Equity, Opportunity and Access

Strategic Ice Cream Feedback

A. What can PSU do to remove barriers to success for an increasingly diverse students body, including students of color?

- More diverse activities.
- More cultural events, programs, etc.
- I would love to see more diversity in faculty and professors. I learn a lot when our professors share their story of how they obtained their goals and what challenges they overcome.
- Lower tuition for more people to be able to come to college in order to succeed.
- Direct outreach to local schools. More scholarship for diverse communities.
- More opportunities to connect to non oregon tribe members
- Make students more aware of resources and student groups.
- they should provide more scholarships
- To provide more opportunity for them
- Offer more programs
- I think that the resource centers on campus are encouraging a diverse student body.
- Have more PSU representatives from diverse backgrounds visit schools(k-13) whose populations are really diverse.
- More diverse admissions and financial aid counselors.
- N/A cause I’m white.
- Make connections with organizations devoted to diversity to recruit students.’
- Make sure all instructors and staff are educated about keeping students’ disabilities confidential, including a person’s need for accommodations.
- Increase campus dialogue with administration. Actually commit to action stops.
- More teachers of color, privilege workshops, better scholarships and grant opportunities.
- Listen to the community being a student of color, I often time believe that my role is invisible with PSU.
- People being open-minded when someone tries to come out of the closet to them
- Increase funding opportunities and decrease the financial barriers of attending PSU. Prioritize cultural competency. Make PSU a safe, welcoming campus by supporting initiatives like sexual assault prevention policy and staff training
- taking into consideration people of color. I know two people of color who were more than qualified who were not allowed into the program, this is not acceptable.
- Help clubs offer exciting events that would get more of the student population involved.
I’ve found that the foreign exchange students I’ve met who don’t live in exchange housing enjoy their experience more.

Maybe PSU could have a different culture themed night or something for people to go to so their not alone.

continue to provide a variety of mixed population courses such as UNST. Through such programs students gain access to much broader community.

Maybe street level outreach

More faculty of color, more mentors, student mentors, more students of color. Visible in leadership positions. also better Financial aid.

the biggest factor in recruiting students is adequate financial funding. This is on unnecessary on our students and their families.

it really depends on the quality of the university to be attractive more in national and international level and to be able to attract diverse students. In fact, is should improve its degree among other universities.

Have monthly exhibits of culturally specific art and also gender specific. Offer services all students par for during evenings or weekends.

More outreach to all local high schools, as well as middle school students. Monthly campus visits, information sessions, Q & A panels given by faculty members, multicultural center employees, or at least one person from even resource center.

Hiring teachers of color/diverse identities, holding campus events to improve cultural competency, creating safe spaces for diversity, disarming campus police.

Adding an outreach program to have students work with impoverished communities to promote a college education.

Provide culturally specific support services & have them known in all program orientations.

Increase their diversity between staff and faculty in the business school.

Offer more weekend/evening classes.

Cultural competency training for faculty & staff.

technology & systems training & support for non-traditional students that may be “on the grid” for the first time in years.

Be more connected with the students past education. Many students of color do not have the same educational background and are coming in at disadvantage.

The cost of tuition can price out students coming to Oregon from less inclusive states. This is a particular concern for LGBT students of color who are already at a disadvantage.

Information sessions about financial aid at local high schools; current PSU freshman from diverse backgrounds serving as liaisons to local high schools for recruitment.

Perhaps surveys asking people of different culture what their needs are.
- Work to make students of color more explicitly welcome—more course content, more faculty of color, more opportunities.
- Make a diverse group of mentors and advisors to make all students more comfortable in asking for help.
- Reward and promote the faculty who are working on this issue.
- They could create support clubs for these people so they could have a safe place to succeed.
- Reevaluate the direction to arm CPSO and take culturally/racially specific research on police and gun violence into deep consideration.
- Lowering tuition would be a good start. And increasing student input in university decisions, so students can help shape the university into a place they can feel comfortable at.
- Allow irregular advisor hours to students who work full-time. Being a Latino student and parent, when I look at typical hours of operation at PSU, I receive the message that it is not attending to the needs of nontraditional students.
- Ensure there are multi-stall gender-neutral bathrooms in every building.
- Hire an Asian American/Pacific Islander advisor full-time.
- Create a culturally specific space for API students/community members.
- Association; job searches on campus; friends with Arabic names never get email returns.
- Fully online process is a barrier.
- Transfer students, nontraditional students don’t know where to go for all the good groups, unions, services on campus; outreach has a hard time reaching commuter students.
- Recruitment is not going out; use the students base for students; we have amazing grad programs - some of them DO want to stay to be teachers.
- Retaining: difficult when people realize when their voice isn’t heard.

