**Diversity Statement**

David Vasquez

Oregon State University is an incredibly diverse community. I think that OSU in the Office of Institutional Diversity has done a really good job of defining a plan for inclusive excellence is and concrete goals of how to move the OSU Community towards these goals. To me this is exciting because OSU is trully a global community and I believe firmly these initatives will have a global impact as students, faculty and staff pursues careers around the world. One of the things that drew me to this role was my ability to make a difference.

I believe there are a number of key areas in my background that have enabled me to succeed and promote inclusion as a member of the Career Success Team in the College of Business. The first occurred during an internship I had at Legacy Health System in Portland, Oregon. I was asked by the Director of the Supply Chain to create a plan to attract and retain more minority owned vendors. As part of this program, I was able to reach out and meet with many different minority business owners and learn firsthand about the experiences they have had. For an internship I felt that it was such an incredible experience in it enabling me to learn so much and also to help put together a plan that is still in use at Legacy Health system.

Another important area of my learning has been working at the Basic Needs Center at OSU. In my role here I engaged and supported a diverse range of students through one on one support and also helping to run a number of programs including a general program that helped us connect students with a range of assistance. As part of this I would help to process on average about thousand applications per term of students needing financial, medical or general support. One aspect of the applications allowed for students to fill in and discuss their own personal needs which allowed them to talk about the experiences they were going through. My work included reading through these applications and then providing support for students. It could often be difficult and challenging seeing some of the struggles that students experience but also an incredible learning experience that has allowed me to grow in both empathy and my desire to support students. My role at the Basic Need Center has also helped to grow my own understanding of diversity and inclusion not just from an academic or institutional level but on a much more personal level.

My background has allowed me to listen to the challenges faced by many students and I am passionate about doing all I can to help remove barriers and educate others. Many students entering OSU can often be first generation students which can create barriers to their success and confidence in feeling they can succeed in a challenging discipline. Students also face day to day difficulties of entering classrooms that they may struggle to feel accepted in. There are a number of steps I have taken in my professional and teaching positions to try to help remove these barriers and create opportunity for all students. The first is that I always work to create an open and inclusive atmosphere in the classroom that allows every student to feel welcome and appreciated. One of the small things is I do is plan small class activities that allow students to interact with most everyone from the course. I feel these small interactions create a more supportive and accepting classroom where students feel free to speak out and also learn about the unique and interesting backgrounds of their peers. I also view education as powerful so I work to bring up these issues in a way that is supportive of all students and promotes the ability to listen and be open to accepting challenging ideas. My goal is always to promote positivity and inclusivity so if we are discussing something that may be sensitive I work to make it a positive learning experience and am very careful of how every student is feeling.

Finally I haven’t had experience working directly with students that started as an undergraduate working as a tutor for the athletic department. I have also worked as a teaching assistant in the college of engineering and an instructor at both Oregon State University and Linn Benton community college. In my role as a teacher had to spend always one of the foremost things for me to create a welcoming and inclusive community in the classroom. I also work to educate students on the many resources on campus available to them. I really love that this role would allow me to help support and create a welcoming environment.

I am incredibly proud to be a part of I would be incredibly proud to be a member a faculty member at OSU working in the college of business where so many people actively work to create an inclusive and welcoming environment. I also love that these are things that I have seen that are not just talked about but that are an acted and lived by the staff and faculty and students on campus. I would love to be a part of the student engagement center hoping to contribute and also to continue to learn and grow.

**NOTES**

how do university which is to approach creating an inclusive environment for everyone. I have found the goals of the university to be very good and attempt to bring these things into the classroom when I teach and my interactions with students. I work to create the ability for connect students to connect with other students in the class that they might not normally talk with or speak with. I usually do this by doing a lot of group projects where I create groups that allow the students to work with a number and almost all of the different students in the class rather than picking the same students to work with. I also usually have quite a bit of activities that will allow them to interact and engage with each other

**OSU**

Moving Forward Together

Plan for Inclusive Excellence

Goals

Integrate and advance inclusive excellence within all aspects of the university.

Improve recruitment of students and employees from underrepresented communities.

Create an inclusive university climate to support the retention and success of all students and employees.

