

# Office of Diversity, Equity, and Inclusion Newsletter

December 1, 2021 Edition

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## Welcome New Multicultural Student Initiatives Director



The CFAES Office of Diversity, Equity and Inclusion is excited to announce that Dr. Tiffany Y. Halsell has accepted the offer to join us as the Multicultural Student Initiatives Director. Dr. Halsell's start date is December 13. We are thrilled to have her join our team. Dr. Tiffany Y. Halsell currently serves as the Assistant Director for Outreach and Recruitment in the Office of Graduate and Professional Admissions where she assists applicants with navigating application questions and finding programs which fit their career goals. Dr. Halsell earned her Ph.D. in 2017 from the College of Education and Human Ecology where her research focused on exploring the impact of campus culture and campus climate on

the participation rates of Black undergraduate women in high-impact student engagement practices. She has a Master of Education degree in Executive Human Resource Development and Bachelor of Liberal Arts, both from Xavier University, Cincinnati. Tiffany also earned a certification in Coaching Teens & College Students with ADHD from JST Coaching and Training which has been instrumental helping coach neurodiverse students towards making positive life outcomes.

Dr. Halsell has been with OSU since 2011 where she started her career in the Office of Diversity and Inclusion, then moved to the Graduate School. Prior to working in Graduate Admissions, she worked as graduate coordinator in the Department of Human Sciences and the Department of Art. Known for her candor, relationship building and generous spirit, she is passionate about helping others recognize and utilize their strengths. Outside of work, she enjoys nurturing her plant collection and spending time with family and friends. Dr. Halsell is excited to join the CFAES family as the DEI Multicultural Student Initiatives Director to support the needs of multicultural and underrepresented students and looks forward to meeting students and colleagues in the coming months.

Please welcome Tiffany to the CFAES family.

Kathy

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## Inclusive Holiday Celebrations

The holiday season is upon us. It is important to remember that our college consists of a wide array of individuals with different beliefs, perspectives, and celebrations. For many, Christmas is a focal point during the month of December but there is also [Kwanza](#), [Winter Solstice/Yule](#), and [Hanukah](#) which often falls in the month of December. This year, Hanukkah starts on November 28 and goes through December 6. However across the world the winter months are filled with a wide array of holidays, check out [this article](#) on the many different winter holidays across the globe. For those celebrating this month, [Simma Lieberman](#) offers a few tips to employers on making holidays inclusive.

- Ensure holiday parties are not "Christmas" parties in disguise. Be aware of the types of decorations that are being used as well as food that is served. An alternative to a holiday or Christmas party is to celebrate the end of the year accomplishments.
- Instead of a Christmas Party have New Year's Party to highlight the forward movement of the organization and as a way to revitalize the mission and vision of the organization.
- Learn about the other holidays that take place during the winter months.
- Encourage employees to share what holidays they celebrate and how they celebrate them.

How ever you approach the winter holidays enjoy and be safe.



### **Save the Date** **6th Annual National Day of** **Racial Healing January 18, 2022**

The day is an opportunity to bring all people together in their common humanity and inspire collective action to create a more just and

equitable world. Last January, in the wake of the violent insurrection that occurred Jan. 6, thousands of people participated by viewing the virtual event and through more than 100 local events held across the nation. The discussions included insights and solutions on many topics including employment equity and law and racial justice—all with the aim of helping our nation heal and advancing racial equity. CFAES will join the Mortiz College of Law in hosting a day of events as part of the National Day of Racial Healing. Be on the lookout for more information.

## **Launching of Ohio State's First Asian Pacific Islander Desi American (APIDA) Employee Resource Group (ERG)**

From Sophia Antoun, Diversity, Equity and Inclusion Education Program Specialist

I am excited to announce the launch of Ohio State's first Asian Pacific Islander Desi American (APIDA) Employee Resource Group (ERG)!

The APIDA ERG aims to support, empower, raise visibility and give voice to the needs of APIDA identifying faculty and staff at the university. This ERG has been approved and is supported by the Diversity Council at the OSU Wexner Medical Center and Health Sciences colleges. **However, any employee at the university and medical center can join!**

I'm happy to announce that we are welcoming members to join the APIDA ERG! We're looking forward to working with our diverse community here at Ohio State to support our APIDA colleagues and community. Please consider becoming a member by completing the [\*\*APIDA ERG MEMBERSHIP FORM\*\*](#).

