

We asked 2020 Equity Summit attendees about the future they envision for our PSU community.

Here's what we learned.

A VISION FOR THE FUTURE

At the PSU 2020 Equity Summit, we invited participants in groups to share their "Dream Headlines" for the future of our community. The visions you shared in this activity tell a story about what it could mean to be a truly inclusive and diverse campus, where we have work to do, and what the community wants to prioritize.

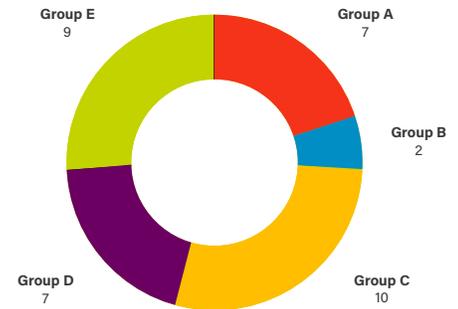
Our community agrees that there is real work to be done to reach our goal of being a local, regional, and national leader and global partner in accessible, inclusive, impactful university experiences. Through the insights from the "Dream Headline" activity, you shared your experience and value-based perspective to guide our planning of this work.

Your Vision by the Numbers

Data Source

The chart to the right displays the proportion of responses per response group submitted for review.

The reviewed source was composed of 35 open-ended, collaborative text-based responses from 5 activity groups.



Number of Responses By Group

Impact Areas by Prevalence

The Business of PSU



The PSU Experience



Ways of Working



Services & Offerings



Values & Culture



Community Priorities

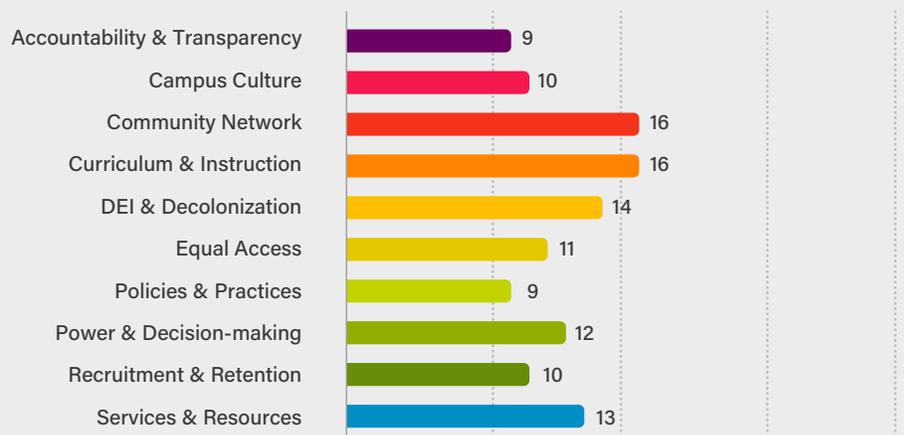
This chart displays the frequency of coded themes within each impact area, by response. Values & Culture was the most frequently coded impact area.

This prevalence may be attributed to the framing of the activity as a community aspiration where participants are likely to focus on how the end-state feels and the values that ground the vision as opposed to specific areas for intervention.

Most Common Themes by Response

This chart displays themes coded at a frequency greater than the series median of 8 responses.

Community Network and Curriculum & Instruction are the most prevalent vision themes, followed by DEI & Decolonization, and Services & Resources.



“ PSU's vision of the future relies on a dynamic view of representation as Presence, Relationship, Responsibility, and Power. It's grounded in tangible change across our campus.”

Grounding Your Vision

We know it is important to ground your vision in tangible work with real outcomes. Your input gave clear guides to what structures, processes, and practices you see as priority impact areas for putting your vision in practice.

Your vision touches a broad range of impact areas in policies, practices, and structures at PSU - opportunities to bring your vision.

REPRESENTATION DRIVES THE VISION

More than 70% of responses in the 2020 Equity Summit Dream Headline activity mentioned representation as the key driver to build the community that we want to see at PSU. To you, representation goes beyond demographic makeup: it is a rich concept of Presence, Relationship, Power, and Responsibility.

Business	Experience	Ways of Working	Services & Offerings	Values & Culture
Accountability & Transparency	Employee Experience	Assessment & Evaluation	Curriculum & Instruction	Community Network
Budget & Investment	Equal Access Safety & Security	Communication	Research & Scholarship	Commitment & Action
Organization Structure	Student Experience	Data & Feedback	Services & Resources	Campus Culture
Power & Decision-making	Student Outcomes	Policies & Practices		JEDI & Decolonization
		Recruitment & Retention		Personal

Presence

We want to recruit and retain students, staff, and faculty across different identities, experiences, and roles at PSU.

Relationship

We know representation is not just about the presence of this diversity, but also the relationships between us that foster belonging and inclusion.

Power

We believe presence and relationship must connect to power. For equity and inclusion to thrive at PSU, decisionmaking and design powers must be collaborative, especially centering BI&POC people.

Responsibility

We see representation as responsibility. Those who have representation should use it to advocate for and elevate – but never to speak for – those who do not, and to work to increase representation across differences.

YOUR VISION AT WORK

A group of BI&POC faculty across disciplines, identities and philosophies have been meeting since December 2020 and their work and insight is reflected in the presidential speakers series and through support for new BIPOC faculty and support for interdisciplinary scholarship.

You communicated the importance of recruitment and retention of a demographically diverse community.

A new search advocate program has been established to support equitable search processes. The first cohort of 60+ search advocates just completed their training and are ready to serve on search committees.

You emphasized the importance of supporting access to student success.

Supported by a Higher Education Coordination Commission Grant, we will be extending high impact practices such as diasporic/heritage study abroad scholarships, additional financial assistance to help students finish college, and programming that supports the intersectional experiences and needs of minoritized students.