B. How can PSU best recruit and retain diverse faculty and staff, including faculty and staff of color?
- Language can be a major factor—we might review our policies regarding dialect and language.
- Reach out to a larger candidate pool.
- By maintaining a goal in inclusion.
- Encourage diverse staff to get involved with student groups on campus. There are many diverse student groups that would benefit.
- Offer more money.
- Spread the word that we want to be a diverse school (use our pride slogan).
- Built in policy prescriptions.
- Providing incentive for foreign teachers and more specific culture classes.
- Have open public forums about color.
- They can get better networking.
- Give diverse staff stable contracts. Diverse staff should not feel like they have to teach online classes. Let them teach more in the classroom.
- Pay attention to language discrimination
- Increase clubs/awareness/events
- What can we do as an institution to obtain more funding and scholarships? This is a nationwide problem for public universities.
- Providing enough fund for faculty could be the very way.
- Create committees with existing students who can offer their perspectives. Continue to offer students leadership for specific groups.
- required cultural competency trainings conducted by an equity training professional who is not affiliated with Portland State University and is an individual of color and/or LGBT member.
- unsure
- Better pay, better benefits, better faculty staff to do the hiring.
- Advertise to a larger population
- Explore the community of PSU and figure out which cultures are present within PSU. Make them feel like they are an integral part of the PSU community.
- recruit outside of Portland metro area.
- everything
- PSU is extremely responsible for addressing local disparities among marginalized communities as an institution that is physically, professionally, and culturally at the center of Portland. It is our job to educate and set an example of how to remove barriers and include marginalized communities.
- Do better on behalf of student of color. Make sure hiring process and promotions do not contain subtle forms of systemic racism
- Cultural competency training! Diversity curriculum.
- Allow for incentives based on your economic stability.
- Informing them more on the goals and missions of PSU diversity.
- Make sure calt. competency is institutionalised.
- Reopen searches when candidates are not proving the be diverse.
- Well, you can start by not laying them off! there needs to be real diversity training D2L modules are not enough.
- Focus on diversity and inclusion when the positions are announced and work to continue to create a culture of inclusion among the current staff.
- Pay, professional opportunities, increased recognition of faculty members-MORE faculty members so teaching staff aren't also balancing advising, etc.
- Perhaps more cultural events honoring students of color & their heritage.
- Hire more faculty of color & address salary inversion.
- Competitive wage.
- Put cluster hiring of faculty from diverse groups into Portland State’s next capital campaign in a big way.
- They could promote students of color and other diverse groups in advertising.
Advertise to a wide variety of candidates and continue to provide and opportunity for those who do not always have them.

Retention is key! Find out from, faculty/staff how they feel about the campus climate on this issue. Need to get past the “politeness” and slip service. to discuss the tough issues.

hire out of state

advertise to a wide variety of candidate and continue to provide an opportunity for those who do not always have them.

Create an ERG for API staff and faculty.

Are we allowed to ask applicants “how can you add to the diversity of PSU?” Something along those lines to get a sense of how the applicant views diversity, etc.

Again, allowing multicultural events to take place after hours; or not always 8-5.

Show that they are an institution they should want to be at; raise faculty pay

C. What is PSU's role in addressing local disparities among Portland's marginalized communities?

- We might host forams, speakers that directly pertain to local issues.
- As and institutions PSU has a responsibility to the students and the development of the community. i feel that requiring student involvement in the community is a positive thing that PSU has.
- Research and information strategies.
- Psu is located in a unique setting. We need to get off campus and reach out to our local community.
- to be centralized institute of total cultural competence, be a safe haven.
- Working on cultural competency.
- Student
- I think we need a much stronger connection with our local school districts. PPS in east Portland and we need to connect with programs which assist new immigrants and refugees - Catholic soc. services, lutheran services, IRCD... And this connection should be with the entire family not just the prospective students. This should be part of a strong “pipeline”.
- Empowering them in various ways.
- Introducing different races to downtown Portland and classes that encourage urban exploration.
- PSU has a large role, representing both city and largest state school. Portland lacks diversity and so PSU must make an extra effort to recognize support diversity we do have.
- Better educational pathways
- Integrating those communities not learning modules
- Acknowledge them.
- I dont know. Additional campus areas and an eastside property
● Let knowledge serve the city. Lofty goal, how about service commitment to live up to it.
● PSU should give students a chance and provide opportunities to do community service, these should be incentivised.
● Assisting those who may not have access to the opportunities PSU has to offer.
● PSU does this well-capstone projects more we should do more engagement.
● The need to be a campus discussion that raises education of sexual assault and profiling of students as well as community members.
● Creating spaces for marginalized students/faculty, reaching out to students who attend high school in low income neighborhoods.
● Aside from taking all their money and paying the president to much, how about lower costs of tuition.
● Making diversity aware to all students and staff.
● Let the knowledge serve the city and its communities.
● I think should be huge! Isn’t that who we are? I would love to see PSU lead educational resources both for previously incarceration & potentially currently incarcerated.
● Making connections with students in highschool and creating a bridge to make college possible.
● PSU is intimately involved with the local community, we can continue to push for inclusion while taking steps to be a model to follow.
● PSU’s responsibility is to its students, regardless of color. Providing equal opportunity of all colors.
● higher education, in general, should be a vehicle toward social equity, rather than reinforcing social barriers to communities.
● We should actively seek out issues of disparity in pdx and make it a point to intervene to foster community change.
● Developing students to see the issues and help fix them.
● Portland State needs to support more programs like Exito and Bridges to Baccalaureate.
● Their role is to obtain the knowledge to get out students to serve the city.
● PSU should host more accountability process on campus and should better support (money) the resource centers on campus. Fund them!
● Continue to provide opportunities/resources for marginalizing students.
● Not doing enough. We are in a position to provide more opportunities, but really not doing much yet.
● Being all inclusive. An easier financial aid process.
● Work/learn with local non-profits such as APANO, IRCO, Communities of Color Coalition, Living Islands, etc.
● Work to lower disparities within the institution itself, a mandatory class for all students which addresses these issues and gives students a basic understanding of oppression.
D. Please List any other ideas or feedback for this Topic Team in the space below.