Additionally, we would like to invite you to a Town Hall meeting for an open dialogue on how we can work together to promote personal and professional development, as well as a greater sense of belonging and culture of allyship to support our APIDA community. Each virtual meeting will include expert talks and discussions of live as well as curated questions submitted through the APIDA Membership Form. We will also share our FY22 goals to update you on our hopes for the fiscal year and to solicit your invaluable feedback and ideas.

We will host 3 virtual Town Halls on Zoom on the following dates:

1. **November 29, Monday, 4 to 5 p.m.** [\*\*Register here\*\*](#) (external link)
2. **December 10, Friday, 12 noon to 1 p.m.** [\*\*Register here\*\*](#) (external link)
3. **January, 2022 – Date & time TBA.**

Since each town hall meeting will be different, you are welcome to attend one or all 3 meetings. If you are interested in participating in one or more of the town hall meetings, please register using the links above. After registering, you will receive a confirmation email containing information about joining the meeting.

Please share this invitation widely with all APIDA Identifying colleagues and friends you may know throughout the university, including other campuses and extensions, as well as with colleagues who stand in solidarity with the APIDA community. If you have any questions, feel free to reach out to me directly and/or email [\*\*APIDA@osumc.edu\*\*](mailto:APIDA@osumc.edu).

Thank you for your time, consideration and support of our APIDA community here at Ohio State!

All my best,  
-Sophia Antoun, APIDA ERG Co-Chair

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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 [\*\*12:00-1:15 EST\*\*](#)**

**February 17-** Ang Roell, What Honeybees Can Teach us About Shaping Social Change  
**April 21-**Dr. Savala Nolan, J.D., A Close Look at Fatphobia: What it is, Why it Exists, and What it Costs Us  
**June 16-** Dr. Meganne Masko, STEAM Curricula  
**September 15-** Dr. Alexandria Lockett, Wikipedia Editing for Knowledge Equality  
**November 17-**Dr. Hasan Jeffries- (Mis)understanding Critical Race Theory and the Need to Confront History

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

**Thursday, January 13<sup>th</sup> 2:00-3:30pm**

**Wednesday, February 9<sup>th</sup>, 11:00am-12:30pm**

**Tuesday, March 8<sup>th</sup>, 1:00pm-2:30pm**

**Friday, April 1<sup>st</sup>, 11:00am-12:30pm**

**Wednesday, May 18<sup>th</sup>, 2:00-3:30pm**

This 90-minute webinar provides an overview of best practices for recruiting a diverse candidate pool and equitably evaluating applicants. Participants will examine the role that various forms of bias can play in screening and interviewing candidates and identify how privilege sets the stage for an unlevel competitive job market. The College of Food, Agricultural, and Environmental Sciences requires that all individuals serving on faculty search committees



complete this program every 2 years. This program is free and open to all. 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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## **Identity, Power, and Privilege**

**LOCATION:** Zoom

**DATES AND TIMES:** Thursday, December 16, 1:00-2:30PM ET

What does it mean to have privilege? What is oppression? How do your social identities, such as race, gender, class, religion, sexuality, etc. grant or deny you privilege? How can we use privilege to transform systems that perpetuate social inequity? This 2-hour interactive webinar will explore these questions, providing participants with an opportunity to delve into their social identities - a process that reveals how we all have and lack privilege simultaneously – and discover ways to leverage privilege to achieve allyship with people from marginalized groups.

**Register Here**

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## **CFAES is hosting two sessions of *Reach Out: An Education & Advocacy Session for Suicide Prevention*©**

For many people fall in Ohio is a challenging time of year – the end of daylight savings time, shorter days, days on end with little to no sunshine, and stress about upcoming holidays, not to mention end-of-semester pressures. This puts some individuals – students *and* colleagues – at high risk for self-harm and suicidal thoughts, especially members of marginalized social identity groups (e.g., Black, Indigenous, LGBTQ). CFAES seeks to be proactive about the mental wellbeing of our community and is hosting two suicide prevention sessions for CFAES faculty and staff.

