

WOUB Public Media is licensed to Ohio University in Athens, Ohio and adheres to the principals, goals and mission of the university including the Vision, Mission and Cornerstone Principles from the Office for Diversity and Inclusion at Ohio University.

Below is the Strategic Plan that all departments at Ohio University strive to adhere to, including WOUB Public Media.

Some recent events that WOUB Public Media has participated in include:

The Future of Student Media Summit (April 2016)

“Why Diversity Pushes Innovation”
“Conversation about Diversity in College Media.”

Active staff participation in a number of Scripps College of Communication organizations and committees including:

The Scripps Diversity Committee
National Association of Hispanic Journalists
Ohio University Black Alumni Association

Various WOUB Staff participating in university workshops:

“Diversity Trending” (August 2015)
“Recruitment and Selection Strategies for a Diverse Workforce (October 2015)
“Accessibility in Applications and Interviews” (November 2015)

As a normal part of posting positions for hire, WOUB utilizes the Ohio University Human Resources department to ensure postings are shared with under represented groups, including posting in Diversityjobs.com as well as Facebook and LinkedIn groups that assist in providing a diverse applicant pool.

OHIO UNIVERSITY OFFICE FOR DIVERSITY AND INCLUSION STRATEGIC PLAN



**Office for
Diversity and Inclusion**
Inspiring and Transforming Community

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OHIO UNIVERSITY OFFICE FOR DIVERSITY AND INCLUSION STRATEGIC PLAN

Introduction

Ohio University is a major U.S. public Research University located on a 1,850-acre (7.5 km²) campus in Athens, Ohio. Founded in 1804, it is the first university established in the former Northwest Territory, the first university in Ohio and is the ninth oldest public university in the United States.

Ohio University has been cited for academic quality and value by such publications as; U.S. News and World Report, America's 100 Best College Buys, Princeton Review's Best Colleges, and Peterson's Guide to Competitive Colleges. The John Templeton Foundation has also recognized Ohio University as one of the top character-building institutions in the country.

Ohio University is continuing its tradition of excellence as an institution dedicated to education, research, and outreach that is domestic, international and interdisciplinary in scope. Ohio University has a significant focus on undergraduate education with a tradition of undergraduate participation in professional projects, research, and creative activity. In its graduate and professional programs, the university aims to build on select areas of demonstrated excellence.

Providing access to “the nation’s best transformative learning community” for students throughout southeastern Ohio and beyond is the regional campus mission. Five campuses and three satellite centers help meet that mission:

Cambridge
Chillicothe
Eastern
Lancaster
Pickerington
Southern
Proctorville
Zanesville

Ohio University’s vision is to become the nation’s best transformative learning community. To that end, the university is strongly committed to academic excellence and views diversity and inclusiveness as being essential to its success in providing outstanding academic experiences that equip students for life in a globally diverse society.



Our Values

Diversity is philosophically essential to the nature and wellbeing of any university; as a practical matter, diversity is an essential condition for excellence in higher education.

Diversity in all of its forms, serves to enrich the distinct educational experience of OHIO students, faculty, and staff. There is no better way to learn about the world than to create an environment where students of diverse backgrounds—and indeed, students from all over the world—study, live, learn, and socialize together.

Ohio University is committed to equal opportunity for all people and is pledged to take direct and affirmative action to achieve that goal. In upholding its commitment, Ohio University will not accept racism, sexism, homophobia, bigotry, or other forms of violations of human rights. Such actions are inconsistent with, and detrimental to, the values that we hold essential as an institution of higher learning.

Our Vision

Ohio University is committed to the value and intrinsic worth of each individual. We desire to create an environment that enables each person to achieve their full potential. Ohio University will be the nation's best transformative University.

Ohio University is committed to the inclusion of all cultures and racial groups, socioeconomic groups, traditional and non-traditional students, in the academic community, the Athens and regional campus communities and society.

Every campus, college, and administrative unit will continually examine itself and identify ways of assuring that a comprehensive approach to achieving diversity is attained and sustained.

Ohio University will act affirmatively to assure equal opportunity in employment and in delivery of programs and offerings consistent with both federal and state civil rights laws and affirmative action guidelines.

In its commitment to diversity and inclusion, Ohio University exemplifies its essential elements of culture, community, character, civility, citizenship and commitment

Faculty and staff will exemplify principles of inclusion and respect for all people in fulfilling their responsibilities.

All people (persons associated with Ohio University) will be accountable for their actions.



At Ohio University we strive to...

Improve the campus climate to foster the nurturing, acceptance, and respect of women, racial/ethnic minorities, Lesbian, Gay, Bisexual and Transgender persons and diverse individuals.

Ameliorate and eliminate barriers to students, faculty, and staff's interactions across gender, racial, ethnic and cultural boundaries.

Foster understanding, respect and appreciation of similarities and differences among multi-cultures, groups and religions.

Recruit and retain underrepresented diverse populations and racial minorities as members of the administration, faculty, staff and student populations.

