

# Office of Diversity, Equity, and Inclusion Newsletter

November 1, 2021 Edition

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The logo for Native American Heritage Month is displayed on a black rectangular background. The word "NATIVE" is in large, bold, yellow capital letters. Below it, "AMERICAN" is also in large, bold, yellow capital letters. At the bottom, "HERITAGE MONTH" is written in a smaller, green, sans-serif font, with "HERITAGE" and "MONTH" on separate lines.

**NATIVE  
AMERICAN  
HERITAGE MONTH**

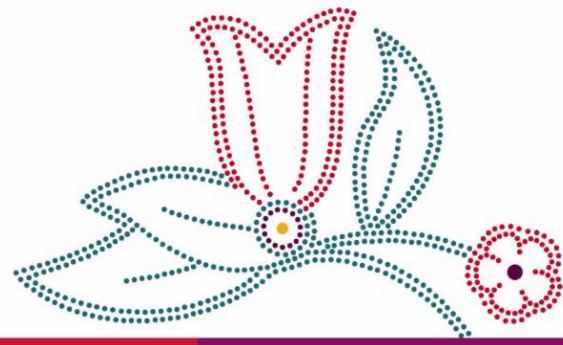
## **Native American/American Indian and Alaska Native Heritage Month**

Every year on November 1, Native American Heritage Month is celebrated to honor the remarkable Native Americans who have contributed a lot to improve the character of the nation. This month is also referred to as the American Indian and Alaska Native Heritage Month. November is the time to rejoice in diverse and rich cultures, histories, and traditions and to appreciate the great contributions of the Native Americans. This month allows us to spread awareness about tribes or to educate people about the various challenges faced by the Native Americans in the past and today. Throughout this month, we commit to keep on supporting the remaining Native American tribes and let the world know about their sacrifices (<https://nationaltoday.com/american-heritage-month/>) .

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THE STUDENT LIFE MULTICULTURAL CENTER PROUDLY PRESENTS

# NATIVE AMERICAN HERITAGE MONTH



The OSU Student Life Multicultural Center has a variety of programs for Native American History Month.

[Read More](#)



## November 11, 2021 Veterans Day

The theme for Veterans Day 2021 is centered on the centennial commemoration of the Tomb of the Unknown Soldier. Located at Arlington National Cemetery, the Tomb was initially dedicated by the Army on Armistice Day, November 11, 1921, with the burial of an unknown service member from World War I. Over the past century, additional unknowns have been buried at the Tomb, and the site has become a people's memorial that inspires reflection on service, valor, sacrifice and mourning. This year's Veterans Day poster competition asks artists to envision a design that evokes elements of the history, legacy, and meaning of the Tomb during its centennial anniversary. Whether inspired by historic images of the Tomb, the ceremonies and rituals that take place at the site, or the physical Tomb itself, artists should interpret the Tomb's centennial in a way that honors its past and recognizes its continued importance in American society to all (<https://www.va.gov/opa/vetsday/>).

## November 20 is Transgender Day of Remembrance

What is Transgender Day of Remembrance?

Transgender Day of Remembrance (TDOR) is an annual observance on November 20 that honors the memory of the transgender people whose lives were lost in acts of anti-transgender violence.

Transgender Day of Remembrance (TDOR) was started in 1999 by transgender advocate Gwendolyn Ann Smith as a vigil to honor the memory of Rita Hester, a transgender woman who was killed in 1998. The vigil commemorated all the transgender people lost to violence since Rita Hester's death, and began an important tradition that has become the annual Transgender Day of Remembrance.

"Transgender Day of Remembrance seeks to highlight the losses we face due to anti-transgender bigotry and violence. I am no stranger to the need to fight for our rights, and the right to simply exist is first and foremost. With so many seeking to erase transgender people -- sometimes in the most brutal ways possible -- it is vitally important that those we lose are remembered, and that we continue to fight for justice."