Provide innovative and transformative learning experiences enabling all students and employees to advance inclusive excellence.

Communicate Oregon State’s accomplishments, initiatives and innovations as the university advances inclusive excellence.

**DIVERSITY**

A statement about diversity I feel it’s somewhat of a personal statement maybe more so than any of the other questions you might talk about in an interview. Personally I believe it is deeply important to spend most of my time listening and empathizing and a much smaller portion taking action or speaking.

What drew me to the college of business to pursue my MBA was my love for innovation entrepreneurship and technology. I constantly look up and read about acquisitions start ups and taking information through a variety of sites like the Wasey Combinator that OSU Ventura Excelerator TechCrunch and of course watching shark stink. My love for innovation though has spread and I see it as important to be aware of the big picture of things going on but it’s also important if you love something to look at what change you can make in the day today. For innovation that means I am working on a small little app that I hope students can use to find events on campus easier I am working on the iPhone prototype now. I don’t think it will be a business because I don’t see a way to monetize it but I like that I am engaged in some thing in the day today and in aware of the big picture.

The reason I bring this up is because I think when it comes to diversity and inclusion it is important to be active in the same way. I am a stay aware of the big picture things going on working at the human services resource center we had a focus on marginalized communities poverty and the stigma is attached with those things we read a lot a big picture books in about advocates and people throughout history and in the present or making big changes. But just like with wanting to build my own app I really like to also make changes around me.

I think one of the things that I love about teaching is my ability to help educate and bring ideas of diversity and inclusion into the classroom. Once again I do this through small things I like to have students engage in small groups to get to know each other and also to engage in some hands-on learning which I think is really important especially in classes that are longer and can get monotonous if it is just me speaking for two hours one of the things I do is make sure students don’t always join the same groups we get to know the other students and learn about their backgrounds.

Even back in my masters degree in college engineering when I was teaching a physics-based class I was able to bring in

In my own personal learning I have been thinking a lot about and reading a lot of history and a lot of the struggles and things that people have gone through some thing that I am currently coming to grips with is how our country was founded with such kind ideals of personal liberty and freedom and yet for almost 100 years embrace slavery and then for 100 years after that engaged in such atrocious behavior towards the black community. I do not have any answers but hope through working as a teacher and educating people I can help to prevent these types of things and bring unity back to our campus community and hopefully the country as things have been so much Moltres of Lane

I’m leaving in love unity and it makes me sad when that is not the case. That doesn’t mean that I don’t think that conflict or challenging of ideas is not a good thing recently I somehow got escalated at Amazon into a conflict between two departments I work and information security and I somehow because of a small corrective action item became engaged with a struggle between tech operations the struggle was availability versus security they wanted availability and our team won at security and escalated up to the management level with a higher level of conflict even though I was just a new engineer since I started the ball rolling I ended up and organizing meetings between high-level managers and senior David Alaba. Even though there was conflict it was a good thing and led to a number of changes of how we can keep security as a bar that we do not let down but also how we can increase availability. This type of conflict I think is a good thing

Another important experience I have had

Throughout my to my career a both professional and academic I haven’t been able to engage with a diverse range of audiences including mini students before I begin working at Amazon I worked for almost 2 years at the basic needs center on the OSU campus. I did a lot of research and data analysis directly related to food insecurity and marginalized communities on campus and how we can support them. I work directly with students and the number of ways and learned a lot about the resources that the campus offers and would be able to bring my knowledge of these to the classroom to help students in the college of business. These include things like access to basic needs navigator food pantries cooking classes textbook lending programs and cabs.

I also did a lot of research and data analysis including processing thousands of applications by financially insecure students one part of that was the ability for students to write in about different difficulties and struggles they had gone through it as part of the assessment process I read through the responses. I think for me or some of them were difficult to read through and some of the circumstances that students were faced with it was an experience that was able to give me a lot of empathy for being kind and respectful to students because you never know what difficulties they are going through. I think that I would be able to bring this knowledge in to my position as a program engagement instructor.

