

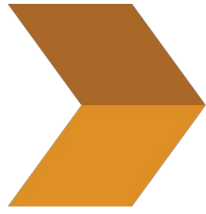


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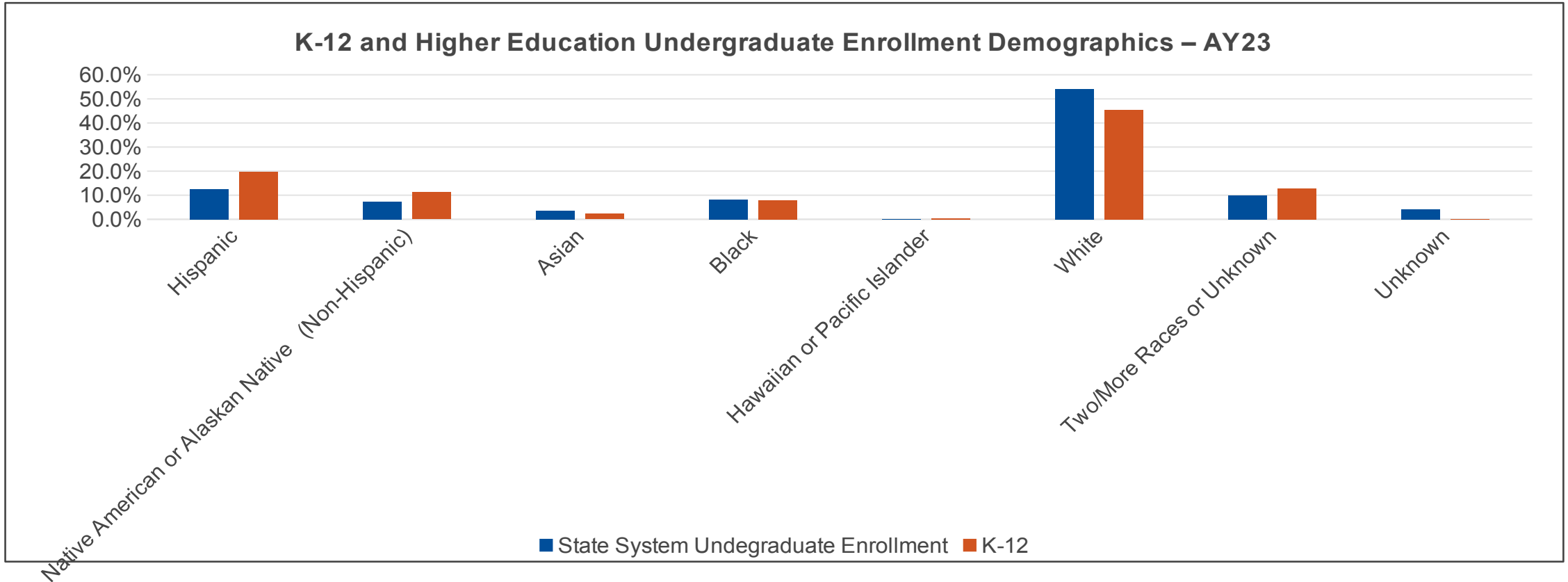
Interim Study #2023-64

Chancellor Allison D. Garrett

October 18, 2023



CURRENT STUDENT DEMOGRAPHICS



Source: Oklahoma State Regents for Higher Education Unitized Data System (2022-23); Oklahoma State Department of Education State Public Enrollment Totals (2022-23)



WHO ARE OUR DIVERSE STUDENTS?

- Veterans
- First-generation students
- Low-income students
- Students with food, medical or housing insecurities
- Adult learners
- Students of color
- Women or men, in certain fields of study
- International students, including refugees
- Students with mental health concerns
- Single parents
- Students with different gender identities
- Students aging out of foster care
- Students with different abilities and disabilities



FEDERAL REQUIREMENTS

▶ Title IV

- ▶ Assures equal protection based on race, color, national origin, sex, and religion in public schools and institutions of higher education

▶ Title VI

- ▶ Prohibits discrimination based on race, color, or national origin in the programs or activities of all recipients of Federal financial assistance

▶ Title IX

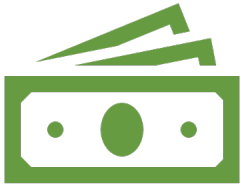
- ▶ Prohibits sex-based discrimination, including sexual harassment and assault, in educational programs and activities, and requires institutions to take steps to address and prevent such discrimination

▶ ADA

- ▶ Requires colleges and universities to provide equal access and reasonable accommodations to individuals with disabilities in all aspects of campus life, including academics, housing, extracurricular activities, and facilities

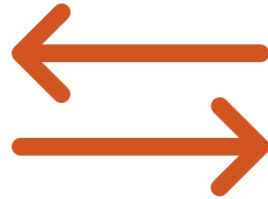


ACCREDITATION IMPACTS



Financial Aid

Students cannot receive federal financial aid if they attend a non-accredited institution