In this 75-minute virtual program participants will learn about suicide such as risk factors, warning signs, and protective factors, as well as how to break down the stigma of help-seeking. This session is not a skills-based training and as such, does not offer a certification. A Reach Out session for our Columbus campus will be held on **Tuesday, January 4th, 1:00-2:15pm**. A session for our Wooster campus and Extension offices will be held on **Wednesday, January 5th, 1:00-2:15pm**. Click **here** to register for either session.

Please direct all questions to Dr. Leo Taylor(.3408).

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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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### **Navigating Difficult DEI Conversations**

**Location:** Zoom

**Date and Time:** December 2, 2021, 11:30AM-1:00PM

"I just don't know how to have this conversation." If you've ever had this thought, this workshop is for you. Difficult conversations about diversity, equity and inclusion range from conceptual to conflict resolution. This workshop offers participants the opportunity to learn what's important to consider when having difficult conversations and offers concrete tools to avoid harmful conversations in favor of healing ones.

**Register Here**

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### **P.O.P. Off: Power, Oppression and Privilege (DICE)**

**LOCATION:** Zoom

**DATE AND TIME:** December 2, 2021 4:00-5:00PM

When we're aware of our own identities, what comes next? P.O.P. Off examines how systems of power, privilege and oppression shape our understanding of the world around us. This interactive workshop helps distinguish between prejudice, discrimination, and racism by providing historical context and creating next steps to help create a more equitable society.

This workshop is worth 1 DICE credit.

[Register Here](#)

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### **LGBTQ101 (DICE)**

**LOCATION:** Zoom

**DATE AND TIME:** December 3, 2021 1:30-2:30PM

This workshop provides an overview of LGBTQ identities, terminology, and history. LGBTQ 101 is open to students, faculty, and staff interested in learning more about the LGBTQ+ community. This 1-hour workshop is offered once a month and by request. All 2021-2022 workshops are offered virtually on Zoom unless otherwise noted.

[Register Here](#)

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### **The Ohio State University Pre-Kwanzaa Celebration 2021**

**DATES AND TIMES:** December 3 6:00PM

**Location:** MLK Lounge, Hale Hall, 154 W. 12th Ave

Kwanzaa was created in 1966 by Dr. Maulana Karenga, professor and chairman of Black Studies at California State University, Long Beach. Karenga combined aspects of a plethora of harvest celebrations, such as those of the Ashanti and those of the Zulu African tribes, to form the basis of Kwanzaa.

Kwanzaa is a derivative of the phrase “matunda ya kwanza” which means “first fruits” in Swahili. Families celebrate Kwanzaa in their own unique way, but celebrations often include songs and dances, African drums, poetry reading, storytelling, and a large traditional meal called a Karamu. On each of the seven nights, everyone gathers and one of the candles on the Kinara (candleholder) is lighted, then one of the seven principles is discussed. The principles, called the Nguzo Saba (seven principles in Swahili) are values of African culture which contribute to constructing and solidifying community among African-Americans. Kwanzaa has seven basic symbols that represent values and concepts reflective of African culture.

We will be highlighting the seven principles, or Nguzo Saba, created by Dr. Karenga. Each day of Kwanzaa emphasizes a different principle. The principles are:

- **Unity:Umoja (oo–MO–jah)**
  - To strive for and maintain unity in the family, community, nation, and race.
- **Self-determination: Kujichagulia (koo–gee–cha–goo–LEE–yah)**
  - To define ourselves, name ourselves, create for ourselves, and speak for ourselves.
- **Collective Work and Responsibility: Ujima (oo–GEE–mah)**
  - To build and maintain our community together and make our brother’s and sister’s problems our problems and to solve them together.
- **Cooperative Economics: Ujamaa (oo–JAH–mah)**
  - To build and maintain our own stores, shops, and other businesses and to

profit from them together.

- **Purpose: Nia (nee–YAH)**

- To make our collective vocation the building and developing of our community in order to restore our people to their traditional greatness.

- **Creativity: Kuumba (koo–OOM–bah)**

- To do always as much as we can, in the way we can, in order to leave our community more beautiful and beneficial than we inherited it.

- **Faith: Imani (ee–MAH–nee)**

- To believe with all our heart in our people, our parents, our teachers, our leaders, and the righteousness and victory of our struggle.

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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 **Thursday, December 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-DEI@osu.edu\*\*](mailto:CFAES-DEI@osu.edu).

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**CFAES Office of Diversity, Equity, and Inclusion**

[\*\*Website\*\*](#)

