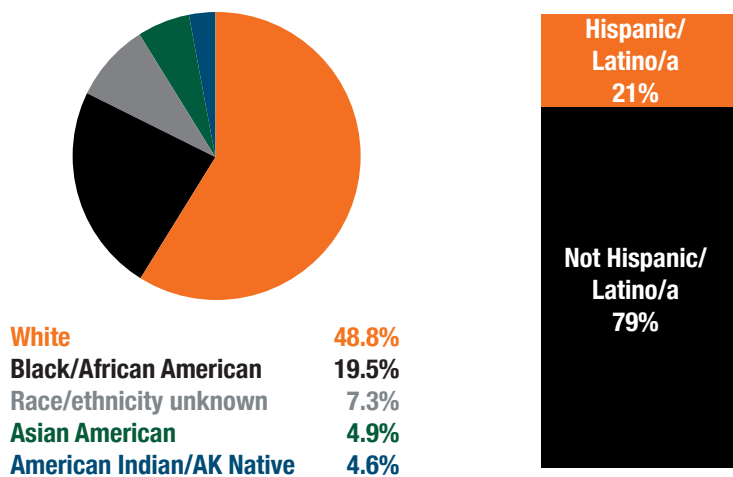
During the 2017-2018 academic year, the College of Arts and Sciences (CAS) reaffirmed its commitment to developing an undergraduate faculty pool that matches the diversity of our students.

This commitment includes:

- Creating a handbook for all active search committees detailing techniques departments may use to proactively diversify the search pool
- Requiring a diversity outreach plan for all approved position requests
- Providing a mandatory bias-awareness workshop in the fall for all active search committees
- Facilitating a diversity in hiring workshop in the spring for departments considering a future position request
- Working with partners to target and facilitate external grants for diversity outreach

Partners in our work: The CAS is a member of the Consortium for Faculty Diversity, the Liberal Arts Diversity Officers' Creating Connections Consortium, and the Northwest Five Consortium. This last consortium hosts an annual workshop for faculty of color.

2015–2018  
Faculty Recruitment Finalists



# Staff Recruitment and Hiring

## Hiring Best Practices Series

Over the 2017–18 academic year, the Office of Diversity and Inclusion (ODI) was heavily involved in the hiring process for all new staff and faculty. The ODI and Human Resources created a three part Best Practices in Hiring Series. This series consists of an unconscious bias workshop, a workshop for hiring managers on creating equitable position descriptions and job postings, and a workshop for search committees members in equitable assessment of candidates during the application evaluation and interview process. The unconscious bias workshop and the search committee workshop are offered monthly and are required. The pre-hiring workshop is required of hiring managers, and is offered bi-monthly. These workshops are cofacilitated by Human Resources and the Office of Diversity and Inclusion.

Offering multiple sessions a month, the ODI and HR trained over 100 staff serving on search committees. The workshops allow staff to understand the importance of broadening Lewis & Clark's recruiting practices and ensuring an equitable assessment of candidates, resulting in hires that enrich our community.

ODI and HR are looking forward to offering more workshops in the future as our community becomes more literate in equitable hiring practices. After every training the feedback sheet includes an area where staff can request additional trainings.

On the faculty side of hiring, the ODI and the CAS Associate Dean of Faculty, Naomi Cameron conducted the annual spring and fall workshops for academic departments who anticipated the need for hiring new faculty members over the next two or three years. The spring workshop is designed to give the departments tools for building a diverse pool of candidates, and the fall workshop is focused on how to assess candidates.

The faculty searches for the history department and the sociology and anthropology department took place in February and March 2018. Both searches yielded a rich pool.



# Diversity Partner Offices

Across our three campuses, partners in diversity, equity, and inclusion serve our community members.

