

Office of Diversity, Equity, and Inclusion Newsletter

March 1, 2022 Edition

March is Women's History Month



March is the month we celebrate and recognize the contributions women have made and their specific achievements over the course of history. The month is filled with events, exhibits and educational opportunities to learn more about their impacts.

Women have played a significant role in shaping our University as well. The Encyclopedia of Pathbreaking Women at The Ohio State University is available as a free download in the University Archives at library.osu.edu. It takes you from 1873 when the first women applications were received, to highlighting some of the women who are still shaping our University today.

[Download here.](#)

We hope you take time this month to celebrate our women in history and learn more. Below are some events to check out.

Celebrate Women in History Month! Sign up for an event today!

[The Multicultural Center Women's History Month](#) webpage offers a robust list of events honoring women including:

International Women's Day Summit

Date: March 8, 2022

Time: All Day

This International Women's Day join us for panels, speakers and workshops as we recognize, celebrate and empower our community of Women at The Ohio State University.

Register Here

**Life Beyond Degree: Woman to Woman:
Launching Careers in Entrepreneurship**

Date: March 8, 2022

Time: 5:00-6:00 p.m.

Location: Student Alumni Council Room, Ohio Union

This event will highlight women who are OSU alumni that are now successful entrepreneurs. These women are representative of diverse majors, cultural backgrounds, and business types. During this event you will hear from the alumni about their personal journey to entrepreneurship. Once all alumni have shared, you will have the opportunity to meet with the alumni individually and ask questions that are relevant to your career goals. Feel free to bring your resume for feedback, a few questions to ask and a notepad to take notes.

PLEASE NOTE: These alumni are not seeking to hire students for jobs or internships, but they will provide tips on how to navigate the journey of entrepreneurship.

[Register Here](#)

Women of Color Leadership Panel

Date: March 22, 2022

Time: 6:00-7:00 p.m.

Location: In-Person, Hale Hall Instructional Room 110A

Please join Ladies of Leadership and Women Student Initiatives as we host a panel of women of color student-leaders as they bring insight into the various experiences of women of color in professional and academic spaces. Our panelists will also share their personal experiences with holding leadership roles at a Predominately White Institute. Contact Madison Eagle (eagle.41@osu.edu) for more information.

View the full list of Multicultural Center events [here](#).



Friday, March 4, 9:00-1:00 p.m.

Location: Virtual

Featured speakers: **Selena Rezvani**,

Sponsor: The Women's Place

[Register](#)

Join The Women's Place at The Ohio State University for FORWARD 2022, a virtual symposium to encourage resilience, community, and meaningful policy change.

Panels will cover topics such as economic recovery, caregiving, leadership development, and advocacy. Selena Rezvani, consultant and author of *Pushback: How Smart Women Ask—and Stand Up—for What They Want*, will be the keynote speaker at noon.

This free event is open to Ohio State faculty, staff, students, alumni, and community members of all genders.

Announcing: The DICE Certificate Program

The CFAES Office of Diversity, Equity, and Inclusion, in collaboration with the Ohio State University Multicultural Center, is now offering a diversity, equity, and inclusion professional development certificate!



The Diversity, Intercultural and Community Engagement (DICE) Certificate Program, organized and managed by the Student Life Multicultural Center, is available to all members of The Ohio State University community interested in exploring diversity, intercultural engagement and socially just leadership. The DICE certificate is a great way to demonstrate a vested interest in diversity, equity and intercultural engagement to schools and employers!

The College of Food, Agricultural, and Environmental Sciences is partnering with the Multicultural Center to offer a customized DICE certificate for CFAES students, staff, and faculty. Individuals within the Ohio State community who are not affiliated with CFAES are eligible to participate in the general DICE certificate program. For complete details visit go.osu.edu/cfaesDICE. Please direct all inquiries to [Dr. Leo Taylor](#).

Crisis in Ukraine: Resources Available from the College of Arts and Sciences

Here is list of resources and events to help understand the conflict in Ukraine, and Ukrainian history and identity.

