

Office of Diversity, Equity, and Inclusion Newsletter

February 1, 2022 Edition

Black History Month 2022

Black History Month is an annual celebration of achievements by African Americans and a time for recognizing their central role in U.S. history. Also known as African American History Month, the event grew out of “Negro History Week,” the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating Black history ([History.com](https://www.history.com)). This year's theme is "Black Health and Wellness". Click [here](#) to learn more about health disparities in the African American community.

At OSU we celebrate United Black World Month during the month of February,

United Black World Month, also known as Black History Month, is a month-long celebration of the diasporic experience. This year's United Black World Month theme is centered around Love: Building Our Community Through Intention and Action. The theme is from bell hooks' masterpiece, All About Love, in which she states that love is “an act of will, both an intention and an action”. For more information, contact Todd Suddeth at suddeth.1@osu.edu. Click [here](#) for a list of programs and events.

Asian Pacific Islander Desi American (APIDA) Heritage Month

Information from the Office of Diversity and Inclusion.

The Asian Pacific Islander Desi American (APIDA) Heritage Month is a month-long celebration and uplifting of Asian Pacific Islander Desi American identities, experiences, histories, and cultures. The Student Life Multicultural Center creates and highlights programming that center on the APIDA experience and aims to inspire confidence, pride, and deepened interest in what it means to move through the world as an APIDA individual. “Discovering Your Fire” is the APIDA Heritage Month Theme for 2022. Explore issues that you are passionate about, ideas that evoke high emotion, and our shared investment in celebrating and uplifting APIDA identities, experiences, histories, and cultures. The dates the month will be recognized are January 14 – February 12, 2022.

Find more information about events [here](#) and submit your program or event for inclusion in the calendar [here](#).

Welcome Julie Strawser, Program Coordinator for DEI and Faculty and Staff Affairs

Julie Strawser recently started as our DEI Program Coordinator. Julie will be writing for and editing our newsletter, providing program outreach, and coordinating department administrative projects.



Julie is no stranger to OSU CFAES. She has spent the last 18 years working for OSU Extension in various capacities at the county, region and state level. She comes with extensive experience in marketing, communications and meeting planning.

Prior to working for OSU, Julie held positions at Bob Evans Farms Headquarters, Corporate One Credit Union, and Mead/Westvaco Paper Company. She is an avid animal lover and has recently developed a new passion for baking.

One of Julie's goals for her new position is to expand the outreach and impacts of our communications. If you have any story ideas or suggestions, please share those with her by emailing strawser.35@osu.edu.

National Day of Racial Healing Recap

As a continuation of celebrating the legacy of Dr. King CFAES along with the Moritz College of Law co-sponsored a series of events for the National Day of Racial Healing which took place on January 18, 2022. The National Day of Racial Healing was started by the WK Kellogg Foundation as part of the Truth, Racial Healing and Transformation community partners. Fundamental to this day is a clear understanding that racial healing is at the core of racial equity.

For CFAES and Moritz, the theme of the day was "Reconciling the Past to Move Forward". The day began with over 70 participants logging to listen to a panel addressing Racial Healing Through Agriculture. Panelists included, State Representative Juanita Brent (Cleveland-D), Julialynne Walker, JD, international food justice and agriculture advocate and founder of Bronzeville Growers and Bronzeville Agracademy, and August Taylor, Garden Manager for the Maroon Arts Group Box Association and Communications and Outreach Associate at the Ohio Ecological Food and Farming Association.

Over 20 people stayed on the Zoom for a debrief and networking session and we were privileged that two of our three panelists were able to stay with us. The second session was a facilitated conversation on the James Baldwin film, "I am Not Your Negro" followed by another debrief and networking session both of which had over 20 participants engaged. Throughout the day over 100 people engaged in our activities. Participating in the National Day of Racial Healing is just one way that our college shows its commitment to diversity, equity, and inclusion and we will continue to support the work of our office and

the members of our DEI Action Council.

Watch the recording of the panel discussion on the [CFAES YouTube Channel](#).

CFAES Speakers Series Kick Off

February 17, 2022 12:00-1:15 EST

Ang Roell, What Honeybees Can Teach us About Shaping Social Change

In this talk Ang Roell (they/them) will take us into the honeybee hive and examine what honeybees, a “super-organism”, can teach us about building generative social systems. We'll discuss building collaborative groups through setting group terms, sharing power, building collective understanding, and shaping consensus.

