

## **Office of Organization Development and Diversity Initiatives**

Central to the mission of the College of Education and Human Development (CEHD) is the development of individuals to learn, educate, discover, serve, and lead in a culture of diversity. In doing so, the primary mission of the CEHD is to improve the education and health outcomes of the citizens of our state, nation, and beyond.

As noted in the Dean's vision statement, just as the U.S. and Texas populations have become increasingly diverse and complex, so too have our faculty and students adapted to better serve the needs of our ever-changing local, state, national and global community. The complexities of serving the needs of diverse communities remain a challenge, but our steadfast commitment remains in building a climate that supports a climate and culture of diversity, inclusion, equity, accountability, and respect.

While the Dean has created an Office of Organization Development and Diversity Initiatives (ODDI), charged to provide oversight, leadership, and specific tasks described below, the work of building climate and continuous improvement of the College's diversity climate is the responsibility of all faculty, students, staff and administrators.

### **CEHD Overarching Climate and Diversity Goals** (<http://education.tamu.edu/climate-and-diversity>)

1. Build organizational capacity by systematically implementing strategies that enhance our efforts to foster and support the development of students and faculty with their many diversity dimensions and backgrounds in their research and instruction.
2. Build individual capacity by providing opportunities for CEHD faculty, students, staff, and administrators to increase their knowledge, understanding, commitment, and skill sets to enhance the college's climate for diversity, inclusion, equity and accountability.
3. Systematically demonstrate and evidence an environment for all where success and advancement are based on equitable standards and metrics (from TAMU Campus Diversity Plan).

### **Office of Organization Development and Diversity Initiatives (ODDI)**

(<http://education.tamu.edu/oddi>)

The charge of ODDI is to support and build:

1. CEHD leadership
2. CEHD climate and diversity goals related to climate, diversity, equity and accountability
3. A sustainable ODDI infrastructure
4. Opportunities to build individual capacity
5. Opportunities to build organizational capacity
6. Resources for faculty, staff, and students related to supports to address climate and conflict
7. Evidence and benchmark attainment of CEHD climate, diversity, and equity goals
8. The College's commitment to the University's goals related to the Texas A&M University Diversity Plan, Action 2015, and Vision 2020.

### **Office Personnel**

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## **ODDI Six Areas**

### *CEHD leadership*

- Consultation with faculty and staff as requested by college leadership

### *CEHD climate and diversity goals related to climate, diversity, equity and accountability*

- Maintain the College's focus on the CEHD climate and diversity goals
- Align goals with University's Diversity Plan related to climate, equity, and accountability
- ODDI webpage <http://education.tamu.edu/oddi>

### *A sustainable ODDI infrastructure*

- College and Departmental structures and processes to address climate, diversity, equity, and accountability
- [ODDI organizational structure](#)

### *Opportunities to build individual capacity*

- *Work collaboratively with College Leadership, CEHD Committee on Diversity Initiatives (CoDI), and Departmental/Dean's Office Climate and Diversity Committees to provide opportunities for faculty, staff, students, and administrators to hone and build their skills sets*
- [Strategic Alignment White Paper](#)

### *Opportunities to build organizational capacity*

- *Work collaboratively with College Leadership, CEHD Committee on Diversity Initiatives (CoDI), and Departmental/Dean's Office Climate and Diversity Committees to provide opportunities for faculty, staff, students, and administrators to build capacity within their units, programs, and organizations*
- [Strategic Alignment White Paper](#)

### *Resources for faculty, staff, and students related to supports to address climate and conflict*

- *Provide information and resources for faculty, staff, and students to address issues when they arise*
  - [Critical Dialogues in Higher Education White Paper](#)
  - [Equity White Paper](#)
  - [Climate White Paper](#)
  - [CEHD Ombuds Program](#)
- *Evidence and benchmark attainment of CEHD climate, diversity, and equity goals*
- Engage in yearly evaluation through [CEHD Diversity Accountability Report](#) (additional reports available at <http://education.tamu.edu/oddi>)
- Engage in climate surveys (every 3 years) for college constituents

### *The College's commitment to the University's goals related to the Texas A&M University Diversity Plan, Action 2015, and Vision 2020.*

- Stay engaged with University initiatives related to climate, diversity and equity
- Attend, engage, and provide leadership at TAMU VPD Diversity Operations Committee meetings
- Attend, engage, and provide leadership at TAMU VPD Diversity Leadership Group meetings

ODDI was a vision of Dean Palmer beginning in 2008. The office began with one 50% time person with the goals to: (1) Build a sustainable climate model with a solid foundation that outlives Drs. Palmer and Watson, (2) engage in data gathering and problem solving to identify issues in the College, (3) build individual and organizational capacity, (4) engage in leadership and administrative support, (5) celebrate the strengths of the College's people and climate and address issues, and (6) demonstrate that 1-5 lead to the College being stronger in recruitment, development, and retention of our faculty, students, and staff. CEHD has accomplished the abovementioned goals. The coming three years involve refinement and improvement of the above mentioned goals and initiatives and changes related to the CEHD 2015-2020 Strategic Plan under the leadership of Dean Joyce Alexander (beginning June 2015).