

## Institutional Diversity

### Division of Institutional Diversity

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### OSU Diversity Statement

Oklahoma State University is a land-grant institution committed to excellence in diversity and inclusion. We strive to maintain a welcoming and inclusive environment that appreciates and values all University community members. We define diversity as engagement in meaningful actions, behaviors, and conversations that reflect a commitment to recognizing, understanding, and respecting the differences among students, faculty, staff, and visitors throughout the OSU system. We do not condone acts, behavior, language, or symbols representing intolerance or discrimination. OSU is dedicated to cultivating and enriching the competitive advantages that diversity and inclusion provide all members of the University community. We identify diversity as a quality of life issue and an essential economic driver for the prosperity and well-being of the state, nation, and world.

The Division of Institutional Diversity focuses on developing a more inclusive community of learners and leaders while striving to address the complexities that emerge. We value all voices in our community. We strive to serve every member of the OSU family. Our goal is to maintain campus communities throughout the University system that are socially, culturally, and globally competent.

### Our Mission

To develop and support efforts that help the Oklahoma State University System sustain and expand environments where all members are actively broadening their perspectives about differences; actively seeking to know individuals; actively including all members of the community in every aspect of the organization; and where students achieve academic excellence.

### Key Action Steps

- Provide seminars, workshops, courses, and other activities that afford individuals (students, staff, faculty, and community members) opportunities to broaden their perspectives regarding differences and notions of inclusion.
- Recruit, retain, and graduate undergraduate and graduate students who actively promote the importance of an inclusively diverse community of learners and the world.
- Provide internships and service-learning opportunities for students to gain knowledge and understanding of an inclusive community.
- Recruit and retain staff and faculty who actively promote the importance of an inclusive community of learners.
- Promote and reward student academic excellence.

- Serve the surrounding communities in ways that actively promote the importance of an inclusive community and world.

At Oklahoma State University, we place great value on the differences of our people. Diversity in action should empower individuals to think and act in ways that embrace and promote a more inclusive world.

The Division of Institutional Diversity was established in 2005 and began its seventeenth year with an expanded team dedicated to serving as a resource across the University system. Each department and unit promotes and facilitates a more inclusive community at Oklahoma State University.

Please visit our website at [www.diversity.okstate.edu](http://www.diversity.okstate.edu) (<https://diversity.okstate.edu/>) for updates as our work continues to support the mission of this great University.

### Office of Multicultural Affairs

The Office of Multicultural Affairs (OMA) is a place for students of all cultures, backgrounds, and experiences to come together to learn more about themselves and each other. OMA takes a holistic approach to empowering Oklahoma State University students to think and act in ways that embrace and promote an inclusive world. We assist students in achieving academic excellence, developing their personal and professional character, and engaging in the campus and greater community. OMA completes these goals by connecting students with opportunities and resources in self-discovery, empowerment, cultural education, and leadership development to prepare students to live and thrive in the diverse world.

OMA is home to Oklahoma State University's cultural affinity student groups, including the African American Student Association, Asian American Student Association, Hispanic Student Association, Minority Women's Association, National Association for the Advancement of Colored People, Oklahoma State Queers and Allies, Vietnamese American Student Association, and Women's Programming Advisory Council. OMA supports over 20 umbrella organizations. Additionally, OMA supports the programs and activities of the Native American Student Association, housed within the Center for Sovereign Nations. Other OMA opportunities for involvement include academic seminars/workshops, cultural experiences, service-learning experiences, and social engagement programs. Scholarships and mentorship programs are also available to help students be successful.

For more information on OMA programs and services, visit our website at [oma.okstate.edu](http://oma.okstate.edu) (<https://diversity.okstate.edu/departments/multicultural-affairs/>), contact the Office of Multicultural Affairs at 240 Student Union by phone at 405.744.5481, or email at [oma@okstate.edu](mailto:oma@okstate.edu).

### University Recruitment, Retention, and Community Engagement

University Recruitment, Retention, and Community Engagement (URRCE) is a unit within the Division of Institutional Diversity. The mission of URRCE is to provide resources and opportunities for academic, social, and emotional growth. This unit is engaged in activities designed to help create a more inclusively diverse community of learners at OSU. URRCE aspires to work with all individuals interested in promoting this work. For more information, visit our website at <https://diversity.okstate.edu/>, or please get in touch with URRCE at 405.744.5335 or by e-mail at [diversity@okstate.edu](mailto:diversity@okstate.edu).

## ILP Program

The Inclusion Leadership Program (ILP) at OSU consists of a series of related activities that will help OSU students and students from high schools in Oklahoma City, Tulsa, and Stillwater to:

1. broaden perspectives about themselves and others;
2. develop inclusive leadership skills;
3. increase knowledge regarding global networking; and
4. clear a pathway to successful living within a global society.

The Inclusion Leadership Program is a year-long leadership program designed to equip OSU students with the skills and knowledge to become influential leaders in a more diversely inclusive society. Students in the ILP program will share their understandings of leadership with teams of OSU sophomores and students selected from high schools in Oklahoma City, Tulsa, and Stillwater High School. Business leaders will also mentor the OSU and high school students.

