Resources for underrepresented and minoritized students

**Table of Contents**

[SUMMARY 2](#_Toc122360774)

[PROGRAMS & INSTITUTIONAL RESOURCES 2](#_Toc122360775)

[Division of Equity and Inclusion 2](#_Toc122360776)

[Office of the Vice President of Equity and Inclusion 3](#_Toc122360777)

[Center for Multicultural Academic Excellence (CMAE) 3](#_Toc122360778)

[Center on Diversity and Community 3](#_Toc122360779)

[Campus and Community Engagement (CaCE) 4](#_Toc122360780)

[Multi-Cultural Center (MCC) 4](#_Toc122360781)

[Student Unions, Clubs, and Associations 4](#_Toc122360782)

[Dean of Students 4](#_Toc122360783)

[Lyllye Reynolds-Parker Black Cultural Center 4](#_Toc122360784)

[The Women's Center 5](#_Toc122360785)

[The Men’s Resource Center 5](#_Toc122360786)

[LGBTQ Education and Support Services 5](#_Toc122360787)

[Veteran Students. 5](#_Toc122360788)

[Non-Traditional Students. 5](#_Toc122360789)

[Multicultural Events and Programming. 5](#_Toc122360790)

[Other Programs 6](#_Toc122360791)

[Accessible Education Center (AEC). 6](#_Toc122360792)

[TRIO Student Support Services (SSS): 6](#_Toc122360793)

[TRIO McNair Scholars Program. 6](#_Toc122360794)

[The Home Flight Scholars Program. 6](#_Toc122360795)

[Academic Residential Communities 7](#_Toc122360796)

[Students of Color Opportunities in Research Enrichment. 7](#_Toc122360797)

[The North Star Project. 7](#_Toc122360798)

[Student Organizations to Support Diverse Communities in STEM. 7](#_Toc122360799)

[SCHOLARSHIPS 7](#_Toc122360800)

[Diversity Excellence Scholarship (DES) 7](#_Toc122360801)

[Diversity Excellence Scholars Abroad 8](#_Toc122360802)

[Future Stewards Program 8](#_Toc122360803)

[Robert J. Erickson Kaiser Permanente Scholarship 8](#_Toc122360804)

[Jewel H. Bell Award 8](#_Toc122360805)

[George and Vera Fracchia & Carla Gary Scholarship 8](#_Toc122360806)

[UO Global Education Oregon, Division of Global Engagement, Scholarship for First Generation College Students 8](#_Toc122360807)

[Pathways Oregon 8](#_Toc122360808)

[BRIDGE PROGRAMS 9](#_Toc122360809)

[UO Connections Program 9](#_Toc122360810)

[Oregon Young Scholars Program (OYSP) 9](#_Toc122360811)

[Reach for Success 9](#_Toc122360812)

[Summer Program for Undergraduate Research (SPUR) 9](#_Toc122360813)

[Student Academy to Inspire Learning (SAIL) 9](#_Toc122360814)

[SPICE Camp. 10](#_Toc122360815)

# SUMMARY

The University of Oregon (UO) is committed to promoting diversity, equity, inclusion, and accessibility and offers a wide variety of resources and support for both faculty and students from underrepresented backgrounds in higher education. *The Division of Equity and Inclusion* houses the *Office of the Vice President for Equity and Inclusion (OVPEI), the Center for Multicultural Academic Excellence, the Center on Diversity and Community, the office of Campus and Community Engagement,* and the *Multicultural Center*. The institution has an overarching framework for improving inclusivity and diversifying the staff and students at UO, developed with the help of the *University-Wide Diversity Committee* and the *OVPEI*. This framework contains five key pillars: Inclusion, Diversity, Evaluation, Achievement, and Leadership. In other areas of campus, services focus on student success. The *Accessible Education Center* provides centralized infrastructure to support students with disabilities and places an emphasis on systemic change to increase accessibility and inclusivity across campus. The *Dean of Students* office houses a broad array of affinity groups and student forums centered around shared identities related to ethnicity, race, sexual orientation, gender, and student status. The *TRIO Student Support Services* and *TRIO McNair Scholars* program provide critical financial resources to support academic success among underrepresented scholars. The new *Home Flight Scholars Program* provides financial and academic support to Oregon residents who are enrolled citizens of a federally recognized tribe.