About the speaker:

Ang Roell is a beekeeper, consultant, and founder of They Keep Bees - an LGBTQ+ run apiary co-located in Western Massachusetts and South Florida that raises queen bees and produces hive products. As a consultant, Ang is committed to helping clients make the changes necessary to shift organizational culture & practice from a model of dominant power to a model of cooperative power, inspired by the ecological world. Ang holds a Master of Science in Social Justice Education from Boston University. Ang's book **Radicalize the Hive** is available to download for free online. Information about their **research on queen rearing** is also available. They are a seasoned public speaker, and educator. To learn more about about Ang please visit their website **They Keep Bees**.

If you require an accommodation such as live captioning to participate in this event, please contact Laura Akgerman at akgerman.4@osu.edu or 614-292-0622. Requests made 10 business days prior to the event will generally allow us to provide seamless access, but the university will make every effort to meet every request.

Please direct all other inquiries to the facilitator, Dr. Leo Taylor at taylor.3408@osu.edu.

[Register Here](#)

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. 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!

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](#).

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, February 9th, 11:00am-12:30pm-[Register](#)

Tuesday, March 8th, 1:00pm-2:30pm-[Register](#)

Friday, April 1st, 11:00am-12:30pm-[Register](#)

Wednesday, May 18th, 2:00-3:30pm-[Register](#)

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.

Identity, Power, and Privilege

LOCATION: Zoom

DATES AND TIMES:

Tuesday, February 22nd, 11:00 AM-1:00PM-[Register](#)

Friday, March 25th, 12:00PM-2:00PM-[Register](#)

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.

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

LOCATION: Zoom

DATES AND TIMES:

Tuesday, February 22nd, 10:00 AM-12:00PM-[Register](#)

All too often we witness subtle comments or behaviors rooted in bias that cause harm to others, many times directed toward people in vulnerable populations. Have you ever been in a situation like that 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 2-hour interactive webinar, we will explore some of the most common expressions of bias and identify tools participants can use as an active bystander to interrupt bias in daily life. Participants will have an opportunity to apply what they have learned using real-life examples. Please direct all inquiries to the facilitator, Dr. Leo Taylor at taylor.3408@osu.edu.

Recommended Articles and Resources

[Celebrating Pride: The Stories of the Past are Told in the Seeds of Today](#)

For most farmers, farming is generally seen as a means to grow food to nourish their families as well as support populations across the globe. For some, farming can be seen as a means of defining sovereignty and sustainability for oneself or community, working as a mechanism of social justice. For others, the act of farming goes even further, as an exploration of understanding one's ancestral roots, one's generational story, throughout history. This article features interviews with husbands Owen Taylor of [Truelove Seeds](#) and Chris Bolden-Newsome of [Sankofa Farm at Bartram's Garden](#) in Philadelphia, PA. The seeds kept and the food grown on their farms tell those stories and examine the history embedded in the roots reaching deep into the soil they nurture on their respective farms.

[TED Talk: Three ways to be a better ally in the workplace](#)

We're taught to believe that hard work and dedication will lead to success, but that's not always the case. Gender, race, ethnicity, religion, disability, sexual orientation are among the many factors that affect our chances, says writer and advocate Melinda Briana Epler, and it's up to each of us to be allies for those who face discrimination. In this actionable talk, she shares three ways to support people who are underrepresented in the workplace. "There's no magic wand for correcting diversity and inclusion," she says. "Change happens one person at a time, one act at a time, one word at a time."

Opportunities Around Campus and in the Community

What we should be teaching about race and democracy: Lessons from the Last Year

Presented by Dr. Hasan Jeffries. Part of the Educational Studies Diversity Lecture Series

Location: Zoom

Date and Time: February 1, 2022 12:00

[Register Here](#)

Microaggressions 102

Location: Zoom

Date and Time: February 1, 2022 3:00PM

This 90-minute 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 an interactive workshop, and participants will have numerous opportunities to practice these strategies as well as reflect on how they can use them moving forward. *Note: 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. 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](#)

No Struggle, No Progress: Social Justice Organizing in the 21st Century presented by Dr. Hasan Jeffries

Location: Zoom

Date and Time: February 1, 2022 11:00AM

Part of the Kirwan Institute Forum Series

[Register Here](#)

Open Workshop: Intro to Intersectionality (DICE)

LOCATION: Zoom

DATE AND TIME: February 1, 2022, 4:00 PM

The ability to find common ground and shared language when discussing topics of identity is critical to effective social change. Through this reflective workshop, participants will come to understand the unique intersections of their social identities and how these impact their self-perception and their interactions with the world around them.

This workshop is worth 1 DICE credit.

