

Multicultural Organizational Development (MCOB)

Implementation Team Division of Student Affairs

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Student Affairs

Multicultural Organizational Development Is . . .



The intentional creation of an organization that actively includes and engages everyone

Our Student Affairs Multicultural Organization:

Has a dynamic and ongoing commitment to the MCODE process

Creates a safe, welcoming, accessible, and fair environment

Advocates for social justice

Eliminates all forms of oppression



Our Student Affairs Multicultural Organization



**Has diverse representation
throughout all levels of the
division**

**Considers the multicultural
t in all decision-
making processes**

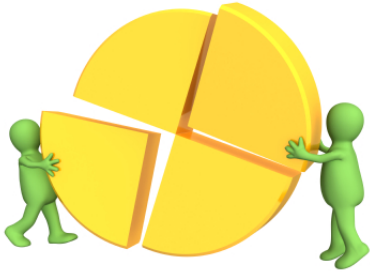
**Understands and engages the advantages and strengths of a
diverse organization**

Encourages the contributions of all members of the division

MCOD Implementation Team

3-Year Action Plan

Year One



Conduct Cultural “Snapshot”

Develop and pilot *Recruitment and Hiring Toolkit*



Plan/implement regular Division-wide MCOB related workshops



MCOD team members collaborate with unit Directors to present MCOB to unit leadership teams



MCOD Implementation Team

3-Year Action Plan

Year One

Provide ideas and framework for integrating MCOB into departmental culture in both formal and informal interactions

Begin to integrate MCOB into UO new employee orientation to introduce staff to strategic plan and MCOB and plan for expanded orientation for Student Affairs staff

