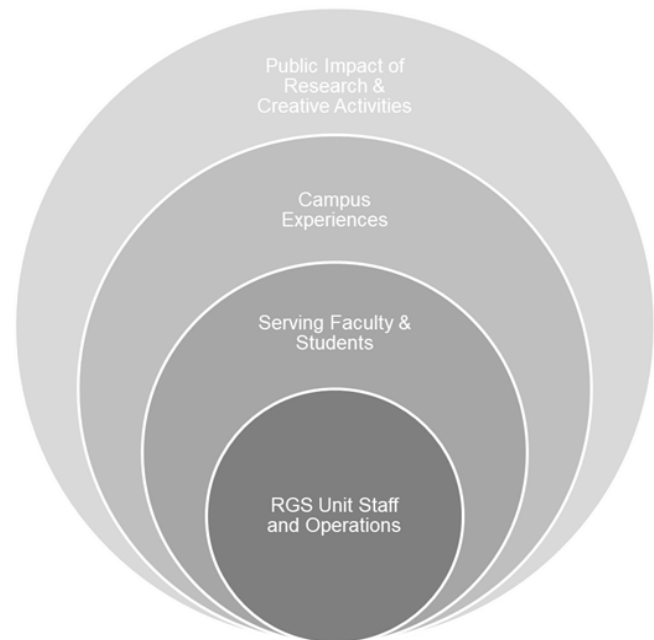


RGS Strategy for Advancing Diversity, Equity, and Inclusion

Vision

Our vision is to be a change agent for advancing diversity, equity, and inclusion within Research and Graduate Studies, Portland State University, and the larger community we serve. This derives from our mission to support research, scholarly, and creative activities, and graduate studies at Portland State University. As Oregon’s only urban, public research university, we believe in involving everyone—from freshmen to faculty to engaging the community—in solving the problems facing our region and our world, including dismantling systemic racism, ending discrimination, and achieving social justice.



Research & Graduate Studies (RGS)

recognizes the urgency of addressing institutional racism and the importance of actively advancing diversity, equity, and inclusion. Our responsibility extends beyond the specifics of our department operations in Research & Graduate Studies. Our activities impact the entire campus experience and the larger communities that we serve through our support of PSU’s research and creative work. Thus, our efforts to advance diversity, equity, and inclusion must consider the full range of our influence and our units’ interactions with other units on campus that are developing their own plans and strategies. Further, we acknowledge that a diverse set of voices of Portland State students, faculty, and staff is a strength that we should leverage as we look to the future.

This vision has several guiding principles:

1. This strategy will be integrated into our operations and decision processes to evaluate all of our current and future RGS activities to ensure that diversity, equity, and inclusion goals are at the forefront.
2. Social justice is a process and requires the time and ability to listen, learn, and evolve. We are committed to making that time and enabling change in both the near- and long-term.
3. We have respect for all people and aim to elevate the voices of the vulnerable, under-represented, and oppressed in society.
4. To realize our vision and achieve our goals, RGS will work with other campus units, including the Office of Global Diversity and Inclusion (OGDI), the Diversity Action Council, Faculty Senate, and other groups, on and off campus, dedicated to social justice.

Goals and Activities

Our comprehensive diversity, equity, and inclusion goals for RGS are outlined below. To achieve these goals, we have proposed several activities, programs, and actions to address systemic racism and discrimination and foster an inclusive and diverse workplace.

Goal 1: We have a culture that is antiracist, values the contributions of all, supports the campus community in their work, and fosters successful careers.

- Time to learn: RGS is committed to providing time during working hours for staff activities focused on personal and group professional development around antiracism, diversity, equity, and inclusion.
- DEI Implementation Committee: RGS will create a committee that includes members from all of our sub-units to implement this vision and coordinate with other efforts on campus.
- Communications and reporting: RGS will have multiple mechanisms for reporting concerns, sharing ideas, and gathering feedback on our activities and programming.
- Work closely with OGD: RGS will work closely with OGD to eliminate racism and increase diversity, equity, inclusion on campus.
- Federal, state, local, and campus requirements: RGS will provide training for non-discrimination practices in research and will continue complying with federal and other requirements.

Goal 2: Our staff members mirror the racial and ethnic diversity within the broader Portland region.

- Hiring and retention practices: RGS will collaborate with HR and other offices on efforts to make hiring, onboarding, and advancement easier and more accessible for Black, Indigenous, LatinX, and Asian/Pacific Islander candidates.
- Career pathways to and within RGS: We aim to increase the diversity of our workforce by highlighting and elevating career pathways in research administration and graduate studies for Black, Indigenous, LatinX, and Asian/Pacific Islanders.
- Increasing the diversity of RGS teams: RGS will increase the diversity and representation on all RGS teams particularly with leadership roles.