[Register Here](#)

United Black World Month Opening

Location: Zoom

Date and Time: Thursday, February 3, 2022 7:00-8:30

Please join the Student Life Multicultural Center and the Black Student Association for the opening program of United Black World Month. We will do a "Verzuz" style trivia competition on several topics connected to the theme of United Black World Month - Love. Please join us for this engaging interactive program to open United Black World Month. In addition, there will be a drawing for copies of bell hooks' book, *All About Love* and other raffle prizes. All About Love will be the featured book for the United Black World Month book club.

Sponsored by the Student Life Multicultural Center and Black Student Association

Contact: [Todd Suddeth \(suddeth.1@osu.edu\)](mailto:suddeth.1@osu.edu)

Foundations of Inclusive Teaching

Location: Zoom

Date and Time: February 3, 2022 10:00AM-11:30AM

What is inclusive teaching, and how do we lay a foundation for it as instructors? This workshop is focused on the foundations of inclusive pedagogy. Participants will discuss the differences between diversity, equity, inclusion, and justice (DEIJ), and will reflect on their intersectional identities as instructors. They will then explore strategies for DEIJ instruction by assessing frameworks such as Universal Design for Learning and Inclusion by Design.

After this workshop participants will be able to:

- Define inclusive teaching.
- Articulate the differences between diversity, equity, inclusion, and justice.
- Articulate their identities using an intersectional framework.
- Acknowledge the complexity of student identity using an intersectional framework.
- Describe the strengths of inclusive teaching tools such as Universal Design for Learning and Inclusion by Design.

If you have registered for this event, or are on the waitlist and require an accommodation such as live captioning or interpretation to participate, please contact drakeinstitute@osu.edu. Requests should be made at

least two weeks prior to the event, but the university will make every effort to meet requests made after this date.

[Register Here](#)

All About Love Book Club

LOCATION: Zoom

DATE AND TIME: Friday, February 4, 2022 12:00-1:30

In connection to theme of United Black World Month - Love, you are invited to participate in a book club to discuss bell hook's All About Love. This book club is open to student, faculty, and staff with the hope of having rich dialogue across generations and span of experiences.

In order to participate in this book club, please sign up using this link. And, purchase and read All About Love. The book club will meet on Fridays in the month of February from noon - 1:30pm. You will receive details for the meeting (Zoom link) in advance of the first Friday in February.

While it will be great to honor bell hook's passing with this book club. I want to stress that the book club and theme for United Black World Month were created before bell hook's passed away. It was an unfortunate coincidence.

Sponsored by the Student Life Multicultural Center

Contact: Todd Suddeth (suddeth.1@osu.edu)

[Register Here](#)

Navigating Difficult DEI Conversations

LOCATION: Zoom

DATE AND TIME: February 9, 2022
11:30AM

"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 90-minute workshop offers participants the opportunity to learn what's important to consider when having difficult DEI conversations and offers concrete tools to build dialogue and disarm harmful conversations in favor of healing ones.

*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

Open Workshop: LGBTQ

LOCATION: Zoom

DATE AND TIME: February 4,
2022, 11:00 AM- Noon

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. This workshop is worth 1 DICE credit.

[Register Here](#)

effort to meet requests made after this date.

[Register Here](#)

All About Love Book Club, Part 2

LOCATION: Zoom

DATE AND TIME: Friday, February 11, 2022 12:00-1:30

In connection to theme of United Black World Month - Love, you are invited to participate in a book club to discuss bell hook's All About Love. This book club is open to student, faculty, and staff with the hope of having rich dialogue across generations and span of experiences.

In order to participate in this book club, please sign up using this link. And, purchase and read All About Love. The book club will meet on Fridays in the month of February from noon - 1:30pm. You will receive details for the meeting (Zoom link) in advance of the first Friday in February.

This week's book club conversation will be facilitated by **Dr. Camille Quinn** from the College of Social Work.

Sponsored by the Student Life Multicultural Center, College of Social Work
Contact: Todd Suddeth (suddeth.1@osu.edu)

[Register here](#)

Black Family Meeting: Daddy Issues, Mommy Issues and Black Love

LOCATION: Zoom

DATE AND TIME: Tuesday, February 15, 2022 6:00-7:30

Please join the MCC for a facilitated community town hall where we will share stories that examine our parental relations in the Black family. Influenced by bell hook's book, All About Love, the dialogue emphasize what we learned from our Black guardians and how we came to experience and define care, affection, trust, respect, honesty, communication, and commitment.

This community town hall will be led by Kimberly Brazwell. She is a two-time TEDx speaker, author and the CEO and founder of KiMISTRY, a story strategy consulting firm which specializes in the art of storytelling to address the unique intersection of justice and wellness for a trauma-informed experiential application to human engagement.