# PROGRAMS & INSTITUTIONAL RESOURCES

## Division of Equity and Inclusion

The overarching goal of the Division of Equity and Inclusion is to facilitate liberation for individuals, organizations, and communities from systems, policies and mindsets that limit and obscure. This division seeks to catalyze innovation, balance, and a commitment to equity through scholarship, teaching, creative activity, and engagement. In service to the academic mission and justice, they acknowledge and seek to repair institutional and systemic wrongs.

Office of the Vice President of Equity and Inclusion. This office promotes inclusive excellence by working to ensure equitable access to opportunities, benefits, and resources and through engagement with the campus and the community. The work of the Office of the Vice President for Equity includes:

* Leadership and coordination for UO diversity, equity, and inclusion strategies
* Consultations for academic and administrative leadership in designing and implementing high-impact practices to advance diversity, equity, and inclusion
* Research and reports on diversity issues
* Partnerships with UO schools and colleges and other educational institutions to promote equity and inclusion
* Partnerships with civic and community groups across the city and state to accomplish goals of mutual significance and advance the university’s mission
* Faculty mentorship and professional development
* Leadership coaching

Center for Multicultural Academic Excellence (CMAE). CMAE seeks to promote student retention and persistence among historically underrepresented and underserved populations. They develop and implement programs and services that support retention, academic excellence, and success at the UO and beyond. They reaffirm our commitment to all students, including undocumented and tuition equity students. Their vision is to build and empower an inclusive and diverse community of scholars who exemplify academic excellence and inspire positive change. Programs include:

* *The Resource Pond* is designed for CMAE Program students who are low-income and first-generation students from underrepresented backgrounds, to help offset academic expenses by offering textbooks on loan.
* *CMAE Scholars Program.*The CMAE Scholars program mission is to empower students to engage in their academic success through individualized academic counseling, connection to campus resources, and referrals to community and campus networks.
* *New Student Fall Retreat*. The New Student Fall Retreat (NSFR) is designed for the new incoming first-year and transfer students from diverse backgrounds. Their goals are to create, develop, and discover the identity and leadership skills as well as learn about many campus resources and opportunities at the University of Oregon.
* *Student Leadership Team*. The Student Leadership Team (SLT) is comprised of a dynamic group of students who serve as facilitators, trainers, peer educators, and mentors to incoming students during and after the New Student Fall Retreat.
* *Students of Color Opportunities in Research Enrichment (SCORE)*. The primary goal of the program is to enable each student to gain confidence with a scientific skillset which will lead to undergraduate research and professional development opportunities.

Center on Diversity and Community**.** The Center on Diversity and Community offers a variety of programming for both students and faculty, including:

* *Creating Connections* serves underrepresented graduate students across the University of Oregon. The program connects students by building a supportive social network that helps them thrive personally and academically. Creating Connections is where underrepresented graduate student groups can connect, engage, and partner to serve otherwise unmet needs through social gatherings and community building activities that celebrate diversity and embrace inclusivity.
* *Graduate Writing Circles* draw on evidence-based practices for planning and writing that have been proven to build productivity and comfort with writing. These circles support faculty and graduate students and help them meet the goals writers set for article and book publication, dissertations, applications for grants and fellowships, and all other necessary writing tasks.