## CAS

- Academic English Studies
- Bates Center for Entrepreneurship and Leadership
- Campus Living
- Career Center
- Compass Scholars Program
- Inclusion and Multicultural Engagement
- International Students and Scholars
- Pathways to Success in STEM
- Pioneer Success Institute
- STEM Teacher Pathways
- Student Leadership and Service
- Teaching Excellence Program

## Graduate School

- Center for Community Engagement
- STEM Teacher Pathways
- Associate Dean's Office

## Law School

- Academic Enhancement Program
- Indian Law Program
- Small Business Legal Clinic

## Institutional Actors

Office of Diversity and Inclusion • Office of Spiritual Life • Student Support Services

# Office of Spiritual Life

The office of Spiritual Life directs and supports programs for students and the campus community that focus on spirituality, spiritual and religious life, and interfaith understanding. These programs recognize the spiritual and religious diversity of the Lewis & Clark community and seek to promote moral and spiritual dialogue and growth in a context of mutual support.

spirituallife@lclark.edu  
503-768-7085

[www.lclark.edu/offices/spiritual\\_life](http://www.lclark.edu/offices/spiritual_life)



**Mark Duntley**

*Dean, Office of Spiritual Life*

"Spirituality as I view it plays a central role in guiding and empowering us as fully engaged and integrated human beings. I'm very proud of our staff's commitment to serving the diverse spiritual and religious needs of our students. As dean of Spiritual Life, I feel excited and privileged to oversee and participate in this important work."

## Highlights

- **Supports Spiritual Practice**  
Weekly meditation sessions and mindfulness opportunities, along with meditation retreats and full moon meditations. There is an active LGBTQ spiritual group called Spiritual Que(e)ry, along with monthly Labyrinth walks. There are also Chamberlin lectures and forums, service-reflection opportunities, and "soul-journeys" to off-campus spiritual communities.
- **Interfaith Dialogues**  
Regular discussions take place for students to learn more about other spiritual traditions and have conversations among those who have different spiritual beliefs and practices.
- **Finding Your Community**  
Muslim, Jewish, and Christian students have a wide variety of spiritual and religious affinity groups along with regular discussion, worship, study, and prayer events available to them. New groups are always welcome!
- **Partnerships.**  
Spiritual Life engages in partnerships at LC with Campus Living, IME, SLS, and ODI, and off-campus we collaborate with Greater Portland Hillel, the Archdiocese of Portland, and InterVarsity Christian Fellowship. Local spiritual communities, congregations and temples provide growth opportunities as well.

# Student Support Services

Student Support Services (SSS) serves and supports students with disabilities and learning differences in the CAS, graduate school, and law school. We help students appreciate their distinctive ways of learning, develop strategies for success based on their strengths, and develop strong self-advocacy skills.

access@lclark.edu  
503-768-7192  
[go.lclark.edu/student\\_support](https://go.lclark.edu/student_support)



## Highlights

- SSS helps the L&C community develop positive modes of interacting with students with disabilities.
- The SSS Student Advisory Committee launched in spring 2018. This student and staff collaborative working group focuses ability-related identity in conversations around diversity and inclusion in our community. Additionally, this group provides faculty education and programmatic review in regard to accommodations.
- The new SSS Testing Center opened in August 2017, providing a modern, quiet space where students registered for accommodations may take proctored exams.

**Kayleigh McCauley**  
*Director, Student Support Services*

“Valuing diversity and inclusion means that despite our differences, we are able to find commonalities and make meaningful connections so that we each feel that we belong. In the Lewis & Clark community, we care about one another not just as students or colleagues, but as individuals. I don’t feel like I’m going to work in the morning—I’m coming home.”

# Academic English Studies

Academic English Studies (AES) provides classroom and advising support to many international students on the Lewis & Clark campus. We collaborate with faculty and staff, and employ L&C undergraduate students as tutors and classroom assistants. AES works to attract a more diverse international student population to our community and creates space for students to share international customs.

shierl@lclark.edu  
503-768-7319  
[go.lclark.edu/aes](https://go.lclark.edu/aes)



## Highlights

- AES supports undergraduate students in finding English teaching opportunities overseas.
- AES faculty present at regional and international conferences on classroom practices and assessment.
- The Dallaire Scholarship allows a recipient from Rwanda to enroll in AES for one academic year. Recent Dallaire Scholar Eddyne Ukunze presented at the Ray Warren Symposium and organized the Rwandan Remembrance event at Lewis & Clark.

**Laura Shier**  
*Director, Academic English Studies*

“Diversity exists when individuals with differing life experiences and cultural perspectives come together. An inclusive campus community must provide opportunity and support to foster meaningful interactions from which all can develop understanding, empathy, and appreciation of diverse views. Lewis & Clark is special in its intentionality to support diversity and inclusion.”