Credit Transfers

Students unable to transfer credits from a non-accredited institution



Employment

Credentials from a non-accredited institution may not meet employer or licensure requirements



HLC ACCREDITATION REQUIREMENTS

➤ Criteria for Accreditation

- **1.C.** The institution provides opportunities for civic **engagement in a diverse, multicultural society and globally connected world**, as appropriate within its mission and for the constituencies it serves.
- **1.C.2.** The institution's processes and activities demonstrate **inclusive and equitable treatment of diverse populations**.
- **1.C.3.** The institution fosters a climate of respect among all students, faculty, staff and administrators from a range of **diverse backgrounds, ideas and perspectives**.
- **3.B.3.** The education offered by the institution **recognizes the human and cultural diversity** and provides students with growth opportunities and lifelong skills to live and work in a multicultural world.
- **3.C.1.** The institution strives to ensure that the **overall composition of its faculty and staff reflects human diversity** as appropriate within its mission and for the constituencies it serves.



PROGRAM SPECIFIC ACCREDITATION

Program Accreditor	Requirement
American Association of Colleges of Nursing	<ul style="list-style-type: none">Integrating diversity, equity and inclusion in the nursing curriculum
ABET Engineering Accreditation Commission	<ul style="list-style-type: none">Curriculum content that ensures awareness of diversity, equity and inclusion for professional practice consistent with the institution's mission (beginning with 2025-26 cycle)
Council for the Accreditation of Educator Preparation	<ul style="list-style-type: none">Standards include equity and diversity measuresProviders must demonstrate progress toward recruiting and graduating a candidate pool that reflects the diversity of America's P-12 students
Association to Advance Collegiate Schools of Business	<ul style="list-style-type: none">Teaching diverse perspectives in an inclusive environment
American Bar Association	<ul style="list-style-type: none">Non-discrimination policies for student admissionsEqual opportunity policies for students, faculty and staff
Accreditation Council for Pharmacy Education	<ul style="list-style-type: none">Having a diverse student body



NCAA

- DI institutions are required to complete an equity, diversity and inclusion review at least once every four years
- DII and DIII institutions are encouraged to use the NCAA's DEI Review Framework as a resource to "foster inclusive environments and cultures of belonging."
- NCAA requires the appointment of a Senior Woman Administrator in each athletics department.

NJCAA

- NJCAA Constitution prohibits unlawful discrimination based on sex, race, color, national origin, ancestry, disability, religion, creed, sexual orientation, age or any other characteristic protected by applicable law in the NJCAA's governance, programs, regulations and employment practices.
- Equity, Diversity and Inclusion Council recommends practices and programs to support diversity and inclusion efforts throughout NJCAA

NAIA

- RISE (Respect, Inclusivity, Support, Education) Committee oversees NAIA's diversity, equity, inclusion and belonging efforts.
- By 2023 each campus must have a Senior Woman Leader role who is a high-ranking female administrator and is a key member in senior-level management decisions of intercollegiate athletics.



STUDENT ACTIVITIES

- ▶ Student-led events are funded through student activity fees, which are approved by student government leadership.
 - ▶ Registered and approved student groups typically apply for an annual budget or event-specific funding.
 - ▶ Student governments commit to political or ideological neutrality.

- ▶ Due to the broad interest of our student bodies, the number of student organizations that are eligible for funding is significant in number and topic.

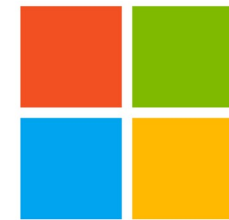
Examples of Campus Student Groups

- Young Republicans
- Young Democrats
- Greek Life
- International Student Groups
- Religious Groups (Fellowship of Christian Athletes, Baptist Collegiate Ministries, Catholic Association, Muslim Student Association)
- Diversity Groups (National Organization of Women, PRIDE, National Society of Black Engineers, Black Student Union, Hispanic American Student Association, Native American Student Association)
- Academic Clubs (Accounting Club, Biology Club, Oklahoma Aspiring Educators Association)
- Special Interest (Ultimate Frisbee, Harry Potter Club, Bass Fishing, Shotgun Sports, Knitting)
- Community Partners/Outreach (Big Brothers/Big Sisters, Jesus House, YMCA/YWCA)



PREPARING STUDENTS FOR A DIVERSE WORKFORCE

- ▶ The U.S. working age population will become majority non-white in 2039.
- ▶ Many large employers embrace diversity initiatives.
 - ▶ Fosters innovation
 - ▶ Supports different markets
 - ▶ Increases talent retention
 - ▶ Expands access to talent and skills
 - ▶ Improves problem-solving



Microsoft

amazon

Panasonic



BOEING





QUESTIONS?

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