- Many of our faculty have been actively engaged in [offering perspective on this conflict](#).
- A virtual event hosted by the Department of Slavic and East European Languages and Cultures on Monday, Feb. 28, titled “[Assault on Ukraine](#)” where Arts and Sciences faculty panelists will help us to understand these tragic and world-changing events.
- A virtual session, hosted by the Mershon Center for International Security Studies on Wednesday, March 2, on “[Making Sense of the Ukraine Crisis](#)” with Gerard Toal, a professor of International Affairs at Virginia Tech, as well as a few other [upcoming events](#) on the ongoing crisis in the next few weeks.

Support resources for students are available through Student Life's [Counseling and Consultation Service](#) and for faculty/staff through the university's [Employee Assistance Program](#).

CFAES Speakers Series

Replay Available

Ang Roell (they/them) takes us into the honeybee hive and examines what honeybees can teach us about building generative social systems.

CFAES Diversity, Equity, and Inclusion Speaker Series



What Honey Bees Can Teach Us About Shaping Social Change



The SACNAS and SHPE Chapters at Ohio State and the Office of Diversity and Inclusion are pleased to invite you to our virtual Spring Keynote Event on **Tuesday, March 29 starting at 4:00 p.m. EST**. Our Keynote Address will be given by Dr. Frances Colón, who is a member of President Biden's Council of Advisors on Science and Technology and Senior Director for International Climate Policy at Center for American Progress.

The Keynote Address and following Q&A will be held from 4:00-6:00 p.m. This event is open to all, and virtual attendance is unlimited. We are also hosting an in-person watch party open to the first 50 registrants in the Colloquia area of the Research Commons in the 18th Avenue Library. Zoom links will be sent to all registrants prior to the event. **Please register at go.osu.edu/SpringKeynote.**



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!

Podcast Picks

First BREACH, Buckeyes Racial Equity Awareness Centered in Healthcare, Podcast Now Available

In response to a lack of information on health care disparities available to

Strategies for Diverse, Inclusive Excellence Podcast

Tracie Ransom advocates for diversity, equity, inclusion and allyship that moves beyond

the public, a group of students have created a podcast to help educate faculty, staff and students on the issue.

The first BREACH podcast is now available and features Ashley Felix, PhD, Associate Professor of epidemiology at OSU. She discusses the lack of female and minority representation in clinical trials and how that affects health care.

[Listen to the Podcast](#)

performative proclamations to authentic actions. In this conversation, she divulges her expertise for leaders to strategically direct organizations to diverse, inclusive excellence. Learn about the case for why diversity, equity and inclusion (DEI) are important for any organization; steps for strategic implementation of DEI goals; how to measure success; and how to bring your team along with you — especially in the face of opposition.

[Listen to the Podcast](#)

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 webinars, please visit our [webinars and certificate program website](#).

For more information, on our DEI events, contact Dr. Leo Taylor at taylor.3408@osu.edu.

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

Thursday, March 3, 1:00-2:30 p.m.
Location: Zoom

[Register](#)

This webinar will provide an introduction to unconscious associations that can lead to an affinity toward or prejudice against some groups of people. 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 shows up in daily life 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 that can fuel bias. This workshop is worth 2 credits toward the CFAES Diversity, Intercultural and Community certificate.

Inclusive Excellence in Hiring

Tuesday, March 8, 1:00-2:30 p.m.
Location: Zoom

[Register](#)

This 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.

FUTURE DATE AND TIMES:

Friday, April 1, 11:00 a.m.-12:30 p.m. [Register](#)
Wednesday, May 18, 2:00-3:30 p.m. [Register](#)

Intro to Intersectionality

Wednesday, March 9, 2:00-3:00 p.m.
Location: Zoom

[Register](#)

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 interactions with the world around them. This workshop is worth 1 credit toward the CFAES Diversity, Intercultural and Community certificate and will be facilitated by Nick Gilbert, Social Justice Educator for the Ohio State University Student Life Multicultural Center.

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

Thursday, March 10, 2:00-4:00 p.m.
Location: Zoom

[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. This workshop is worth 2 credits toward the CFAES Diversity, Intercultural and Community certificate.