Campus and Community Engagement (CaCE). The CaCE leverages alignment, collaboration, and relationships to facilitate success and belonging at the University of Oregon by focusing on:

* *Student Success and Engagement.* Develop and support co-curricular leadership and retention initiatives for underrepresented and underserved students at the UO by connecting them to faculty, staff, administration, alumni and the community broadly.
* *Community Building and Engagement.* Collaborate externally with key campus partners and communities to translate culturally-relevant needs, interests and resources through community partnerships, information sharing, and legislative advocacy.
* *CaCE signature initiatives and programs*. Cultural Heritage Month Programming; Strategies and Working Groups; Sponsorships; President’s Diversity Advisory Community Council (PDACC); Student Retention Initiatives; Martin Luther King, Jr. Day events; Campus-Wide Events.

Multicultural Center (MCC). The MCC brings together undergraduate and graduate students with the greater campus community at large. Its primary goal is to create a space which promotes student leadership development and personal growth; cultural pluralism and positive social change; and community building and education. The MCC is a hub of student activism, providing coalition space for groups in one physical location, encouraging dialogue and cooperation toward achieving common goals. The MCC:

* Houses more than 25 different student unions.
* Hosts regular meetings, educational and cultural workshops, guest speakers and artists, diversity programming and education.
* Houses a resource library of books and videos.
* Has computers for students to work on academic and union projects.

Student Unions, Clubs, and Associations*.* The university has a wide array of student affinity groups. These include: **Arab Student Union, Access-Ability Student Union, Adopted Students United, African Student Association, Asian Pacific American Student Union, Black Student Union, Black Male Alliance, Black Women of Achievement, Coalition Against Environmental Racism, Hong Kong Student Association, Hui 'O Hawai'i (Hawai'i Club), International Student Organization, Kultura Pilipinas, Latinx Male Alliance, Lesbian Gay Bisexual Transgender Queer Alliance, Movimiento Estudiantil for Change and Advocacy, Muslim Student Association, Muxeres, Native American Student Union, Pacific Islanders Club, Persian Student Association, Taiwanese Student Association, Thai Student Association, Vietnamese Student Association, Womxn of Color Coalition.**

## ****Dean of Students****

Lyllye Reynolds-Parker Black Cultural Center**. The Lyllye Reynolds-Parker Black Cultural Center (BCC) is the engine for Black students’ academic success at the University of Oregon. The BCC is a welcoming and supportive space that helps Black students harness the resources necessary to navigate their social, cultural, and academic experience. By investing in the success of Black students, the BCC enhances the cultural and social development of the entire University of Oregon community.**

The Women's Center**. The Center seeks the advancement of women and people of all genders through activism, leadership, and empowerment and advocates for the best educational and working environment for all genders at the university. They accomplish this by fostering students’ personal growth and working toward societal change and community understanding. The office provides a variety of resources such as work, lounge, and meeting spaces, a lactation room and toys for children, a lending library with over 2,000 volumes, and computer and printing capabilities.**

The Men’s Resource Center**. The MRC is home to a variety of opportunities through which students explore ways to better understand and support themselves, as well as others.** The Men's Resource Center (MRC) invites students to explore their own unique relationship to the intersection of identity, well-being, and various forms of masculinity.

LGBTQ Education and Support Services**.** The mission of LGBT Education and Support Services (LGBTESS) is to promote a safe, equitable, accessible, and affirming campus for lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, aromantic, and agender (LGBTQIA3+) students at the University of Oregon through resource navigation, education, community building, and event (co-)coordination and implementation. These services are have contributed to UO being recognized nationally as one of the best colleges for LGBTQIA+ students. From gender equity housing options to LGBTQIA+ protections, LGBTESS is committed to creating an environment of respect and encouragement for all of our students.

* *Supports:* LGBTESS encourage holistic support through mental, medical, and community care. Scholarships and other financial assistance are based on merit or need, including our Gender-Affirming Support Fund. Students are also invited to apply for LGBTESS-sponsored trips to conferences. For students who are currently in or hoping to begin the process of transitioning while attending the UO, the university offers a variety of resources and services.
* *Build Community*: Our student-driven outreach teams engage and empower LGBTQIA+ current and prospective students. Whether organizing events, being involved in campus organizations, or taking part in educational panels, our student employees and volunteers connect with the greater campus community, sharing resources to support students’ well-being and academic success.
* In addition to our programs and services, there are organizations on and off campus, all focused on promoting awareness, education, support, and appreciation for lesbian, gay, bisexual, transgender, intersex, and queer issues.

