Office of Intercultural Affairs (OIA)

POINT OF CONTACT
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SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ▪ ISSUES ▪ ACTON STEPS ▪ OUTCOMES

PROCESS
1. Development of systemic analysis process, connecting with other units and providing guidance to campus community
2. Team meetings to discuss SA steps and evaluate OIA's current standing
3. Review of data and feedback around programming
4. Structural re-evaluation
5. Overview of policy and infrastructure

ISSUES IDENTIFIED
1. Intersectionality
2. Accessibility
3. Connection to Graduate Division

ACTION STEPS
Intersectionality
✵ 1: Disaggregation of data; formation of the DEI data governance group.
✵ 2: Support Affinity groups Formation of new affinity group for Black women faculty or Latino Staff Association
📖 3: Education on Intersectionality Virtual Forum on Intersectionality section in Anti-Racism Workshops

Accessibility
📖 1: Implement Universal Design for Learning practices within programming
✵ 2: OIA team receives training from disability support services
✵ 3: Including disability questions on campus climate and community check-in surveys in order to identify needs when disaggregating data

Graduate Students
✵ 1: Include graduate and professional students in Equity Scorecard, the Campus Climate Survey, and OIA programs and initiatives.
✵ 2: Promote and encourage participation in regional and national conferences (e.g., BDN, HACU, Institute, etc.) with special attention to the School of Education.
Graduate Students 3: Create 1-2 networking or mentorship experiences between ACE students and LMU graduate and professional students.

PARTICIPATION AND REPORTING
☑ Attended Systemic Analysis Consultation Session
☑ Submitted a Progress Report
This unit will present on progress on March 2, 2021.

HIGHLIGHTS

Committee

Jennifer Abe, Ph.D.
Vice President of Intercultural Affairs

Joseph Bernardo, Ph.D.
Intercultural Affairs Associate

Hillary Henderson
Administrative Specialist

Kim Misa
Research Associate

Steven Neal
Director of ACE program

OUTCOMES
Intersectionality
✵ Create a dashboard to better understand the inequities and nuanced experiences faced by our students, staff, and faculty.
✵ Increased sense of inclusiveness and retention among faculty and staff.
📖 Increase awareness of intersectionality to shape programs and policies among units across the university.

Accessibility
📖 Promote institutional shift to universal design for learning - widespread use of accessibility widgets and translation of materials
✵ Build capacity of OIA team to provide information on access and accessibility. Support individuals and departments to do the same
✵ Disability is included as a way of collecting data throughout the university, and is incorporated as a norm when developing survey instruments and responding to data

Graduate Students
✵ Representation of graduate and professional students in OIA assessments/reporting, events, and in regional and national conferences.
✵ Increased understanding among undergraduate students of the graduate and professional school experience and their career aspirations through self-reported assessments.

NEXT STEPS