Approach/philosophy regarding diversity planning

Campus Planning and Real Estate provides services related to campus planning, capital-project design management, City of Eugene and Oregon University System coordination related to development, space management, and real estate. The office is the steward of the university’s built environment and works proactively to ensure a beautiful and functional campus.

Our Action Plan means that, we, as a group, will learn more about diversity (in its diverse forms—physical, social, cultural, ethnic, sexual, ideological) and its relationship to and expression in the built environment. This represents for us an opportunity to learn more about an interesting facet of landscape and facilities design. As stewards of a public higher-education institution, we eagerly embrace opportunities to learn more about the craft of our work. As we continue to learn, we will apply our knowledge to the processes we oversee.

Summary of Goals and Action Items accomplished

<table>
<thead>
<tr>
<th>Goal</th>
<th>Accomplishments</th>
</tr>
</thead>
<tbody>
<tr>
<td>How to create spaces that accommodate a broad diversity of users. (Examples include those with differing physical abilities, language use, sociocultural backgrounds, etc.)</td>
<td>Adopted Campus Plan pattern: Welcoming to All.</td>
</tr>
<tr>
<td>Different and better ways to communicate with the on-campus and off-campus communities including professional specialty consultants.</td>
<td>Organized opportunities in Eugene and Portland for consultants to meet with staff, gather information, and ask questions about upcoming projects. Participation in reverse vendor fair. Attend meetings of Campus Operations diversity committee to share resources, success stories, and challenges.</td>
</tr>
<tr>
<td>Mentoring students (especially those with diverse backgrounds) not only as CPRE student employees but also in professional and informal contacts that occur through the execution of our various processes.</td>
<td>Mentored nearly 20 students as employees and countless others on a drop-in basis many of them from diverse backgrounds and under-represented categories.</td>
</tr>
<tr>
<td>Hiring consultants and staff with diverse</td>
<td>Established standard for hiring minority</td>
</tr>
</tbody>
</table>
### Diversity Strategic Action Plan

#### Five-Year Report

**Campus Planning and Real Estate**  
**February 9, 2012**

| backgrounds to place them in positions of leadership on the campus and make them a part of the interdisciplinary design teams. | contractors when candidates were equally qualified.  

Established procedures to encourage applications from minority candidates for staff positions. |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Inclusive processes that consider not only the participants but also how the final product will fit into our existing campus and expand our knowledge of a world beyond the campus. For example, just what does it mean to design and build a campus that responds to diverse ideas and is still a cohesive campus welcoming to all?</td>
<td>Dispensed information on the value of considering diversity in the design of the built environment.</td>
</tr>
</tbody>
</table>

### Measurement of Progress

The *Campus Plan* was amended to include pattern: Welcoming to All.

Requests for Qualifications/Proposals: Included section on Equal Employment Compliance.

Project Descriptions now include a new pattern, Welcoming to All, which is required to be considered during the design of all projects.

Held successful outreach programs in Eugene and Portland for consultants to learn about upcoming projects.

Several consultants and subconsultants on projects are minority-owned firms.

Two of last four hires are members of minority classes.

Four of last four hires are women, an under-represented category in the profession.

Won national award for the design and design process of the Many Nations Longhouse. Award included presentation at annual meeting of national organization.

Every annual employee review includes discussion on diversity.
Post-architect selection process survey indicated there were no issues related to an “unwelcome” environment for participants and consultants.

**Progress made and areas of opportunity**

Good progress has been made, especially in the areas of diverse employment opportunities both for staff and consultants, as well as providing opportunities for cultural diversity in the design of campus and campus facilities. These positive results encourage us to make additional progress in such areas as post-occupancy reviews and surveys as a way to measure our progress.

**Future directions**

As noted above we will continue our current practices and re-emphasize analyzing the results of the work.

We also will continue our participation on the Campus Operations diversity committee. This participation allows us to be aware of and take advantage of educational opportunities as they arise.