- Transgender Day of Remembrance founder Gwendolyn Ann Smith

<https://www.glaad.org/tdor>

Read  
More

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## Announcing the CFAES Speakers Series Coming Spring 2022

The CFAES Office of Diversity, Equity, and Inclusion will be hosting a speaker's series that will span the 2022 calendar year. Featured speakers will come from diverse fields and will highlight salient DEI issues and other topics that aren't typically addressed within FAES and STEM. **Please save the dates so you can join us throughout the year!**

**Third Thursday every other month from 12:00-1:30 EST**

**February 17**

**April 21**

**June 16**

**September 15**

**November 17**

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## OSU is now a member of the Center for the Integration of Research, Teaching, and Learning (CIRTL) Network

**The Center for the Integration of Research, Teaching, and Learning** (CIRTL) seeks to enhance excellence in STEM undergraduate education through development of a national faculty committed to implementing and advancing evidence-based teaching practices for diverse learners. CIRTL was founded in 2003 as a National Science Foundation Center for Learning and Teaching in higher education. CIRTL uses graduate education as the leverage point to develop a national STEM faculty committed to implementing and advancing effective teaching practices for diverse student audiences as part of successful professional careers. The goal of CIRTL is to improve the STEM learning of all students at every college and university, and thereby to increase the diversity in STEM fields and the STEM literacy of the nation. In September 2021 Ohio State became one of 42 member institutions which means anyone in the OSU community can access their FREE programs, many of which address salient diversity, equity, and inclusion issues in higher education. Check out the listing of [upcoming events](#) and [sign up](#) so you can register and receive news about event schedules. Programs are typically intended for faculty, staff, postdocs, and graduate students.

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### **Host a DEI Webinar for Your Department/Unit!**

Did you know that in addition to offering monthly, open webinars, the **CFAES Office of Diversity, Equity, and Inclusion** offers in-house delivery of programs



to any CFAES unit or department by request for FREE? Available webinars address topics such as implicit bias, microaggressions, bystander intervention, power and privilege, inclusive hiring, and LGBTQ+ issues. If you are interested in hosting a program for members of your unit or department or would like more information please contact Dr. Leo Taylor, Program Manager for Faculty and Staff Affairs at [taylor.3408@osu.edu](mailto:taylor.3408@osu.edu). Visit the DEI website for descriptions of **upcoming** and **past** programs to get a

better idea about currently available topics. Suggestions for new programs/topics are always welcome!

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## DEI Spotlights

These spotlights celebrate our colleagues and students who are working to make CFAES and the community a welcoming place for all people. Do you know a faculty, staff, or student who you think should be featured? To submit a nomination for the DEI Faculty, staff and student, please [fill out this form](#).

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## Upcoming CFAES DEI Webinars

For a full list of our Fall 2021 webinars, please visit our [professional development webinars page](#).

### Inclusive Excellence in Hiring

**LOCATION:** Zoom

**DATE AND TIME:**

**Wednesday, November 3rd, 11:00 AM-12:30 PM ET**

**Wednesday, December 1st 11:00 AM-12:30 PM ET**

This 90-minute training provides an overview of best practices for recruiting a diverse candidate pool for faculty and staff positions. Participants will examine the role that various forms of implicit bias can play in screening applicants and identify ways that intersecting social identities create an unlevel competitive job market. Strategies for targeted recruitment of historically underrepresented minority applicants will be addressed. The College of Food, Agricultural, and Environmental Sciences requires that all individuals serving on search committees complete this training every 2 years.

For more information, please contact the facilitator, Dr. Leo Taylor at [taylor.3408@osu.edu](mailto:taylor.3408@osu.edu).

**Register  
here!**

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### Stand Up, Speak Out! How to Interrupt Bias by Being an Active

**LOCATION:** Zoom

**DATES AND TIMES:** Thursday, November 18, 1:00-2:39PM ET

Subtle comments or behaviors rooted in bias that intentionally or

unintentionally cause harm are frequently directed toward people in vulnerable populations. Have you ever witnessed a bias incident and wanted to say or do something, but didn't know what to do? Anyone can become an active bystander and learn to address explicit and implicit bias. In this 90-minute introductory webinar, we will explore some of the most common forms of bias and identify tools you can use as an active bystander to interrupt bias in daily life. We will discuss strategies you can deploy to stop the harm and provide educational moments for those enacting implicit bias. These tools will enable you to create more welcoming, inclusive, and equitable environments and contribute to the transformation of oppressive social systems.

[Register Here](#)

## **Implicit Associations, Insidious Assumptions: Unintended Manifestations of Bias in Everyday Life**

**Location:** Zoom

**Dates and Times:** Tuesday, November 23rd, 10:00AM-11:30 ET

This 90-minute introductory webinar will provide an overview of the types of bias that humans experience with an emphasis on implicit bias. We will explore how our socialization process leads to the formation of conscious and unconscious associations, stereotypes, and prejudices that influence how we treat and view others in unintended ways. Participants will learn common ways that bias manifests in the form of subtle microaggressions and identify strategies that can help reduce the impact of implicit biases. During the session participants will complete and discuss an Implicit Association Test (IAT) – a tool that can help users identify hidden associations.