Increase scholarships for racial/ethnic minority groups and support for faculty diversity

Enhance diversity throughout the university to include, but not limited to: university governance, colleges, departments committees, and administration.

Promote increased understanding and relations between the University and the community to enhance communication and appreciation of women, racial/ethnic and cultural groups in order to breakdown barriers.

Our Commitment...

Ohio University is committed to promoting an atmosphere where understanding and acceptance of gender, cultural and ethnic differences are ensured and valued.

Ohio University embraces a climate that respects different cultures and enhances the University's ability to provide all of its students with the experiences necessary to successfully compete and achieve in an increasingly diverse and complex society.

Ohio University believes in and recognizes that diversity of faculty, staff, students and curriculum represents Inclusive Excellence.



Goals

1. **To cultivate Senior & Executive Leadership to promote, encourage and sustain a commitment to diversity and inclusivity in the recruitment and retention of faculty, staff and students.**

Actions:

Provide continuous education and information to Senior & Executive Leadership regarding trends and forecasts on diversity issues in higher education and in society.

Measurement:

Units will examine their practice and progress through the use of assessment.

2. **To work with each academic college and campus to provide leadership in the recruitment and retention of underrepresented Faculty and Staff.**

Actions:

The University will create an integrative administrative culture to address and promote diversity. Colleges will be encouraged to utilize resources to recruit and retain faculty and staff from diverse backgrounds. The University will develop strategic partnerships with the Southern Regional Education Board (SREB) and other organizations for the recruitment of diverse faculty. The Multicultural Faculty in Residence Program and funding available through the Opportunity Hire Program are two additional vehicles to assist in increasing diversity faculty hires.

Measurement:

- a) Use mandated institutional reporting statistics and self-study data comparatively year-to-year or periodically to measure representation
- b) Track minority-recruitment funding awards and allocations and compare to recruitment and retention statistics

3. **To create Campus climates that welcome and respect all people; values equality and worth for all individuals**

Actions:

Offer forums, trainings, and educational opportunities to openly discuss and educate on the value of diversity and inclusivity: Cultural Conversations will be offered annually to address topical issues of diversity. Departments and Programs will strive to integrate diversity into the curriculum. The Multicultural Leadership Ambassadors will provide diversity training designed to increase knowledge and awareness on issues of inclusion. The Summer Institute for Diversity Education (SIDE) will offer training each summer to faculty and staff, designed to promote cross-cultural understanding and inclusiveness and to advance mutual understanding and cultural competence. An executive level of SIDE will be offered for administrators, senior faculty and staff.



Measurement:

- a) Use data from existing or previous campus climate studies, or conduct a baseline campus climate survey, for students; for faculty and staff
- b) Administer a periodic Campus Climate Survey and compare to baseline or subsequent studies' data
- c) Include and refer to data on number of campus incidents involving diversity, especially from mandated reports, e.g., Clery Act data

4. **To insure that all Ohio University students have a working knowledge, understanding of, and appreciation for diversity and inclusion and that graduates of Ohio University will be prepared to lead inclusively in their places of employment, communities and society in a diverse and globally competitive society.**

Actions:

Insure Diversity and inclusivity are an integral part of the student experience beginning with Student Orientation. Require all students to complete at least one cultural competency-based academic course with a specific focus on diversity (Sex, sexual orientation, ethnicity/race, gender identity and gender expression, disability, socioeconomic level, religious affiliation, culture). Continue to increase the diversity of faculty and students in each academic college to expand diversity networks and offer broader perspectives in the classroom.

Measurement:

Diversity curricular offerings will appear in the college catalog. Assess engagement regarding inclusivity through alumni involvement and their subsequent interactions with Ohio University following graduation.

5. **To Increase domestic diversity among the student population on each campus**

Actions:

Broaden recruitment areas within the state of Ohio and region. Develop targeted programs to reach African American, Appalachian, Hispanic/Latino and Native American students.

Measurement:

Measurement is aligned with the Office of Admissions regarding recruitment of diverse students.



6. To insure at least one candidate represents an underrepresented population in each interview pool and on each search committee

Actions:

Deploy best practices to promote inclusive searches for staff and faculty. Employ the resources and support of Human Resources and Institutional Equity Offices.

Measurement:

- a) Couple OU statistics with those of partnering programs and institutions to identify the number of successfully recruited/retained students from target regions
- b) Keep track of number of forums, trainings, events, etc. offered at OU

Concluding Statement

The Office of Diversity and Inclusion (D&I) serves as a leader and advocate for awareness, understanding and inclusion of all people. Ohio University offers the opportunity to experience the richness of diverse cultures, communities, and societies through a culturally educated view of the world. The Office for Diversity and Inclusion is comprised of: The Women's Center, The Lesbian Gay Bisexual Transgender Center, The Office of Multicultural Student Access and Retention, The Multicultural Center-Multicultural Programs Office, Survivor Advocacy and Survivor Advocacy Outreach Programs. The work of inspiring and transforming community is reflected in both the individual and collaborative efforts of these offices both on and off campuses.