# Campus Living LLCs

In fall 2014, Campus Living embarked on a five-year project to enhance the experiences of campus residents, increase academic connections, and improve co-curricular learning opportunities. Today, Living-Learning Communities (LLCs) charter and strengthen campus-wide connections for our residents. A faculty advisor and/or a staff partner are connected with each LLC so our students may discover learning opportunities in every moment of their time on campus.

jgardner@lclark.edu  
503-768-7757

[go.lclark.edu/living\\_learning](http://go.lclark.edu/living_learning)



**Joe-Barry Gardner**  
*Assistant Director,  
Campus Living*

“Diversity means that we all work actively to understand and show appreciation of our differences. Hopefully, this understanding and appreciation will lead us to live more inclusive lives. I have built truly genuine relationships during my time in the Lewis & Clark community; my friends and colleagues care about me both personally and professionally.”



## Highlights

- The Multicultural Engagement LLC fosters dialogue that explores the diversity of our many heritages, values, and identities, pursuing partnerships within the Portland metro area to enrich the experience of our students and community members.
- The Global Village LLC creates opportunities for students of non-English languages to explore the richness of language heritage cultures and practice their language skills in stimulating new settings.
- All campus residents are encouraged to apply for an LLC!

# Career Center

The Career Center prepares and empowers students and alumni to achieve their post-Lewis & Clark goals. Through comprehensive and holistic career services, we support students in developing the necessary knowledge, skills, and experiences for lives that are intellectually challenging, professionally enriching, and personally fulfilling.

rocky@lclark.edu  
503-768-7114  
[go.lclark.edu/career\\_center](http://go.lclark.edu/career_center)



**Rocky Campbell**  
*Director, Career Center*

“I believe that practicing diversity and inclusion requires an ongoing commitment to identify and understand structural inequities in order to create climates that facilitate learning and engagement for all members of the Lewis & Clark community. The diverse array of intellectual and professional interests within the Pioneer community continually inspires and motivates me.”

## Highlights

- **Gender Dynamics in the Workforce**  
Cosponsored guest lecture by Dr. Maura Kelly examining the gender wage gap, gender segregation, disparities in hiring and promotion, gendered interactions on the job, networking, and work/family conflict.
- **College to Career for Third Culture Kids and International Students**  
Coordinated workshop with Lewis & Clark alumni and staff, addressing personal, professional, and legal factors affecting international students and TCKs who are considering work options during their time on campus and after graduation.
- **Navigating Personal Identity in the Workplace**  
Coordinated workshop with staff and alumni discussing challenges faced in the workplace by the LGBTIQIA+ community and steps that allies can take to create more inclusive work environments.
- **NetWerk: Diversity in the Workplace**  
Members of the Lewis & Clark community learn networking skills with staff and alumni while discussing challenges that individuals from underrepresented communities face in professional settings, and how to thrive despite these challenges.
- **Emerging Leaders Internship Preparation Workshop**  
Assisted with peer-led workshop to promote and support applications for the Emerging Leaders Internship program, designed to connect students of color with leadership-track, paid internships at top companies in the Greater Portland community.
- **Slay the Interview Workshop**  
Partnered with Inclusion and Multicultural Engagement office and LEAP Peer Mentors to offer professional development workshop that demystified interview formats to help students from underrepresented communities prepare for and respond to standard interview questions.



# 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 works to create a college community deeply rooted in introspection, inclusion, and equity that empowers all students to thrive in the pursuit of their aspirations and in support of one another.

[multicultural@lclark.edu](mailto:multicultural@lclark.edu)  
503-768-7051  
[go.lclark.edu/ime](http://go.lclark.edu/ime)



**Angela Gintz**  
*Director, IME*

“Diversity and inclusion to me are all about creating community and centering voices that have been pushed to the fringes throughout history. I chose Lewis & Clark because I was drawn to the strong sense of community in this space. We’ve had some amazing, critical, and compassionate dialogues around social justice topics, which is what definitely keeps me here.”



## Highlights

- **IME Wokeshops**  
This peer-facilitated workshop series asks participants to engage in critical reflection, dialogue with people from different backgrounds, explore various identities, and understand systemic privilege and oppression.
- **MLK Jr. Week**  
Every January, Lewis & Clark College dedicates an entire week of service, learning, and action to commemorate the work of Dr. Martin Luther King, Jr. and other civil rights activists. IME offers featured speakers, events, and opportunities for service.
- **IME Banquet**  
This annual event recognizes members of our undergraduate community for their contributions toward developing and supporting a diverse and inclusive campus community.
- **Great Expectations**  
This peer mentor program supports students from underrepresented communities in the college transition process throughout their first year at Lewis & Clark.

