

OUR COMMUNITY AGREEMENTS FOR REAL ENGAGEMENT [CARE] COMMITMENT

The Principles and Practices of the College of Agricultural Sciences at Oregon State University

OUR UNIFYING PURPOSE. OUR MISSION.

Oregon is unmatched in the density of its diverse agricultural, environmental, and social landscape. As the founding college of the state's land-grant institution dedicated to serving all Oregonians, the College of Agricultural Sciences stands at the crossroads of conservation and production. We find creative solutions at the confluence of diverse perspectives. As champions of science, we embrace differences to find common ground and create opportunity — committed each day to make tomorrow better.

OUR VALUES

We are responsive to the needs of those we serve.

We are a reliable source of credible, evidence-based information and education.

We collaborate with colleagues to tackle complex problems with integrated ideas.

We partner with individuals, organizations, businesses, and stakeholders beyond OSU.

We are accountable for stewardship of resources and for fulfillment of our missions.

We include diverse perspectives in our research, outreach and educational efforts.

We foster mutual respect among ourselves and the broader community.

As the founding College of this land grant institution, we have an obligation to recognize and work to dismantle oppressions of all kinds, with a mission to not only reflect the composition of the society we serve but to equitably include, serve, and engage historically underserved communities in what we do and how we do it. Our principles and practices are fundamentally rooted in the understanding and acknowledgement that anti-racism is a precondition for our conversations and work.

We acknowledge that Oregon State University in Corvallis, OR is located within the traditional homelands of the Mary's River or Ampinefu Band of Kalapuya. Following the Willamette Valley Treaty of 1855 (Kalapuya etc. Treaty), Kalapuya people were forcibly removed to reservations in Western Oregon. Today, living descendants of these people are a part of the [Confederated Tribes of Grand Ronde Community of Oregon](#) and the [Confederated Tribes of the Siletz Indians](#).

PRINCIPLES WE EMBRACE

- ▶ We are committed to *anti-racism in everything we do, and acknowledge that anti-racism is a path toward dismantling other forms of oppression, including inequities related to gender, sexual orientation, class, ability, religion, or age.
- ▶ We are committed to the dismantling of oppressions of all kinds with honesty, integrity, and transparency in all of what we do.
- ▶ Everyone has the opportunity to participate in big decisions.
- ▶ We intentionally seek out different perspectives, including minority opinion of all kinds.
- ▶ We are committed to trust-based leadership.
- ▶ It is more important to develop cooperative solutions than to win negotiations.
- ▶ Be honest and follow through.
- ▶ Acknowledge mistakes, learn from them, and address negative impact caused.
- ▶ Extend grace and ask for clarification before assuming intent.
- ▶ We have the freedom to learn from our mistakes and to pursue risks that have the potential to advance equity and innovation.
- ▶ We strive to understand where the system is functional and dysfunctional in serving all audiences. We strive for a system that is equitable to all.

* An antiracist is someone who takes action to challenge racial inequity. Racial inequity is created and reinforced by racist policies, which are in turn defended by racist ideas. To be an antiracist, one must fight to eliminate racial inequity as well as the policies and ideas that cause these inequities. More definitions can be found at diversity.oregonstate.edu/definitions

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| Practices We Embrace | Key Points in Each Practice |
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| <p>Manage conversations and meetings so they are effective</p> | <ul style="list-style-type: none"> ▶ Ensure people with alternative positions or who hold less power within the organization are given an opportunity to voice their perspectives. ▶ Identify someone to serve as a facilitator for the conversation. ▶ Monitor yourself so that you provide space for others to have their voices heard. ▶ Be clear about outcomes and next steps. |
| <p>Listen respectfully and generously</p> | <ul style="list-style-type: none"> ▶ Pay attention and listen for understanding instead of thinking about what you are going to say. Ask clarifying questions. ▶ If you have any doubt of your understanding, always verify with others. ▶ Seek out points of view that are not at the table. ▶ Constantly check that our chosen actions are accountable to our mission and values. |
| <p>Communicate with each other completely</p> | <ul style="list-style-type: none"> ▶ If we aren't aligned, say so. ▶ If something doesn't work, say so. ▶ If you sense someone at the table isn't represented, call it out. ▶ Offer a path to a solution. ▶ No one is penalized for pointing out issues or areas of disagreement. ▶ Investigate concerns and strive towards a solution that makes everyone whole. |
| <p>Make and keep commitments with one another</p> | <ul style="list-style-type: none"> ▶ Be specific in defining commitments and the expectations for completing them. ▶ Be accountable. ▶ Inclusive and sustainable culture includes inviting every person to be open about whether they have the bandwidth to commit. ▶ Empower people to say no as well as yes. |
| <p>Be on each other's side</p> | <ul style="list-style-type: none"> ▶ Look for opportunities to help others, particularly those in more vulnerable positions. ▶ Be a mentor whenever possible. ▶ Provide opportunities to broaden leadership. ▶ Give credit to the original idea contributor. Congratulate others for their contributions. ▶ Be inclusive, provide an opportunity for all perspectives to be represented. |
| <p>Be aligned on our strategic intent and current projects</p> | <ul style="list-style-type: none"> ▶ If we are not aligned, communicate it. Recognize we might not always have consensus but we should always have respect. ▶ If progress slows or stops, acknowledge it. ▶ Always look to advance high-impact programs and activities that further agreed-upon strategic intent. ▶ Don't be afraid to pivot away from long-time programs or projects that might be persisting "just because we've always done it." ▶ Be mindful of undue influence from special interests. Embrace our role as a neutral, science-based institution that serves all people. |
| <p>Transparency and sharing information</p> | <ul style="list-style-type: none"> ▶ Create environments that empower people to share what they need. ▶ Anticipate what others in the group might want to know. ▶ If asked for information, share all that you are able. ▶ Invite broad participation when and where possible. ▶ When soliciting input from others, be able to demonstrate that their input was considered. |

Review. Reflect. Discuss.

These are unique opportunities to review, reflect and discuss the importance of our principles and practices and critically evaluate how we are (or are not) living up to them

- ▶ Create time at all faculty retreats or other activities with devoted time for strategic thinking and planning to integrate principles and practices into planning.
- ▶ Put time on the agenda at least once a year to reflect in department meetings how the unit is working towards and meeting these practices.
- ▶ At least once a year put time on the agenda with student clubs to reflect on how the students can work towards meeting these practices.
- ▶ When onboarding new employees, supervisors take the time to explain the importance and application of these principles and practices. Recognize that part of performance evaluations includes consideration of how we live up to these principles.
- ▶ Introduce at the beginning of each Leadership Academy cohort with time for discussion and reflection.

Intentional Practice.

These are opportunities to bring these principles and practices into our daily working engagements to encourage accountability

- ▶ Integrate in position descriptions as a part of performance reviews.
- ▶ Integrate with any mentoring programs, with peers or students.
- ▶ Make these principles a part of research group meetings or labs.
- ▶ Employees and friends should be encouraged to reflect individually on these principles.
- ▶ Engage with Extension working groups.
- ▶ Introduce to classes when there are group projects/small groups.

For more information about common terminology related to Diversity, Equity and Inclusion work, please visit: diversity.oregonstate.edu/definitions