FUTURE DATE AND TIMES:

Wednesday, April 6, Noon-2:00 p.m. [Register](#)

Gender Demystified: Creating Inclusive Spaces for People of All Genders

Tuesday, March 15, 2:00-3:00 p.m.
Location: Zoom

[Register](#)

Have you noticed that some people include their pronouns next to their name on Zoom, but aren't sure why? Are you unsure about gender-neutral pronouns

or nonbinary gender identities? Would you like to better understand how gender differs from sex and sexual orientation? This webinar will explore the various aspects of identity that relate to gender and sex. Participants will learn key vocabulary, gain a better understanding of their own identities, and identify ways to strive for allyship with transgender and gender non-conforming individuals to create environments that are inclusive of all genders. This workshop is worth 2 credits toward the CFAES Diversity, Intercultural and Community certificate.

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

Tuesday, March 22, 1:00-2:00 p.m.
Location: Zoom

[Register](#)

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 session explores these questions and provides an introduction to diversity, equity, and inclusion so that attendees can better understand current social justice movements. This workshop is worth 1 credit toward the CFAES Diversity, Intercultural and Community certificate.

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

Thursday, March 24, 2:00-3:00 p.m.
Location: Zoom

[Register](#)

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 credit toward the CFAES Diversity, Intercultural and Community certificate.

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Who Am I?

Friday, March 25, 3:00-4:00 p.m.
Location: Zoom

[Register](#)

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 students, staff, and faculty looking to learn more about themselves and each other. This workshop is worth 1 credit toward the CFAES Diversity, Intercultural and Community certificate.

**Introduction to Microaggressions:
Small Actions That Have a
Big Impact**

**Tuesday, March 29, 10:00-11:00
a.m.**

Location: Zoom

[**Register**](#)

Microaggressions are common, often subtle expressions of bias, many times initiated unintentionally and unconsciously that can have serious impacts on recipients including shortening life expectancy. In this webinar, participants will learn about common microaggressions and the hidden, harmful messages they send. We will disentangle intention from impact and identify strategies for responding when accidentally initiating a microaggression. This workshop is worth 1 credit toward the CFAES Diversity, Intercultural and Community certificate.

Media Matters

Monday, April 4th, 10:00-11:00 a.m.

Location: Zoom

[**Register**](#)

This highly interactive workshop examines media representation, socialization and stereotypes. Through examples like #OscarsSoWhite and other popular TV shows and movies, participants will unpack how media impacts our bias and stereotypes. This workshop is worth 1 credit toward the CFAES Diversity, Intercultural and Community certificate.

**When Good Intentions Backfire:
Understanding the Impacts of
Common Microaggressions**

Tuesday, April 5, 10:00-11:00 a.m.

Location: Zoom

[**Register**](#)

This highly interactive 60-minute program will take a deeper dive into frequently witnessed and initiated microaggressions. Participants will work in small groups to identify the intention and impact of a variety of real-life microaggression scenarios. Basic knowledge about microaggressions is required. It is strongly recommended that participants first attend the program Introduction to Microaggressions: Small Actions That Have a Big Impact. This workshop is worth 1 credit toward the CFAES Diversity, Intercultural and Community certificate.

Recommended Articles and Resources

[**Notes from a Fellow Buckeye**](#), *President Kristina Johnson* addressing diversity, equity, and inclusion values, February 2022

[**Old statues of Confederate generals are slowly disappearing – will monuments honoring people of color replace them?**](#) *The Conversation*, February 28, 2022

[**DEI Gets Real**](#) *Harvard Business Journal*, January-February, 2022

Grant Opportunities

Critical Difference - Research on Women Grants Available

Through the generous support of the Coca-Cola Foundation, the Critical Difference Program awards grants to faculty and PhD candidates/terminal master's degree students to support research that explores women's lives, gender equity, and gender broadly conceptualized. The grant competition is administered by The Women's Place.

Click [here](#) to get full grant details!

The Ohio State University's Office of Diversity and Inclusion hosts several events throughout the month for faculty, staff, and students. Check out their Calendar of Events at <https://odi.osu.edu/calendar>.

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 **Wednesday, March 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.

CFAES Office of Diversity, Equity, and Inclusion

[Website](#)