# International Students and Scholars

International Students and Scholars contributes to the college’s mission to support students in their learning and engagement in our community both in and out of the classroom. Our office offers a wide variety of support programs for almost 200 students on campus, including international student admissions, financial aid, orientation, and immigration services.

[bdwhite@lclark.edu](mailto:bdwhite@lclark.edu)  
503-768-7307  
[go.lclark.edu/iss](http://go.lclark.edu/iss)



**Brian White**  
*Director, ISS*

“A spirit of diversity and equity means that each of our students may engage in all aspects of this community; our international students pursue the same academic, cocurricular, and social opportunities as everyone else. Many of our students and faculty are quite open to new experiences and curious about difference. This is what makes Lewis & Clark special.”



## Highlights

- **International enrollment for Fall 2017** yielded 43 new international undergraduate students representing 21 countries and 27 new U.S. Third Culture Kids.
- **53rd Annual International Fair**  
Students representing 12 regions of the world shared their culture through food, fashion, and performances with the theme *Beyond the Wall: Breaking Down Cultural Stereotypes*.
- **Sixth Annual Third Culture Kid Symposium**  
A keynote speaker and panel addressed the topic *Lost (and Found) in Translation: Bridging the Gap Between Cultures*.



# Pioneer Success Institute

The Pioneer Success Institute (PSI) is a six-week workshop series for all new degree-seeking undergraduate students at Lewis & Clark. Workshop topics include institutional power dynamics, how identities shape an individual's experience, and the sociocultural history of Lewis & Clark.

psi@lclark.edu  
503-768-8180  
[go.lclark.edu/psi](https://go.lclark.edu/psi)



**Charlie Ahlquist**  
*Director, PSI*

"My commitment to inclusion is also a commitment to pluralism: that all things can be viewed from multiple perspectives and through often conflicting lenses. I believe the wisdom we gain from exploring the tension of possibilities in conflict makes our community rich with insight. Diversity is the foundation of any healthy biological system and of any flourishing community."



## Highlights

- PSI structures opportunities for students to engage with difference through facilitated conversations in diverse peer groups.
- PSI cohorts are colead by a staff member and a continuing student, who help students gain first-hand knowledge of "how to Lewis & Clark."
- After completing PSI, 80 percent of students\* are able to describe at least one center or program on campus that focuses on discussing issues related to social justice, diversity, and inclusion. \*Based on fall 2017 assessment data.

# Student Leadership and Service

Student Leadership and Service (SLS) envisions a diverse, interconnected community engaged in processes of positive and sustainable change. In pursuit of this vision, we engage students and other stakeholders in experiential education and civic action to support individual and collective development.

haroldmcnaron@lclark.edu  
503-768-7076  
[go.lclark.edu/sls](https://go.lclark.edu/sls)



**Harold McNaron**  
*Director, SLS*

"With a passion for social justice, I enjoy opportunities to engage with students, nonprofit partners, and other community stakeholders in meaningful dialogue and other liberatory work."



## Highlights

- **Alternative Breaks**  
Each of our alternative break trips highlight the racial justice efforts of leaders of color and their allies.
- **MLK Service Day**  
An annual day of service for the entire L&C community to join together in honoring Dr. Martin Luther King, Jr. and other civil rights leaders through service.
- **Educational Equity Program**  
Our student volunteers support local schools and nonprofit organizations in addressing inequity in Portland-area schools.
- **Economic Justice Program**  
Our student volunteers support local nonprofit organizations in addressing housing injustice and inequitable distribution of financial resources.



# Center for Community Engagement

The Center for Community Engagement (CCE) provides professional development classes and workshops designed to prepare educators and counselors to be agents of social change. We are a member of the Portland United Against Hate Coalition, a community partnership that resists the spread of hateful acts through reporting, tracking, and education.

msiosal@lclark.edu  
503-768-6122  
[go.lclark.edu/graduate\\_cce](https://go.lclark.edu/graduate_cce)



**Matsya Siosal**  
*Director, Center for Community Engagement*

“When we live and work in an atmosphere that prioritizes diversity and inclusion, the full breadth of all community members’ identities are embraced and represented. The strong sense of community, spirit of collective inquiry, and the beauty of our campus are among the things about Lewis & Clark that are most special to me.”

