

Office of Diversity, Equity, and Inclusion Newsletter

January 3, 2022 Edition

Save the Date January 18, 2022



CFAES is partnering with the Moritz College of Law to host a series of webinars for the 6th Annual National Day of Racial Healing. Our theme is Reconciling the past in Order to Move Forward. Join us as your schedule permits.

9:00-10:30 Session 1
10:45-11:15 Hangout 1 topic TBD
11:30-1:00 Session 2
1:15-1:45 Hangout 2 Topic TBD
2:00-3:30 Session 3

Registration Information will be released soon.

CFAES DEI Year in Review

2021 was a whirlwind year. There was much accomplished by the office, and we are excited to do even more in 2022.

- We launched a new version of Inclusive Excellence in Hiring (collaboration with Yolanda Zepeda) and held open sessions once a month and on-demand sessions for CFAES search committees. The new program has received very positive reviews, even from people who initially expressed resistance.
 - Total reach for open sessions: 795 participants (not all CFAES)
 - Number of on-demand CFAES search committee sessions: 8
- Dr. Leo Taylor coordinated and/or led 44 programs (webinars, dialogues, and a few in-person guest presentations) for CFAES and a few for other units across campus. Our open webinars engaged more than 2,100 participants from the college, across the University,

and community. Note: this number includes people who attended multiple programs. Some sessions included:

- *Implicit Associations, Insidious Assumptions: Unintended Manifestations of Bias in Everyday Life*
- *Introduction to Diversity, Equity, and Inclusion*
- *Identity, Power, and Privilege*
- *Stand up, Speak Out! How to Interrupt Bias by Being an Active Bystander*
- *Queer 101: An introduction to LGBTQ+ Identities*
- *Gender Demystified: Creating Inclusive Environments for People of All Genders*
- *Inclusive Teaching in the Virtual Classroom: Applying an Equity Lens to Meet the Needs of Diverse Learners*
- *Gardening with Physical and Other Limitations* a collaboration between CFAES DEI and Extension
- *The Second Pandemic: Understanding and Challenging the Rise in Anti-Asian Racism in the Wake of COVID-19* (collaboration between College of Pharmacy and Office of Diversity and Inclusion)
- Met with the [CFAES DEI Action Council](#) twice and had 7 workgroups that also met to develop [recommendations](#) for Dean Kress and Cabinet.
- Launched the CFAES Faculty and Staff Climate Survey
 - 1814 distributed
 - 1107 started
 - 1010 completed (91% completion rate)
 - 132 faculty and staff registered to participate in focus groups (faculty are in January and staff are in February)
- Launched Departmental Audits for academic and support units.
 - Audits will be used to establish baseline data regarding recruitment and retention practices for faculty, staff and students and to identify best DEI practices that we can share throughout the college.
 - Department and unit responses are due in February.
- Engaged with numerous search committees to deliver charges with Senior Associate Dean Kitchel.
 - Created [Faculty Hiring Guide](#)
- Launched the CFAES DEI Newsletter-over 250 subscribers.
- Created a YouTube channel and posted 11 webinar recordings (with more being processed). As of 12/21/21 all videos combined have 698 views.
- Provided numerous consultations with faculty and staff regarding DEI concerns.
- Partnered with the College of Engineering and Office of Diversity and Inclusion to bring Inclusion Works, Inc. to Campus in spring for virtual sessions on “Speaking Up” How Bystanders Can Change the Conversation about Social Bias”. A second series on was offered over the summer in partnership with just the College of Engineering geared toward faculty and the promotion and tenure process.
- Hosted events for the National Day of Racial Healing
 - Just under two hundred participants throughout the day.
 - Events spanned the whole day and included a follow up session to The Inner Work of Racial Justice.
- Supported Extension DEI Taskforce Book Club with over 100 participants who met throughout the year discussing Beverly Danial Tatum’s book,

Why are all the Black Kids Sitting Together in the Cafeteria.

- Engaged with diversity leaders campus wide through the ODI Diversity Advocates monthly meetings.
- Served on the RAISE initiative group on culture transformation.
- Continued engagement with the OSU Diverse Scholars Collaborative (SREB).
- Reengaged with two student organizations, MANRRS and Cultivating Change. Both are now in active status as OSU student organizations.