By becoming mentors to the high school students, the OSU students will be passing on what they are learning. They will be developing high school students to become leaders themselves. In essence, leaders will be developing leaders. For additional information on the ILP program, visit <https://diversity.okstate.edu/> or contact the coordinator at 405.744.2920.

## RISE Program

The Retention Initiative for Student Excellence program (RISE) is designed to assist students in transitioning from high school to Oklahoma State University. The program's primary focus is to address all academic issues that might challenge RISE students. The program is also attentive to the various social and financial challenges that RISE students often face. The RISE program provides students with mentors, scheduled study group sessions, one-on-one tutorials as needed, opportunities to serve in leadership roles, and several social and cultural activities.

The objective is for all RISE students to end their first year of academic work at OSU with no less than a 3.2 GPA. The RISE program is designed for excellence. Our expectations are high, and our commitment is deep. We believe these two principles form a foundation for RISE students to achieve excellence at Oklahoma State University. For additional information on the RISE program, visit <https://diversity.okstate.edu/> or contact the coordinator at 405.744.4725.

## McNair Scholars Program

The McNair Scholars program is a federally-funded TRiO Program that provides encouragement, guidance, and mentorship to underrepresented students in preparation for graduate school. Additionally, we work closely to help students prepare for doctoral study through involvement in research and scholarly activities. The purpose of the McNair Scholars Program is to assist in the academic and professional development of undergraduates whose goals are to attain a Ph.D. and conduct research at the college level. Students participating in the McNair Scholars Program will have the opportunity to participate in undergraduate research, conduct a research project (led by an OSU faculty member), apply to graduate programs, and other scholarly activities such as visiting their desired graduate school as well as attending conferences. Students will also participate in workshops geared toward graduate success and prepare them to be highly competitive graduate school applicants. To be eligible for the McNair Scholars Program, students must be at least one of the following: First-generation and low-income or a part of an underrepresented racial/ethnic group in graduate education - those being African American/Black, American Indian/Native American,

Hispanic/Latino, Native Hawaiian, Native Alaskan, or Pacific Islander. For more information on the McNair Scholars Program, visit <https://diversity.okstate.edu/> or contact OSU McNair at 405.744.3943.

## Student Support Services Program

The U.S. Department of Education funds the Student Services Support Program at Oklahoma State University. The program is designed to support and motivate low-income, first-generation, and/or students with disabilities from enrollment through graduation. The Student Support Services program offers the following services: academic advisement, financial aid advisement, mentoring, cultural programming, and service-learning preparation. Students enrolled in the program may also be awarded financial assistance through scholarships or stipends. For more information on this program, visit <https://diversity.okstate.edu/> or contact OSU-SSS at 405.744.5198.

## Upward Bound

Upward Bound is a college preparatory program designed to provide academic skills and motivation for students interested in pursuing an educational program beyond high school. Students generally enter the program in the 9th or 10th grade and remain through high school graduation and college entry.

During the summer, Upward Bound (UB) students live on the Oklahoma State University campus for six weeks and participate in various academic, social, and cultural activities. Upward Bound students are in contact with Upward Bound staff members and tutors during the regular school year through activities, counseling sessions, and tutorials. For more information about the OSU Upward Bound Program, visit <https://diversity.okstate.edu/> or contact the Upward Bound Office at 405.744.5455.

## Talent Search

Talent Search (TS) is a college and technical school preparatory program designed to provide academic skills and motivation for students interested in pursuing an educational program beyond high school. The program assists a variety of high schools and middle schools within rural communities by providing educational workshops about various student and career development topics throughout the academic year. For more information about the Talent Search Program, contact the director at 405.744.4342 or visit <https://diversity.okstate.edu/>.

## Oklahoma Louis Stokes Alliance for Minority Participation

The National Science Foundation funds the Oklahoma Louis Stokes Alliance for Minority Participation (OK-LSAMP) program. The Oklahoma Alliance was formed under the leadership of Oklahoma State University and the Oklahoma State Regents for Higher Education in 1994. The program was established to address the scarcity of underrepresented minority students at state higher education institutions earning degrees in science, technology, engineering, and mathematics (STEM). The OK-LSAMP program nurtures and assists students through the undergraduate program while creating opportunities for students to pursue graduate degrees in their selected STEM disciplines. OK-LSAMP scholars are provided with opportunities to interact with faculty and scientists, participate in research activities, present at national conferences, and prepare to transition into graduate programs and/or become leaders in the STEM workforce. For additional information, visit <https://diversity.okstate.edu/departments/ok-lsamp/index.html> (<https://diversity.okstate.edu/departments/ok-lsamp/>), or contact

the OK-LSAMP office at 405.744.6710 or 405.744.7820 or by e-mail at [oklsamp@okstate.edu](mailto:oklsamp@okstate.edu) ([okamp@okstate.edu](mailto:okamp@okstate.edu)).