Veteran Students.The university provides student veterans and their families with the highest level of support and dedication. The institution offers a variety of resources to assist veteran students during their time at the UO, including: professional staff in the Office of the Dean of Students to help students navigate campus and services; Student Veterans Center; Peer Advisors for Veteran Education; Veterans and Family Student Association; navigation of using veteran benefits for education; and the Student Veterans Emergency Fund.

Non-Traditional Students.There are a variety of resources and services available for nontraditional students to help them balance school and life. The Nontraditional Student Union is dedicated to representing the nontraditional student voice on campus and providing a place for them to feel at home.

Multicultural Events and Programming.The Office of the Dean of Students Multicultural Events and Programming team provides a place where all students are welcome to meet, plan, and help create a stronger community. It is a place that helps students connect with students of all races and backgrounds to collaborate around cultural programming and education, hosting events and celebrations throughout the year.

## Other Programs

Accessible Education Center (AEC). The Accessible Education Center is part of the Undergraduate Education and Student Success Division of Academic Affairs and has a broad scope of attention and support to individual students and an emphasis on systemic change to increase accessibility and inclusivity across campus. The center focuses on student access and engagement, universal/inclusive design initiatives, and technology access and usability. The AEC is dedicated to facilitating and supporting accessible education through access and full inclusion of students with disabilities into the university environment. This is accomplished through effective collaborations/ consultations with faculty/staff, proactive advising, and the fostering of systemic campus change. The AEC works to create and sustain physical, curricular, and informational environments that are informed by and responsive to the diverse characteristics and experiences of students with disabilities and variations of ability, with the recognition that disability is an aspect of diversity integral to the university and to society.

TRIO Student Support Services (SSS): TRIO SSS helps undergraduates meet the rigors of higher education and graduate from UO, with resources including academic advising, workshops, tutoring, mentoring, and financial assistance. Students from households where neither parent/guardian earned a bachelor’s degree, who meet low-income qualifications based on federal guidelines, and/or have a documented disability are eligible to apply to the program.

TRIO McNair Scholars Program. The McNair Scholars Program prepares qualified juniors and seniors for graduate study leading to PhD degrees. McNair Scholars receive comprehensive support to earn undergraduate degrees, complete research projects in their fields of study, and apply to graduate schools. The program’s limited size provides a close-knit community while helping students gain a broad understanding of research and university culture.

McNair Research Mentors demonstrate a commitment to the mission and values of the McNair Scholars Program. Research experience represents a foundational element in successful applications to graduate school and overall scholarly development. McNair-eligible students frequently face additional challenges and invisible labor navigating dominant-culture higher education institutions and cultures. This McNair Program is committed to illuminating this “hidden curriculum” and mitigating access and equity issues, which are often accentuated with social capital involved in identifying and developing relationships with faculty mentors.

Faculty Research Mentors introduce and guide students through the research process generally and within their particular field of study. In complement to the McNair Scholars team, Faculty Research Mentors provide expert knowledge to familiarize students with the academic culture, scholarly rigor, professional networks, and prospective graduate school and career pathways within their particular discipline. Faculty research mentorship ultimately provides encouragement and motivation for students as they pursue their original research and preparation for doctoral studies.

The Home Flight Scholars Program.This program is designed to address the unique cultural and academic challenges or barriers that American Indian/Alaska Native (AIAN) students often experience. The Home Flight Scholars Program helps remove the financial challenges to attending college that AIAN students face, and in doing so significantly increase the number of AIAN students at the UO. Also, the program wraps these students in support, advising, residential community, and educational experiences that will help them persist, thrive, celebrate their culture, and establish strong connections on the way to graduation. Finally, the UO seeks to strengthen ties and opportunities with these students’ home tribes, so that when they graduate, they will return home well prepared to contribute and lead fulfilling lives in their sovereign nations.

