**Being Effective in an Environment that Values Diversity**

David Vasquez

I am incredibly drawn to this role and being able to work as an Analyst Programmer with International Services at Oregon State University. I believe my professional and academic background have prepared me well to be effective in an environment that values diversity. I have worked professionally at Oregon State University, Nike and Amazon and have been lucky to be able to create caring, inclusive and welcoming places for our team members.

I found out how important technology and data can be to creating and fostering an inclusive environment while working as an intern at Legacy Health System. In this role I worked with the Director of the Supply Chain to create a plan to attract and retain more minority owned vendors. I utilized data to understand their current supply chain and then spent time in the community learning from minority business owners about the struggles and challenges they faced. I utilized this combined knowledge of personal experience and data to put together a plan to make it easier for minority owned businesses to partner with Legacy Health System which created the foundation of the program they use today.

My professional and personal background as an engineer, instructor and teaching assistant have provided me experience in creating an inclusive and caring environment for students, staff, faculty and members of the community. As an Instructor at LBCC, the Dean of Education wrote in my review, “You do a wonderful job creating an open, welcoming, supportive atmosphere. It’s clear your students feel at ease.” I feel that developing relationships and being kind and caring can help tremendously in creating an environment that values diversity. As an instructor, I loved seeing the nervous quietness of the first week being replaced with warmth and support as the students got to know me, other students and my desire for them to learn and succeed. It would be my goal to bring this same energy and community building to this role.

While my roles in student affairs and as an instructor have allowed me to foster an environment that values diversity, I have also discovered the power of data and technology as tools that are quite effective in understanding issues and advocating for change. While working as an Analyst Programmer in the Division of Student Affairs I was asked by 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 were not being supported as fully as they should. I wrote multiple reports from this data that were used by leadership at the Career Development Center and the Division of Student Affairs. I also utilized this data to work with leadership at the Career Development Center to help found an Advisory Committee with business partners from companies like HP, Target and the United Way.

My role working in the Office of the Dean of Students with the Basic Needs Center has been transformative for me in learning how to work in an environment that values diversity. The first part of why this was so important is our leadership understood the power of education and our staff continually engaged in active learning in how to create and foster an environment that values diversity. We were also given time to read and discuss books like, “Feeding the Others” which helped create a safe and supportive community for discussion. This open discussion allowed me to learn from others and expand my own knowledge. Second, I led our Food Assistance Program where I processed around 1,200 need-based applications per term. My work included reading through at risk applications and then providing additional support and resources for students struggling from small to very large and complex issues. It could often be difficult and challenging seeing some of the struggles that students were going through but was an incredible learning experience that has allowed me to grow in both empathy and my desire to support students. I was also able to support and develop technology tools for our staff that made it easier for them to utilize our data to provide support to students.

In my professional roles at Amazon and Nike I have worked as a Software Engineer but my love of working with and supporting others has led me to take on a lot of non-technical roles. At Amazon I was asked to help co-found a new team which focused exclusively on customer service for our internal platform which is used by all of Amazon and Amazon partners like Ring and Twitch. I also was asked to help mediate conflicts that had arisen across divisions due to an outage in Japan. I was able to successfully listen to the concerns of others, develop a plan of action and present this to senior leadership where we implemented these changes into our quarterly planning action plan.

I firmly believe that technology can transform individuals, create more equitable environments and build up entire communities. My goal in this role would be to work with our many campus partners supporting the exciting work done by the Office of International Services at OSU.