[Register here!](#)

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## **Recommended Articles and Resources**

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### **[How to Keep Latinx Students Enrolled](#)**

Enrollment of Latinx students plummeted during the pandemic. In 2021 their first-time enrollment dropped by 20 percent. That makes retaining Latinx students more important than ever. In this article Oyin Adedoyin, a reporting fellow at The Chronicle of Higher Education, spotlights programs that have been lauded for keeping Latinx students enrolled.

### **[Be a Super Ally with the 5Ds-A new bystander intervention video series for kids](#)**

Hollaback! has produced a new video series for kids age 3-10 to teach them how to effectively respond to bullying and racism enacted by other children. This video series was created in response to racist violence and hate crimes against the Asian American and Pacific Islander (AAPI) communities in the United States. **Hollaback!** is a non-profit organization with the mission to end harassment in all its forms. Be sure to check out their other programs!



## **This lab asked depressed Ph.D. students what's hardest—and what parts of grad school help them cope**

A **2018 study** revealed that Ph.D. students suffer from depression at far higher rates than the general population, which sparked great concern about graduate student mental health. The study highlighted the need to better understand what factors affect depression among graduate students. This article features an interview with Katelyn Cooper, the lead author of the study, in which she discusses what the findings mean for graduate students, PIs, and institutions.

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## **Opportunities Around Campus and in the Community**

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### **Trauma-Informed Teaching**

**Location:** Zoom

**Date and Time:** November 4 3:00-4:00PM ET

In the context of a pandemic, heightened attention to racial injustice, and political conflict, students and teachers alike must grapple with trauma in their everyday lives. This workshop equips participants with a trauma-informed approach to teaching, anchored in compassion, preparedness, and accessibility. Participants will discuss the importance of trauma-informed teaching, explore trauma-informed strategies, and practice tactics to build optimism and engagement in our learning spaces.

After this workshop participants will be able to:

- Explain the importance of trauma-informed teaching.
- Name signifiers of trauma among students.
- Articulate multiple trauma-informed teaching strategies.

[\*\*Register Here\*\*](#)

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### **Microaggressions 101**

**LOCATION:** Zoom

**DATE AND TIME:** Tuesday, November 9 11:30 AM ET

The Diversity, Equity, and Inclusion (DEI) Education Program supports the area of Strategic Diversity Planning, Training, and Assessment within The Office of Diversity and Inclusion. Our goal is to support campus-wide efforts in creating an equitable, socially just institution where all of our students, faculty and staff feel they are valued and belong. Our program offers a variety of educational experiences to enrich DEI efforts across the university and build the intradepartmental skills necessary for faculty and staff to achieve their unit/college's DEI goals.

Microaggressions cause harm in every workplace. Yet many of us remain confused about what a microaggression actually is, what to do when we experience one, and what to do if someone tells us we have enacted one. This 90-minute workshop dives deep into the definition of microaggressions, equips participants with a firm understanding of what constitutes as a microaggression, how to differentiate between impact vs. intention and an introduction to microinterventions.

\*If you require an accommodation such as live captioning or interpretation to participate in this event, please contact Sophia Antoun at antoun.5@osu.edu. Requests made two weeks in advance will generally allow us to provide seamless access, but the university will make every effort to meet requests made after this date.

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## Racialized Identities in Language Teaching, Learning and Research: Lessons from Black Students' Study Abroad

**LOCATION:** 3020-C Ohio Union, 1739 N. High Street, Columbus, OH 43210

**DATES AND TIMES:** Tuesday, November 9 4:30-5:30 ET

Join Professor Uju Anya to discuss her research and her book "Racialized Identities in Second Language Learning: Speaking Blackness in Brazil." This critical examination of the African American experience in language learning won the 2019 First Book Award from the American Association for Applied Linguistics in recognition of outstanding work that makes an exceptional contribution to the field.

Based on ideas from the book, Anya will describe how learning transforms our identities by changing how we think, what we can do and our future possibilities in becoming. She will share case studies of African Americans during Portuguese language learning study abroad in Brazil. She will address how students from minoritized groups can meaningfully participate and succeed in college language programs.

From these lessons learned by examining Black experiences in multilingualism, Professor Anya will discuss how a multilingual approach, for example translanguaging and plurilingual practice, can be used for effective language pedagogy. Professor Anya's primary fields of inquiry are applied linguistics, sociolinguistics and critical discourse studies examining race, gender, sexual and social class identities in new language learning through the multilingual journeys of African American students.