Goal 3: We support campus efforts to increase and retain the racial, ethnic, and gender diversity of our faculty and students.

- Supporting cluster hires: As PSU invests in hiring new faculty with diversity and retention in mind, RGS will identify strategic research clusters that span campus units.
- Providing start-up and other research support funding: RGS helps support research start-up funds for new hires. We will work internally, with campus leadership, and with the PSU Foundation to develop a pool of funds dedicated to supporting faculty of color.
- Graduate research assistantships (GRAs): RGS will develop a pool of funds for GRAs to support the recruitment and retention of graduate students of color.

- Tuition remissions: RGS tuition remissions will be prioritized for faculty recruiting or working with students of color.
- Graduate school application process: We will remove fees, standardized exams, and other requirements that have a negative impact on recruitment of Black, Indigenous, LatinX, and Pacific Islanders. We will also implement a blind review process for admission.
- Mentoring: We will work to find mentors for our students and faculty. This may require looking to external mentors when students are more diverse than our current faculty.
- Foster relationships with local communities: Our student recruitment efforts will focus on our local communities of color, including but not limited to the Native American nations in the Pacific Northwest.

Goal 4: RGS will foster the successful engagement in research, creative activities, and scholarly work of our campus community.

- Professional Development: RGS's Research Academy and Research Fellows Programs (for early-career and mid-career faculty, respectively) offer mentoring and professional development for tenure-track faculty around research and creative activities RGS will provide special outreach, programming, and support for faculty of color within these programs.
- Training: Many training activities will be moved online and self-paced so that faculty can have greater access to materials. Outreach for in-person training will consciously include faculty and students of color to ensure greater opportunities for their participation. Feedback on training experiences (surveys, evaluations, etc.) will be tailored to elicit more input on inclusivity and any ways RGS might improve in this aspect.
- Entrepreneurial activities: Propel PSU and Innovation and Intellectual Property will increase outreach to faculty and students of color to increase their commercialization and capitalization of their research products and protect their intellectual property.

Goal 5: The campus experience is enhanced by creating more pathways for involvement in research and creative activities, specifically for current and prospective undergraduate students from Black, Indigenous, LatinX, and other underrepresented communities.

- Undergraduate research experiences: Leveraging existing programs on campus (e.g. LSAMP, EXITO, Research Experiences for Undergraduates, McNair Scholars), we will provide more opportunities for undergraduate students of color to be engaged in research.
- Campus-wide research project: We have an opportunity to take on many of the most difficult societal challenges by undertaking a campus-wide, multi-disciplinary research project that brings together PSU's academic, research, and service missions.
- Spaces for students: We acknowledge that many students of color have additional challenges in accessing computers, Internet service, and personal space with which to study and carry out research tasks at home. We are committed to working with campus units to make sure that these students have dedicated spaces on campus and greater access more broadly to the resources they need to excel.

Goal 6: Black, Indigenous, and other faculty and students of color are acknowledged and celebrated for their successes in research and creative activities.

- Communications: We will increase the visibility of the research and creative accomplishments of faculty and students of color.
- Increasing citations: We will provide professional development training, in concert with the PSU Library, to increase the citations of work and creative activities of faculty and students of color.
- Compensation for “invisible work”: Recognizing that faculty and students of color often carry a heavier burden for mentoring, advising, advocacy, and other service activities, we will recognize *and compensate* faculty for this work.
- Nominations for campus-level and academic awards: RGS will seek out and nominate faculty and students of color for scholarships and awards in recognition of their accomplishments.

Goal 7: PSU research and creative activities have a broader impact on racial justice, equity, and inclusion in our communities beyond PSU.

- Community engagement and broader impacts: There is increasing emphasis from the NSF, NIH, and other research funding organizations to demonstrate the co-production of knowledge with local communities and to emphasize the broader societal impacts of research. RGS will work with researchers to plan for this important component of their research and creative work.
- Research collaborations and strategic partnerships: RGS will work with campus institutions, such as the Community Engagement Research Academy (CERA), to foster more collaboration across campus and forge strategic partnerships with community-serving organizations to address social justice issues.
- Identify and support equity, inclusion, and social justice scholarship: RGS will work to include and highlight research opportunities that focus on diversity, equity, and inclusion; furthermore, RGS will support faculty and students in pursuing these opportunities.
- Financial model for RGS: (Re)design RGS funding model to better support smaller contracts with public agencies, non-profits, and foundations that require lower F&A but facilitate investments in often underserved communities.
- Intergovernmental agreements: Many funding opportunities that have direct impacts on communities come from local and state government agencies. RGS will streamline its grants and agreements processes to better facilitate these efforts.
- Communicating research results to the public: To facilitate the dissemination of research results to the public, RGS will help faculty and students improve the communication of technical and discipline-specific findings to reach a broader lay audience.