# OVPRI DEIC Mission

*The OVPRI Diversity, Equity, and Inclusion Committee (DEIC) provides leadership in the area of equity and inclusion, with a specific focus on critical issues for OVPRI staff and for the research community that OVPRI serves.*

*The overarching charge of the committee is to provide leadership in developing, coordinating, and assessing short- and long-term strategies for structure, policies, processes, curricula, and engagement in alignment with the University-wide Diversity Plan and other matters concerning diversity, equity, and inclusion. The full* [*OVPRI DEIC charge*](https://research.uoregon.edu/sites/research1.uoregon.edu/files/2021-03/OVPRI_Diversity_Equity_Inclusion_CommiteeCharge_11-16-20.pdf) *is available on the OVPRI website.*

## OVPRI DEIC Values

### Equity

* We do not tolerate discrimination, period. This includes, but is not limited to, discrimination based on ethnicity, race, gender, gender expression, age, ability, language, political beliefs, job title, religion, or sexual orientation.

### Community

* We are collegial with colleagues both locally and broadly.
* We recognize that wherever we go, we represent the UO.
* We bring our best every day, with the hope of inspiring and elevating one another.
* We recognize that what ‘best’ means on any particular day will vary, but whatever ‘best’ looks like, we will bring it.

### Communication

* We acknowledge that communication is the foundation of our community.
* We welcome constructive criticism of committee activities and respectfully offer the same to our colleagues.

### Transparency

* We do what we say and say what we do.
* All meeting agendas and minutes are written with sufficient detail that someone who hasn’t attended committee meetings can still understand what occurred and how decisions were made.
* OVPRI climate survey analysis is available on our website, which does not include individual identifiers.
* Committee documents are available on our website, specifically the DEIC charge, committee members, contact information, and information for those interested in becoming members.

### Curiosity

* We are always questioning.
* We think critically about alternative explanations for our actions and the actions of others.
* We observe data (especially our own) with an objective eye.

### Respect

* We acknowledge that time is a valuable resource. We are respectful of other people’s time. This manifests in part by showing up on time for all scheduled events and meetings.
* We are mindful that we are all individuals with our own lives, and we take care to respect whatever might be going on in someone’s life outside of work.
* When providing feedback on subcommittee work, we are respectful.
* We recognize that everyone has their own point of view, and we listen with an open mind to all perspectives.
* We do not judge others for their beliefs or choices.

## OVPRI DEIC Code of Conduct

We have collectively defined a set of guidelines that allow us to align behaviors with our values and to address situations or concerns that are brought to the committee’s attention.

These guidelines are assisted by the IDEAL (inclusion, diversity, evaluation, achievement, and leadership) and LACE (love, authenticity, courage, and empathy) frameworks. Definitions of each term in the IDEAL framework are provided below, and approaching situations with love, authenticity, courage, and empathy is how we operationalize the I.D.E.A.L. framework. You can read more about the [IDEAL](https://inclusion.uoregon.edu/ideal-framework) and [LACE](https://inclusion.uoregon.edu/lace) frameworks on the Division of Equity and Inclusion’s website.

**Inclusion**: Cultivate a more welcoming and respectful environment for all.

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| **Do** | **Don’t** |
| Create a welcoming environment. | Ignore the presence and needs of others. |
| Introduce ourselves to OVPRI staff we have not yet met. | Avoid or solicit staff interactions based solely on the nature of a person's role, status, or title. |
| Listen thoughtfully to concerns and provide support and access to resources when any OVPRI staff member brings concerns of harassment to the committee. | Dismiss staff’s concerns of harassment through words or/and actions. |
| Provide confidential resource reporting information for employees, if committee members are a cause for concern. | Fail to hold each other accountable. |
| Combat harassment of any kind and immediately comply when asked to stop harassing behaviors. | Make excuses for contributing to harassment. |
| Recognize that everyone makes mistakes, and that individual differences in culture and/or experience may lead to differences in understanding of what is and is not appropriate. We are committed to bettering ourselves and educating others. | Address situations without grace or empathy. |

**Diversity**: Develop and implement equitable strategies for recruiting, retaining, and advancing a cadre of students, faculty, and staff, with a wide variety of backgrounds, talents, perspectives, and experiences.

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| **Do** | **Don’t** |
| Recognize diversity as an asset. | Diminish the value of diversity. |
| Value and respect individual differences. | Tolerate discrimination. This includes, but is not limited to, discrimination based on ethnicity, race, gender, gender expression, age, ability, language, political beliefs, job title, religion, or sexual orientation. |
| Show gratitude for the opportunity to learn from one another and benefit from the experiences and expertise of our colleagues. | Dominate discussions. |

**Evaluation**: Use assessment and measurement strategies to evaluate our process in meeting university’s goal of equity and inclusion.

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| **Do** | **Don’t** |
| Be thoughtful in the actions we take and the recommendations we make. We are intentional and data-driven in our decision making. | Make decisions based on speculation. |
| Employ statistical analysis in developing our climate survey for reporting/evaluation and consult data analysts when appropriate. | Intentionally share misinformation. |
| Be mindful of biases and their impact on decision making. | Engage in biased, demeaning, intimidating, coercive, or harassing/hostile conduct or commentary, whether seriously or in jest. |

**Achievement**: Ensure that our policies, processes, and practices provide access for all to achieve their personal best.

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| **Do** | **Don’t** |
| Provide equal access to committee resources. | Fail to ensure committee resources are accessible. |
| Keep detailed meeting agendas and minutes that new members easily understand and follow | Fail to document committee decisions and conversations. |
| Take pride in mentoring others, as teaching and training are the foundations of the university. | Discourage mentoring through words or actions. |
| Provide support and thoughtful feedback on committee & sub-committee projects. |  |

**Leadership**: Develop, nurture, and coach leadership to facilitate inclusive environments as well as offer the resources for success.

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| **Do** | **Don’t** |
| Support our colleagues by providing thoughtful feedback and support on committee and subcommittee projects. | Show a lack of support. |
| Be open, honest, and professional in communication. | Practice dishonesty in communication. |
| Be transparent in what actions are possible to address or rectify a situation if an OVPRI staff member brings concerns to the group. | Misrepresent our ability to assist staff with concerns that are brought to the group. |
| Welcome constructive criticism of committee activities and respectfully offer the same to our colleagues. |  |
| We are willing to listen and are open and receptive to the opinions of others. |  |
| We take pride in mentoring others, as teaching and training are the foundations of the university. |  |

**Acknowledgements**

The OVPRI DEIC would like to thank Nadia Singh and the Singh Lab as well as the Seismological Society of America for providing frameworks and inspiration for the creation of the OVPRI DEIC Code of Conduct. Original versions of the documents that informed the OVPRI DEIC’s process are below.

* [Singh Lab Philosophy](https://nadiasinghlab.org/philosophy/)
* [Seismological Society of America Meetings Code of Conduct](https://www.seismosoc.org/meetings/code-of-conduct/)