

**Role of the Reed Chief Diversity Officer
Mary James
Reed College**

Title: Dean for Institutional Diversity
Office: Office for Institutional Diversity (OID)
Date established: July 2011
Serves on: President's VP/Dean Cabinet
Reports to: President
Direct Reports: Program Manager, Director of the Center for Teaching and Learning (0.4 FTE)

Major goal of the OID is to develop campus-wide infrastructure such that decisions regarding staffing, curriculum, pedagogy, student support, faculty and staff development, and capital improvements are made from a vantage point of increasing diversity, assuring equity, and advancing inclusion such that All members of the community can thrive in their roles as faculty, staff, students, and administrators.

Major infrastructure initiatives:

Faculty

Faculty recruitment and search processes
Faculty support/peer mentoring
Curriculum development and reform
Pedagogy development and reform
Department climate
Advising and mentoring of students

Staff

Staff recruitment and search processes
Staff development support
Inclusive practices for staff who work with students
Support for staff from underrepresented groups

Students

Student recruitment and admissions practices
Structures for supporting:
 Students of color
 Low SES students
 1st generation to college students
 LBBQ students
 Trans students
 Students who practice a religious tradition
Campus climate
Diversity and Inclusion Training