Sponsored by the Student Life Multicultural Center
Contact: Todd Suddeth (suddeth.1@osu.edu)

[Register Here](#)

"What is Grief, If Not Love persevering?" A Discussion for Engaging in a World in Constant Change, While Grieving the World We Had

LOCATION: Zoom

DATE AND TIME: Wednesday, February 16, 2022

This program is meant to create space for people to consider how they make room for the present, in all its uncertainties, while also honoring the security and safety of the past. Led by ODI's embedded clinician, Peter Oduwole, MS Ed., LPCC, this program will offer suggestions of how to balance grief and preparedness for a future that all too often looks grim. Sponsored by the Counseling and Consultation Center
Contact: Todd Suddeth (suddeth.1@osu.edu) to register.

Take Hold of Your Finances! Strategies for Increasing Your Financial Literacy

LOCATION: Zoom

DATE AND TIME: February 9, 2022, 4:30-5:30

In this session of the First-Generation Empowerment Series, we will be discussing financial literacy and how to care for yourself in your personal finances. Learn the basics of budgeting, building credit, being well financially, and more. Many students may struggle to figure this out on their own, so let us help you explore the ways to keep yourself financially secure through college and long after you graduate!

[Register Here](#)

Open Workshop: P.O.P Off: Power, Oppression and Privilege

LOCATION: Zoom

DATE AND TIME: February 10, 2022, 2:00 PM

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](#)

Open Workshop: Trans 101

LOCATION: Zoom

DATE AND TIME: February 11, 2022, 11:00 AM

This workshop explores best practices for engaging with and supporting transgender and gender non-conforming students and communities at The Ohio State University. The workshop is recommended for faculty, staff, and students. Through this 1- and 30-minute training, participants will gain a greater understanding of transgender identities and the systems of oppression that affect their community as well as strategies for creating gender inclusive spaces.

This workshop is worth 1 DICE credit.

[Register Here](#)

UBWM Determination, Dedication & Discipline: A Framework for your Success

LOCATION: Zoom

DATE AND TIME: February 15, 2022, 6:00-7:30

Join Anthony Bronaugh Sr., M.Ed., BCBA and Licensed Michigan Department of Education Administrator, for an empowering session on how to succeed in your life. Young leaders will leave the presentation with a framework for creating a personal vision statement along with strategies to applying the 3D's of Success to their lives.

This event is part of the Student Life Multicultural Center's United Black World Month Celebration.

[Register Here](#)

Open Workshop: Who Am I?

LOCATION: Zoom

DATE AND TIME: February 16, 2022, 1:00PM

This interactive workshop covers social identities, privilege and an activity to help participants reflect on their experiences with various identities. This presentation is great for student organizations, classrooms and any group looking to learn more about themselves and each other.

This workshop is worth 1 DICE credit.

[Register Here](#)

Open Workshop: Creating LGBTQ Inclusive Classrooms

LOCATION: Zoom

DATE AND TIME: February 18, 2022, 11:00 AM

The Student Life Multicultural Center offers this training to facilitate faculty and staff in creating more inclusive spaces for LGBTQ students. This workshop is targeted to faculty and focuses on best practices for supporting LGBTQ students in the classroom as well as strategies for navigating challenging conversations and interrupting bias. This 1 hour and 45 minute workshop is offered once a month and by request. All 2021-2022 workshops are offered virtually on Zoom unless otherwise noted.

This workshop is worth 1 DICE credit.

[Register Here](#)

Open Workshop: Privilege Puzzle

LOCATION: Zoom

DATE AND TIME: February 21, 2022, 2:00 PM

Through a highly interactive experience, this workshop helps answer the question of “what exactly is privilege and why should we care?” In this workshop, participants will gain a greater understanding of privilege, how systemic oppression affects us all and a new way of perceiving the world around them.

This workshop is worth 1 DICE credit.

[Register Here](#)

Open Workshop: Safe Zone

LOCATION: Zoom

DATE AND TIME: February 25, 2022, 11:00 AM-1:00PM

The Safe Zone Training aims to create a more welcoming and safe campus for individuals of all sexual orientations and gender identities. The workshop is recommended for faculty, staff and students. Through this workshop, participants will (1) gain a greater understanding of LGBTQ identities and the systems of oppression that affect the community, (2) learn tools for incorporating LGBTQ-inclusive practices into your daily life, and (3) strengthen their skills in recognizing and interrupting anti-LGBTQ bias. This 2-hour workshop is offered once a month and by request. All Spring 2022 workshops will be virtual on Zoom unless otherwise noted.

This workshop is worth 2 DICE credits.

[Register Here](#)

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 by **Monday, February 28**.

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.

CFAES Office of Diversity, Equity, and Inclusion

[Website](#)