## Highlights

- **Disability Justice workshops**  
These workshops center issues related to accessibility, principles that inform our programming and event planning.
- **Equity Certificate for School Leaders**  
In collaboration with our Educational Leadership department and the Center for Equity and Inclusion, CCE offers a continuing education certificate that prepares cohorts of school staff, teachers, and administrators to be equity leaders in their schools and districts.
- **Courage and Renewal programs**  
Participants find support to lead and act with courage on their true callings, cultivate practices to sustain themselves and inspire others, and work together to transform the institutions they serve.
- **Oregon Writing Project**  
For over 30 years, OWP has been a vital resource for teachers across content areas. OWP offers a model of professional development, teacher leadership, and school reform in collaboration with schools and districts throughout Oregon.
- **Pride Foundation Grant**  
This grant funds development of a toolkit on Best Practices for Transgender and Gender-Diverse Affirming School Communities. Training sessions offered throughout Oregon will implement the toolkit to support students, families, educators, and staff of Oregon schools.
- **Portland United Against Hate workshops**  
A grant from the City of Portland Bureau of Civic and Community Life funded this 15 workshop series focusing on preventing and responding to hate and bias.
- **Recent and ongoing organizational collaborators**  
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

# Associate Dean's Office

The Lewis & Clark Graduate School of Education and Counseling is committed to serving every student by providing a learning environment built around the values and practices associated with critical thinking, individual growth, and social justice. The Office of the Associate Dean holds a key leadership position and serves as a primary administrative resource to this vibrant community.

bixby@lclark.edu  
503-768-6004



**Janet Bixby**  
*Associate Dean, Graduate School*

“The graduate school’s mission-driven programs are deeply rooted in the values of social justice, equity, and access, and I am honored to support and advance those values on a daily basis.”

## Highlights

- Serves as the advisor for the Student Union Network (SUN), the graduate school’s student-led leadership team.
- Represents the graduate school on college-wide oversight committees
- Primary contact for graduate students on issues related to the Welfare Intervention Network (WIN), Sexual Misconduct/Title IX, Discrimination, Harassment, and the Bias Assessment Response Team (BART)
- Primary resource to students who wish to meet individually or in groups to discuss questions, concerns, or ideas about the graduate school
- Director of Office of Strategic Partnerships and Clinical Placement



# Academic Enhancement Program

The Academic Enhancement Program (AEP) was established at the Law School in order to bridge cultural differences that may exist between ethnic minority law students and legal academic and professional communities, and to support the success of these students through degree completion. The program has since evolved to include students who are not members of an ethnic minority and who may have experienced cultural or socioeconomic barriers to education.

jbkim@lclark.edu  
503-768-6622  
[go.lclark.edu/law\\_aep](http://go.lclark.edu/law_aep)



## Highlights

- Summer Institute  
An eight-day program offered in mid-August to incoming first-year law students as an introduction and orientation to law school
- Skill-building and centering sessions  
Practical workshops offered throughout the first year
- Student teaching assistants  
Peer helpers assist first-year students with the adjustment to law school
- Bar Passage Program  
An eight-week academic program offered to graduates seeking to pass the Bar Exam.

### J.B. Kim

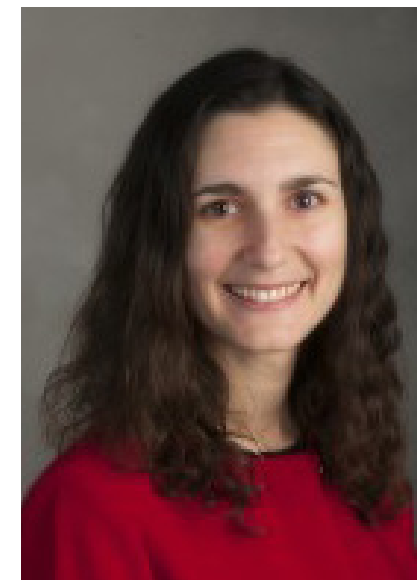
*Director, Academic Enhancement Program*

“Diversity means seeing differences around me, hearing different perspectives and being touched by others’ lived experiences. I love the Lewis & Clark community because of the wonderful students who choose to attend our institution - which is why I decided to return to direct the program I participated in as a student at the Law School.”