Academic Residential Communities**.** Students living in Academic Residential Communities take classes together and connect with professors and advisors who support students socially and academically. In many cases a building will have special areas like design studios, music practice rooms, and maker spaces to support student success. Academic Residential Communities have focuses for: Latinx Scholars, LGBTQIA+ Scholars, Native American and Indigenous Studies, Umoja Black Scholars, Women in Science and Math, and Gender Expansive Community.

Students of Color Opportunities in Research Enrichment. SCORE (Students of Color Opportunities in Research Enrichment) is academically based, hands-on research class designed for students who are underrepresented in the Life Sciences. The program consists of weekly workshops designed to teach students basic laboratory techniques and professional development skills. The primary goal of the program is to enable each student to gain confidence with a scientific skillset which will lead to undergraduate research and professional development opportunities.

The North Star Project. This project supports a community of undergraduate students, graduate students, and physical science faculty at the University of Oregon. This program aims to strengthen the physical sciences and STEM (science, technology, engineering, and mathematics) by creating learning environments and a culture that attracts and retains inspired, enthusiastic, and talented students from diverse backgrounds. The North Star approach includes a two-week summer program for incoming undergraduates, mentoring, a research lecture series, office hours, research fellowships, and social activities.

Student Organizations to Support Diverse Communities in STEM.The University of Oregon boats several groups designed to support and build community among graduate trainees from diverse backgrounds, including the following: Community of Minorities in STEM (CMiS); Women in Graduate Science; Womxn in Neuroscience; Women in Physics.

# SCHOLARSHIPS

Diversity Excellence Scholarship (DES)**.** This scholarship pays tuition fellowships for graduate and undergraduate students who bring economic, language, racial, ethnic, and gender diversity to the UO. The program recognizes students for their educational achievements and contribution to diversity and inclusion on campus and in their communities. The scholarship is an integral part of the university’s inclusion and diversity mission. Awardees receive tuition-remission with awards ranging from partial to full tuition and fee awards. Both incoming undergraduate, graduate, transfer, and law students are eligible to apply. Upon acceptance into the DES program, scholars will be advised by an advisor to ensure students are meeting DES eligibility responsibilities.

Diversity Excellence Scholars Abroad. The purpose of the Diversity Excellence Scholars Abroad (DESA) Program is to increase the diversity of UO participants in study abroad programs by providing funding to underrepresented students, who in turn serve as ambassadors upon their return to campus by: Increasing awareness of study abroad opportunities among historically underrepresented students on campus, and; helping disseminate the message that studying abroad is an experience that all students can and should consider.

Future Stewards Program. The program provides up to two years of tuition support; it also gives Oregon Native American students an opportunity to work with the nine federally recognized tribes of Oregon and Native American tribes that had traditional and customary tribal boundaries in parts of the state of Oregon or that ceded or reserved lands within the state of Oregon to help make graduate education more accessible for their members. The aim is that tribal members who have earned graduate degrees at the UO will be able to return home to become stewards of their communities who will support their traditional culture, foster educational opportunities, and promote economic development.

Robert J. Erickson Kaiser Permanente Scholarship**.** The Erickson Scholarship is intended to encourage the higher education of students of color who are underrepresented in the college system. Each year the student receives a portion of the money to cover tuition, room, board and books. The scholarship, which is worth $3,000 per year, is renewable for up to four years provided the recipient continues to meet its criteria. The recipient will be required to work with the University's Center for Multicultural Academic Excellence for academic advising and support. The Erickson Scholarship applications are reviewed by an impartial selection committee, under the guidance of the UO.

Jewel H. Bell Award. The Jewel Hairston Bell Award honors an outstanding student of color whose active engagement and participation on campus has furthered the cause of cultural and ethnic diversity at the University of Oregon. Depending on the number of applicants, awards can vary from $2,000 - $4,000.