This no-cost event is generously supported by the Casto Interprofessional Education Fund, as well as the Buckeye Language Education Resource Center and the Department of Teaching and Learning, all of the College of Education and Human Ecology. It is co-sponsored by the Department of Spanish and Portuguese and the Center for Latin American Studies, both in the College of Arts and Sciences at Ohio State.

For more information contact [Francis Troyan](#)

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## Anti-colonial and Anti-racist Language Pedagogies: Reimagining Curricular Frameworks

**LOCATION:** [Sullivant Hall](#) 141 and on [Zoom](#)

**DATE AND TIME:** Friday, November 12, 2:20 - 3:40 PM ET

Eurocentric and colonial frameworks have traditionally been at the core of language and cultural studies, leading to ideologies that have diminished, devalued, or erased the language varieties, cultures, and experiences of racialized and minoritized communities. This talk will explore ways to challenge such ideologies by applying anti-colonial, anti-racist approaches to various elements of curriculum design, including identification of learning objectives, selection of resources, and assessment of students. We will discuss connections to interdisciplinary research in the field of critical pedagogy, and we will examine specific examples from the classroom.

L. J. Randolph Jr., Ed.D., is an associate professor of Spanish and Education and coordinator of the World Language Teacher Education Program at the University of North Carolina, Wilmington. L.J.'s teaching career has spanned nearly 20 years, including a decade as a Spanish and ESOL teacher at the secondary level. At the university level, he has taught undergraduate and graduate courses in Spanish language, contemporary Latinx cultures, and second language teaching methods. He has also directed study abroad programs in China, Mexico, Spain, and the Dominican Republic for secondary, undergraduate, and graduate students.

## Historias: Conducting Oral Histories with Latina/o/x Communities

**LOCATION:** [Martin de Porres Center](#)

**DATE AND TIME:** Friday, November 12 4:00 - 8:00 PM and Saturday, November 13 9:00AM-3:00PM

This workshop will train participants on planning and conducting oral history projects. Participants will get an opportunity to have hands-on experience, and we will discuss topics on ethics, understanding the complexity of Latina/o/x communities, interviewing techniques in English and Spanish, transcribing, and archiving. We will also focus on the importance of public humanities and digital oral history. Participants will have opportunities to work on a project that incorporates all stages of oral history. This workshop will also incorporate training on devise performances, participants will collaborate and connect oral histories, storytelling, and performance to produce an artistic representation of current or future projects.

This workshop is sponsored by the Center For Latin American Studies and is in with partnership with Martin De Porres Center.

For more information and to register contact [Elena Foulis](#)

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## Microaggressions 102

**LOCATION:** Zoom

**DATE AND TIME:** November 16, 2021, 11:30AM ET

The Diversity, Equity, and Inclusion (DEI) Education Program supports the area of Strategic Diversity Planning, Training, and Assessment within The Office of Diversity and inclusion. Our goal is to support campus-wide efforts in creating an equitable, socially just institution where all of our students, faculty and staff feel they are valued and belong. Our program offers a variety of educational experiences to enrich DEI efforts across the university and build the intradepartmental skills necessary for faculty and staff to achieve their unit/college's DEI goals.

This workshop focuses on how we can address microaggressions. Participants will learn microintervention strategies that can be used when we experience or witness a microaggression, as well as strategies for how to hold ourselves accountable and offer meaningful apologies if we are told we've enacted a microaggression. This is a 90-minute, application-based workshop, and participants will have numerous opportunities to practice these strategies as well as reflect on how they can use them moving forward. This workshop is designed to be attended after Microaggressions 101.

\*If you require an accommodation such as live captioning or interpretation to participate in this event, please contact Sophia Antoun at [antoun.5@osu.edu](mailto:antoun.5@osu.edu). Requests made two weeks in advance will generally allow us to provide seamless access, but the university will make every effort to meet requests made after this date.

[Register Here](#)

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### Future Editions of the DEI Newsletter

Want to stay up to date on our upcoming events, webinars, and learn about new resources? [Sign up here](#) to get the newsletter delivered straight to your mailbox.

### Additions to the DEI Newsletter

Have an event or other item you want shared? Please email the exact text and link that you want included to [CFAES-DEI@osu.edu](mailto:CFAES-DEI@osu.edu) by **Tuesday, November 30**.

### CFAES Community Updates

If you would like to share news on your recent DEI related publications, presentations, awards received, upcoming events, or other noteworthy milestones, please email them to [CFAES-](#)



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CFAES Office of Diversity, Equity, and Inclusion  
[Website](#)