# Small Business Legal Clinic

The Small Business Legal Clinic (SBLC) provides business legal transactional services to low-income small business owners. Legal support is critical to new businesses in their formative years and the high cost of legal services makes it prohibitive for lower income individuals to access these legal services. The SBLC focuses client outreach efforts on women, people of color, and recent immigrants. Economic empowerment is a powerful tool in creating a more inclusive reality, and legal support can be an important tool to reach economic empowerment.

sbcl@lclark.edu  
503-768-6940  
[need go address](#)



## Highlights

- Twenty percent of our clients are recent immigrants who start and grow businesses, including restaurants, stores, healthcare services, products, and more.
- The SBLC provides legal educational workshops in English, Spanish, and Russian and is hoping to provide Cantonese and Vietnamese presentations in the near future.
- Close relationships with partner organizations, including the Portland Mercado, APANO, MESO, Hispanic Chamber, ONAC and NAYA allow us to reach out to diverse communities. Almost half of our clients are people of color.
- SBLC students attend diversity and equity training before and during their time working with our clients. SBLC staff will expand this training and provide workshops to our volunteer attorneys starting in the summer of 2019.

### Julieanna Elegant

*Executive Director, Small Business Legal Clinic*

“Diversity and inclusion is not only a seat at the proverbial table, but an attitude of excitement and an interest in learning about the perspectives, opinions and experiences of everyone present. The Small Business Legal Clinic, through our staff, volunteers, clients and community partners strives to create an environment of learning and appreciation of the many communities in Oregon. These diverse dreams and ideas culminate in creative and thriving businesses that economically empower those with whom we are lucky enough to work.”

## Bates Center

The Bates Center for Entrepreneurship and Leadership provides students direct, on-campus access to leaders in the professional community. Our Lunch With a Leader program brings prominent professionals to campus in an informal networking context, and over half of our guests have been from backgrounds minoritized in the workplace. During Winterim, our students spend intensive time with successful professionals, who have extended numerous informational interviews and job offers to the participating students. Over 40 percent of our student participants in the last academic year were students of color.

entrepreneurship@lclark.edu • [go.lclark.edu/entrepreneurship](https://go.lclark.edu/entrepreneurship)

## Compass Scholars Program

The Lewis & Clark College Admissions Office awards the Compass Scholarship, meeting the recipient's full demonstrated financial need for four years. Our recipients represent a diverse breadth of backgrounds and lived experiences, and are proven high-achieving students, leaders, and changemakers in their communities. In part through innovations in the Compass Scholars program, the percentage of domestic students of color enrolling in the entering class of the College of Arts and Sciences has grown steadily from 17 percent in 2012 to 29 percent in 2018.

admissions@lclark.edu • 503-768-7040 • [go.lclark.edu/compass](https://go.lclark.edu/compass)

## Indian Law Program

The Indian Law Program in collaboration with the Native American Law Students Association presents a variety of lectures, film screenings, and colloquiums addressing contemporary issues in Indian Country. We have partnered with Gabe Galanda of Round Valley Indian Tribe, Cheryl Fairbanks, Lael Echo-Hawk, the Native American Rights Fund, and others to provide programming around issues central to Native American identity and rights. Our recent screening of *Tribal Justice* featured a panel of filmmakers, and was cosponsored by the Oregon Tribal Court and the Tribal Law and Policy Institute.

corcoran@lclark.edu • 503-768-6740 • [go.lclark.edu/indian\\_law](https://go.lclark.edu/indian_law)

## Pathways to Success in STEM

The Pathways to Success in STEM program supports Lewis & Clark students who are first in their families to attend college and who are also interested in a STEM field (science, technology, engineering, and math). Our Xplore program brings incoming first year students to campus one week before orientation to participate in lab activities, meet faculty, and tour our community. The Early Research Program pairs first year students with faculty mentors for a semester-long project.

sponsres@lclark.edu • 503-768-7362 • [go.lclark.edu/stempathways](https://go.lclark.edu/stempathways)

## STEM Teacher Pathways

The Lewis & Clark STEM Teacher Pathways Project is a partnership between the Lewis & Clark Graduate School, College of Arts and Sciences, Portland Community College, and Portland Public Schools. This newly launched project aims to increase the number of first-generation students and members of groups underrepresented in the sciences who pursue majors in the STEM fields. Participants encounter experiences that place STEM teaching in new contexts, including a "summerim" teaching practicum that immerses them in the Portland public school community, and a mentoring partnership with a Lewis & Clark graduate student.