What's in store for 2022

- Faculty and staff focus groups will take place early in the year.
- Mid spring, we will launch a student climate survey along with focus groups.
- Provide college-wide Faculty and Staff Climate Survey results report
 - Departments will also receive a report.
- A review team will provide feedback on the Departmental and Unit Audits
- CFAES Diversity Speaker Series will kick off in February.
- Continue to offer a wide array of [professional development webinars](#)

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



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!

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:

Thursday, January 13th 2:00-3:30pm-[Register](#)

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.

What's All the Hype? An Introduction to Diversity, Equity, and Inclusion

LOCATION: Zoom

What is diversity and why is it important? What's the difference between equality and equity and shouldn't we be striving to treat all people equally? What does it mean to be inclusive? How do all of these things work together to achieve justice? This 60-minute session explores these questions and provides an introduction to diversity, equity, and inclusion so that attendees can better understand current social justice movements. Please direct all inquiries to the facilitator, Dr. Leo Taylor at taylor.3408@osu.edu.

Dates and Times:

Friday, January 21, 12:00PM-1:00PMET-[Register](#)

Tuesday, March 22nd, 1:00PM-2:00PM-[Register](#)

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

[What does it mean to decolonize your mind?](#)

“A ‘colonized mind’ shows a preference or desirability for whiteness and cultural values, behaviors, physical appearances and objects from or derivative of the ‘West’ (i.e., Western Europe or the USA), with disdain or undesirability for anything coming from the non-‘West’. It is present in white people and BIPOC, manifesting itself in a variety of ways.” For example, Indigenous people in the US were forced to attend boarding schools to cure the “Indian problem” and habituate them to “civilization,” forcing them to abandon their languages and cultures. This article addresses the historical and current context of colonial mentality, provides numerous examples, and suggests ways all of us can develop a greater awareness of the impacts of ongoing colonialism.

[How to deconstruct racism, one headline at a time](#)

In this **2019 TED Talk** Emmy-nominated writer, activist, and comedian Baratunde Thurston explores the phenomenon of white Americans calling the

police on Black Americans who have committed the crimes of ... eating, walking or generally "living while Black." In this profound, thought-provoking, and often hilarious talk, he reveals the power of language to change stories of trauma into stories of healing -- while challenging us all to level up.

[Link to Health Webinar on January 19: What is neurodivergence?](#)

Over the last 15 years there has been a cultural shift in the field of psychology and how science looks at behavior that was once thought to be erratic, impulsive and without rhyme or reason. This 30-minute webinar at 11:30am on Wednesday, January 19th will explore the concepts of neurodivergence, what it looks like, how it's experienced and how we can demonstrate inclusivity. To register log into your OSU account, go to the bottom of the window and click "schedule". Click "continue" after verifying your contact information. In the next window (Consent) click "schedule". You will receive a confirmation email and a calendar invitation.

Opportunities Around Campus and in the Community

Open Workshop: LGBTQ 101 (DICE)

Location: Zoom

Date and Time: Friday, January 7, 2022 10:30-11:30

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](#)

Open Workshop: Trans 101 (DICE)

LOCATION: Zoom

DATE AND TIME: Friday, January 14, 2022 10:30AM-12:00PM

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 hour 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](#)

Student Life Belonging and Inclusion Summit

LOCATION: Zoom

DATE AND TIME: Wednesday, January 19, 2022 10AM-2:45PM

The Student Life Belonging and Inclusion Summit is a half-day experience for staff to engage with peers, practices and reflection centered in diversity, equity and inclusion. The inaugural Summit: “Cultivating a Community Committed to Equity-Minded Practices” is intentionally designed for Student Life staff to expand their own awareness of self; to develop skills and tools for equity-minded reflection and practice; and to strengthen the culture of care for staff and students.

As we continue to grapple and overcome multiple inequities magnified by the COVID-19 pandemic and grow together as a the Office of Student Life, it is imperative that we commit to understanding and creating work environments that foster equitable and thriving participation of all groups and seek to address issues of oppression, privilege and power. To do this, we must offer ourselves and each other care, being thoughtful and considerate as we move forward in our vision, mission and strategic goals.

[Register Here](#)

Open Workshop: Creating LGBTQ Inclusive Classrooms

LOCATION: Zoom

DATE AND TIME: Friday, January 21, 2022, 10:30AM-12:15PM

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.

If you require an accommodation such as live captioning or interpretation to participate in this event, please contact Ari Grubaugh at grubaugh.20@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](#)

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, January 31**.

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.

