

Oregon State University Commitment Statement

As a Partner Institution, Oregon State University (OSU) is committed to, and will actively participate in, the Action Collaborative's work. As an early demonstration of our commitment, OSU senior leaders attended the first (in person) and second (virtual) summits. Both summits provided valuable information in areas that are critical for all institutions of higher education: the development of effective policies and innovative practices to reduce harassment, and the creation of supportive environments in which all community members thrive. OSU participant Roberta Marinelli (Dean, College of Earth, Ocean, and Atmospheric Sciences), was a member of the NASEM committee that produced the groundbreaking report "Sexual Harassment of Women: Climate, Culture and Consequences in Academic Sciences, Engineering and Medicine" and feels strongly that the Action Collaborative offers the best possibility of transforming the report's message into meaningful and lasting change.

OSU has a strong commitment to building a positive climate in which all individuals thrive. In 2014, we received an [NSF ADVANCE Institutional Transformation Award](#), that featured a two-week intensive seminar for senior leaders, intended to serve as a catalyst for advancing equity, inclusion, and justice for women and others from historically underrepresented groups. Our [2019-23 Strategic Plan](#) emphasizes inclusive excellence for all parts of the university, with the imperative to "build an organizational culture founded on the values of inclusion, mutual respect, good physical and mental health, collaboration, and humility, so that people from every background are welcomed and thrive, our community is diverse, and our leadership advances both excellence and innovation." In 2018, OSU released its first comprehensive diversity plan [Innovate & Integrate: Plan for Inclusive Excellence](#) while continuing to promote longstanding programs that advance equity in the workplace. A noteworthy program that receives considerable recognition is our Search Advocate Program, which trains faculty, staff, and students in areas such as (1) current research about implicit bias, diversity, and the changing legal landscape in hiring; (2) inclusive employment principles, and (3) effective ways to be an advocate on a search committee. Finally, Dr. Marinelli serves on two NSF-funded working groups, through her position as Vice Chair of the Board of Trustees of the Consortium for Ocean Leadership: (1) Safety in Field Sciences, and (2) Advancing Women in Oceanography. These workshops are a continuation of her longstanding interest in creating and maintaining an academic environment that supports women and underrepresented individuals.

OSU seeks to partner with organizations to advance meaningful change in the support and retention of women and the prevention of harassment in STEM. We are excited by the possibility of becoming a partner organization and look forward to continuing the important work of the report and Action Collaborative.

Best regards,



Susan Capalbo  
Senior Vice Provost, Faculty Affairs



Roberta Marinelli  
Dean, College of Earth, Ocean, and Atmospheric Science