Associate Professor of Education Liza Finkel is the project lead: [lfinkel@lclark.edu](mailto:lfinkel@lclark.edu) • 503-768-6139

## Teaching Excellence Program

The Teaching Excellence Program brings innovative, inclusive, and culturally responsive teaching practices to undergraduate faculty. During the last academic year, we hosted many workshops on this topic, which included speakers: Therese Huston of the Center for Excellence in Teaching and Learning at Seattle University; Christopher Emdin of the Institute for Urban and Minority Education at Teachers College, Columbia University; and Marcia Chatelain of Georgetown University.

tep@lclark.edu • 503-768-7362 • [go.lclark.edu/tep](https://go.lclark.edu/tep)

# Committees

## Committee on Diversity and Inclusion

The Committee on Diversity and Inclusion is an institution-wide committee comprised of staff, faculty, and students. The committee was established in 2015 to advise on campus concerns and policy. Now that there exists a fully staffed ODI, the committee now serves in an advisory capacity and aids the ODI in making decisions around policy, events, and more. Committee members serve on working groups focused on projects aligned with ODI's strategic pillars. The Dean of Diversity and Inclusion chairs the Committee on Diversity and Inclusion.

## Graduate School Diversity Committee

The Graduate School Diversity Committee is charged with reviewing and monitoring the progress of the school's ongoing 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 collaborates with other standing committees to promote and monitor progress toward meeting diversity goals as well as reviews and examines institutional efforts in this area, recommending changes as and when appropriate. The committee's voting membership is representative of graduate faculty and exempt and non-exempt staff. Faculty membership is distributed across all departments and ranks.

## Law School Diversity Committee

Established in 2007 as the Diversity Working Group, the Law School's Diversity Committee is charged with fostering an environment that supports the success and inclusion of faculty, staff, and students from groups that have experienced systematic, 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. The committee is chaired by a faculty member. The current chair for the 2018–19 academic year is Kathy Hessler, clinical professor of law and Animal Law clinic director.

## CAS Student Life Diversity Committee

The Student Life Diversity Committee is comprised of members from the Student Life Division in the College of Arts and Sciences. This committee seeks to create and offer educative opportunities around various diversity, equity, and inclusion topics specifically to develop those in the Student Life Division and some common services departments so they can best support undergraduate students.

# Student Groups

## CAS

ASIAN STUDENT UNION ASLC DIVERSITY  
COMMITTEE ASSOCIATION OF NON-TRADITIONAL  
STUDENTS BANTU BA AFRIKA BLACK STUDENT  
UNION CHRISTIAN STUDENT COMMUNITY  
DISABLED STUDENT UNION FEMINIST  
STUDENT UNION GENTE LATINA UNIDA HILLEL  
INTERNATIONAL STUDENTS OF LEWIS & CLARK  
MIXED LC NATIVE STUDENT UNION QUEER  
STUDENT UNION SPIRITUAL QUE(E)RY THIRD  
CULTURE KIDS

## Graduate School

GRADUATE STUDENTS OF COLOR ALLIANCE  
GRADUATE STUDENT UNION NETWORK QUEER  
STUDENTS ALLIANCE

## Law School

ASIAN PACIFIC ISLANDER LAW STUDENT  
ASSOCIATION BLACK LAW STUDENT ASSOCIATION  
IMMIGRATION STUDENT GROUP INTERNATIONAL  
LAW SOCIETY LATINO LAW SOCIETY MINORITY  
LAW STUDENTS ASSOCIATION NATIONAL LAWYERS  
GUILD NATIVE AMERICAN LAW STUDENT  
ASSOCIATION OUTLAW WOMEN'S LAW CAUCUS



# Annual Symposia

## Environmental Affairs

Each year, the Environmental Studies Program at Lewis & Clark offers a multi-day symposium. The event brings together experts from around the world for a dynamic series of lectures and panels on contemporary issues in environmental affairs. Many symposium events are free and open to the public.

[go.lclark.edu/envx](http://go.lclark.edu/envx)

## Free Speech

The Free Speech Symposium was created in 2016 by a joint effort of the Dean of Students' Office and the Office of Diversity and Inclusion. This symposium is sponsored and organized by actors from all three campuses. How does "free speech" operate on a private, liberal arts campus? Where are the legal boundaries? How do we make sense of the impact of speech on others, especially in relation to power, equity, and privilege? Where are the tensions between speech and community? These are questions this symposium seeks to explore.