George and Vera Fracchia & Carla Gary Scholarship. The Fracchia/Gary Scholarship was created to provide financial assistance to one or more underrepresented undergraduate students enrolled at the University of Oregon, and to thereby support the university’s commitment to diversity. Each spring at least one Oregon Young Scholar Program (OYSP) student will be selected to receive this scholarship award to assist the recipient(s) with expenses related to attending the university including, but not limited to, tuition, fees, books, miscellaneous supplies, room, and board.

UO Global Education Oregon, Division of Global Engagement, Scholarship for First Generation College Students**.** To expand access to education abroad, GEO has made available a scholarship for First Generation College Students. This is a planning scholarship for UO students whose parents/legal guardians did not complete a 4-year college bachelor’s degree. As a planning scholarship, recipients of the GEO Scholarship for First-Generation College Students can use the award to study abroad on a GEO-sponsored program at any time during their college career at the UO. A number of $1,000-$3,000 scholarships will be awarded each year to help support first-generation college students who aspire to study abroad.

Pathways Oregon. This program ensures that academically qualified, federal Pell Grant–eligible Oregonians will have their tuition and fees paid through a combination of federal, state, and university funds. Pathways students also receive comprehensive academic and personal support:

* Academic advisors dedicated to student success.
* Workshops designed to help students pursue their academic goals and explore exciting opportunities, including study abroad.
* Learning support, including free tutoring.
* Opportunities to connect with Pathway Oregon peers

# BRIDGE PROGRAMS

UO Connections Program. This program is a half-day college advocacy program designed for first-generation, ethnically diverse, or economically disadvantaged high school students in ninth through twelfth grades. The program provides valuable college prep information.

Oregon Young Scholars Program (OYSP)**.** This program offers rising Oregon high school freshmen, sophomores, juniors and seniors a chance to experience college life firsthand. It takes place on the UO campus, where students live in a dorm with a roommate and share meals, classes and projects with their peers, just as they would in college. Participants in OYSP are chosen from the eighth grade classes of several schools in Portland and Eugene-Springfield that serve students who are most underserved in higher education. The program focuses on providing this opportunity to students of color, students from homes with limited incomes, and students who are the first in their families to be college bound.

Reach for Success. The Center for Multicultural Academic Excellence’s Reach for Success is the UO's primary visitation program for traditionally underrepresented 7th and 8th grade students. This interactive campus visit for aspiring Ducks from across the state is designed to give students a tangible college experience while fostering campus relationships. The program invites students from all underrepresented groups to experience campus resources, a student panel, keynote speaker, and workshops.

Reach for Success is also an opportunity for students to interact with faculty, staff, students and other professionals who may identify as they do. Activities are designed to allow the students to see themselves in the college environment and to engage in conversations about higher education and future career paths.

Summer Program for Undergraduate Research (SPUR). SPUR provides fellowship opportunities for undergraduate students to participate in research in Life Sciences laboratories at UO during the summer. SPUR is committed to diversifying the next generation of life scientists in the research community. We strongly encourage students from underrepresented groups to apply.  Underrepresented groups in life sciences research are considered by race, ethnicity, low-income, first-generation to attend college, and disability status. Access to research is also considered.

Student Academy to Inspire Learning (SAIL). This pre-college program mission is to inspire middle and high school students from low socioeconomic, first-generation and underrepresented backgrounds from across the state of Oregon to pursue, enroll and succeed in higher education by providing first hand experiences with faculty, volunteers, college student mentors and university campus resources. Students engaged in the program can connect with University Professors, college students, and new friends. They develop leadership, college & career skills. The programs are interactive & residential, and participants can earn high school credit from participating schools in 4J and Springfield School Districts.

SPICE Camp. This summer camp for middle-grade and high school freshman is a UO supported program designed to engage young women in the sciences through hands on experimentation. SPICE creates an environment where girls and non-binary students can share the joys of hands on science. The programs are rooted in high-quality research on how to support the development of strong science identities.