The other thing that really excites me about this position is the incredible ability to make a difference. Being able to teach and instruct all the students and help them learn about how important it is to be aware of things like their own implicit biases in their day-to-day interactions would really help as they enter into the business world and I think could create a lot a positive change the spread outward from the OSU community as hundreds and thousands of students graduate every year from OSU. Finally I think that this is not an area that I have all the answers and all I have learned a lot and experienced a lot it is also some thing I’m constantly trying to grow in trying to figure out the best way to make a positive impact and I would love if selected to learn from the current program engagement and other faculty member about things they have learned and implemented in the classroom and inter-interactions that they have found to be helpful.

Another unique experience that I think would make me do well in this role successful in the stroll and has helped to shape my understanding of the unique needs of different students from diverse backgrounds what should I help the process about 1000 applications year term for students requesting some type of financial or economic assistance. One aspect of the applications allowed for students to fill in and discuss their own personal needs which allowed them to talk about the experiences they were going through. Reading that through some of these could often be difficult and challenging but really helped me to learn more about what students from different and diverse backgrounds go through and some of these experiences from both domestic and international students from all types of backgrounds. While it was challenging it was also an incredible learning experience and I appreciated being able to send these applications to other members of our staff who could get them in touch with the help they would need. I think that working here and dealing with and learning about people going through different types of difficult situations has really helped to shape my understanding of diversity and inclusion not just from an academic or institutional level but on a much more personal level and will shape my interaction with students even more knowing that you never know the challenges that someone has had to face or over come to even be able to be there in class that day or at a university. I am incredibly proud to be a part of I would be incredibly proud to be a member a faculty member at OSU working in the college of business where so many people actively work to create an inclusive and welcoming environment. I also love that these are things that I have seen that are not just talked about but that are an acted and lived by the staff and faculty and students on campus. I would love to be a part of the student engagement center hoping to contribute and also to continue to learn and grow.

**ORIGINAL**

I was fortunate to attend an OSU Event that allowed students from underrepresented and minority groups the ability to speak out about the unique challenges they face on the OSU Campus. The event really stuck with me for a number of reasons and gave me the desire as an Instructor to continue my own learning to help remove the barriers these students face. What really excited me and stood out to me about the ability to work as a Project Instructor in the School of Electrical Engineering and Computer Science is the STEM fields face challenges not only in academia but also beyond as these students move into their careers. If selected for this position I would like to work with other Departments and Faculty to help make progress on these issues and strengthen my own knowledge about ways to make a difference.

The challenges I have observed that these students face come from personal interactions and the education I have received on these issues. Many students entering the STEM fields can often be first generation students which can create barriers to their success and confidence in feeling they can succeed in a challenging engineering discipline. Students also face day to day difficulties of entering classrooms that they may struggle to feel accepted in. While working at the Career Development Center I was able to learn about and see the challenges these students face upon graduation as they begin their professional careers.

There are a number of steps I have taken in my professional and teaching positions to try to help remove these barriers and create opportunity for all students. The first is that I always work to create an open and inclusive atmosphere in the classroom that allows every student to feel welcome and appreciated. One of the small things is I do is plan small class activities that allow students to interact with most everyone from the course. I feel these small interactions create a more supportive and accepting classroom where students feel free to speak out and also learn about the unique and interesting backgrounds of their peers. I also view education as powerful so I work to bring up these issues in a way that is supportive of all students and promotes the ability to listen and be open to accepting challenging ideas. My goal is always to promote positivity and inclusivity so if we are discussing something that may be sensitive I work to make it a positive learning experience and am very careful of how every student is feeling.

Some other work I have been involved in included working with the Dean of Student Life to analyze demographic data at the Career Development Center. I was able to utilize Python and Java to gather and analyze almost five years of past data that allowed us to see what student groups we were not supporting as fully. I wrote multiple reports from this data that were used by leadership at the Career Development Center and the Office of Student Life. I also worked as an Intern at Legacy Health System where I put together a plan to attract and retain more minority owned vendors. This was a really amazing experience allowing me to get out into the community and meet small and locally owned minority vendors and learn about challenges they face trying to integrate with industry.

If selected for this role I would love to continue my own learning since I know that solving complex issues takes time. I also would like to engage with other faculty and staff to implement effective and supportive ideas that benefit students in a positive and meaningful way.