## Gender Studies

For over 30 years, one of the highlights of the spring semester at Lewis & Clark has been the Gender Studies Symposium. The event brings together representatives from academia, activism, and the arts for three days of workshops, roundtable discussions, lectures, film screenings, readings, performances, academic panels, and other intellectual and creative explorations of local, national, and global gender issues.

[go.lclark.edu/gender\\_symposium](http://go.lclark.edu/gender_symposium)

## International Affairs

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*, the *New York Times*, and the *Chronicle of Higher Education*. It is also the oldest student-run symposium in the United States. The symposium has occurred for over 56 years and focuses on a topic relevant to the international community.

[go.lclark.edu/ia\\_symposium](http://go.lclark.edu/ia_symposium)

## Ray Warren

First created by students in 2004, the Ray Warren Symposium on Race and Ethnic Studies has covered a range of topics such as immigration and nationalism, transnational families, racial inequality, exile and genocide, and more. For three days each November, scholars, students, public figures, writers, artists, and community members come together for a series of workshops, lectures, performances, panel discussions, readings, and a student-curated art exhibit. All sessions are free and open to the public.

[go.lclark.edu/ray\\_warren](http://go.lclark.edu/ray_warren)

## Third Culture Kids

The "Third Culture" refers to the combination of the expatriate culture in which the students often live, the culture of their passport country, and the culture of the host country. Approximately 140 TCKs study at Lewis & Clark each year. The TCK Symposium, which is held every spring semester, usually involves a keynote and a panel discussion that focuses on a specific topic within the TCK realm. (Past topics include: 'Career Development,' 'Volunteerism,' and 'Hellos and Goodbyes.')

# Education and Enrichment

During the 2017–18 academic year, Lewis & Clark hosted over 60 events related to diversity, equity, and inclusion.

Visit [go.lclark.edu/diversity](http://go.lclark.edu/diversity) for a list of all events.

All of these events would not be possible without the funding provided by the Weil Foundation and our many donors who contribute to the Lewis & Clark Diversity Fund.

## Alder Elementary School Visit

The ODI, in partnership with Greater Than PDX, brought multiple L&C students to Alder Elementary School for its College Day in fall 2017. The same partnership brought around 100 third-grade students to campus in the spring 2018 for a fun morning of exploration and information. Lewis & Clark students presented on what college is about and the excitement of obtaining a liberal arts education.

## IME Wokeshops

Inclusion and Multicultural Engagement hosted eight "wokeshops" during the 2017–18 academic year. These events allow participants to engage in critical reflection, dialogue with people from different backgrounds, explore various identities, and understand systemic privilege and oppression. Wokeshops are primarily peer-facilitated, allowing students to create community and develop leadership skills.

## Inclusive Practices Series

The Inclusive Practices Series was a new addition out of the Office of Diversity and Inclusion in 2018–19. This stemmed from a request from staff for more opportunities to explore, discuss, and learn about topics regarding diversity, equity, and inclusion. Once a month the ODI hosted a catered lunch for staff and faculty where a workshop was led by a campus partner on a particular topic related to diversity, equity, and inclusion. Topics included religious identities and holidays represented on campus, creating an equitable environment for those with disabilities, and creating a safe place for those in the LGBTQIA+ community. ODI was fortunate to collaborate with the Office of Spiritual Life, Student Support Services, the Dean of Students Office, the Center for Community Engagement, the TransActive Gender Project, the Queer Student Union, and the Feminist Student Union on these various workshops. ODI plans on continuing this series next year with new topics and presenters.

## Opt-In Workshops

Law school students, with the assistance of the Law School Diversity Committee, have produced a series of workshops, usually bringing in outside actors, to educate the campus community on inclusive practices. The most recent being an Opt in Workshop focused on trans and LGBTQ allyship training.

# Lewis & Clark



The College explicitly acknowledges and affirms its conviction that diversity with respect to race, ethnicity, national origin, socio-economic background, religious orientation or spirituality, physical or sensory disability, gender, and sexual orientation on the Lewis & Clark campus provides an educational benefit for all students that can be realized only if students and education professionals from diverse backgrounds are present in significant numbers within our learning community. In creating and sustaining such a community, we engage, to the extent possible, in practices that will ensure a high degree of diversity on our campus, simultaneously meeting the highest standards of academic excellence of which we are capable.