- Further updates throughout the process would be helpful
- I love the Smith events. Maybe more “party in the park” events.
- Make diverse faculty, staff, and students feel more connected to each other.
- I think America should still learn to behave better and have deeper relationships with each other to understand themselves more. In fact, sometimes it seems that everyone wants to behave friendly but they usually keep the distance between themselves and it seems that they do not want to understand each other more. “I am a foreigner”.
- Give students and faculty more of voice by providing surveys and/or questionnaires through the PSU website or Banweb. Also, have the feedback sent to Student Affairs & President Wim.
- Make it more reachable for colored students and to take college free.
- There is a lack of opportunity to complete a degree program on off times such as evenings/weekends for the older folks that work full time.
- Focus on sult. compet.
- Technology access.
- Mandatory service work for student is needed
- Student training as well as faculty training
- More ice cream… i would not have filled this out without the promise of ice cream.
- The team should be comprised of people of color and have power to enact change safe spaces.
- I think you guys are doing a great job.
- Diversity initiatives at PSU seem like a facade, the staff of color joke about the “strides” PSU is making in diversity, it is not authentic and there is little accountability in the support of students/faculty.
- The space provided for the QRC is too small for the population that attempts to utilize it day to day.
- Provide outlets for all colors including those you assume are “privileged”.
- More student events that support those of color, LGBTQ and disabled communities.
- Resources for comprehensive cultural competency trainings for faculty/staff/students at PSU.
- Have an open forum.
- Mae conscious effort to integrate diversity content into courses & check to be sure it happens.
- As a student with a disability and with a service do, I would appreciate more education ven to instructors to not ask why I have a service do. It’s awkward.
- Keep up the good work!
- Why a focus color? Include more about minorities and undeprived.
- The OGDI should have 2-3 faculty appointments (in OGDI) working on faculty and student recruitment & retention.
They could give free ice cream in exchange for valuable opinions.
Do not arm CPSO. Pay professors a living wage, that is consistent and reliable. Provide more support to campus resources center.
We should be offering more free education about PSU to local high school students
thank you for creating a safe, diverse space at PSU!
Promote FA counseling and easier access to students first time at college.
Thank you for all that you do!
PSU needs to not be afraid to make major changes, to make education more equitable, regardless of what other institutions are doing. (Free education is possible!)
I enjoy the multicultural classes offered, especially women's studies.

E. If, you would like us to respond to a question you have about Strategic Planning at PSU, please ask your question in the space below and provide us with your email address.
- icrystal@pdx.edu What does PSU currently do to reach out to diverse high schools?
- igloria@pdx.edu How can PSU as an institution advocate for undocumented students more 7 students who can't access services because of hours.
- krald2@pdx.edu When will some of your plans be officially announced or go into effect?
- I would like to respond to A+D w specifics about how these might be addressed- smb@pdx.edu (student with disability- issue with confidentiality)
- How are you engaging with current on campus efforts and considering them in your plans for future plans? emc4@pdx.edu
- How to deal with a homophobic teacher in philosophy sex and love class. elewins@pdx.edu
- I believe that Filipino community makes up a big chunk of PSU, so what happened to the Filipino course that once thrived way back when?- pgmillen@pdx.edu
- vluka@pdx.edu - please email me when you meet :)

(Questions listed without email)
- What does Portland State do to promote its long tenured faculty?

(Emails listed without questions)
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