



# Reimagining The Academy

Wednesday, Oct. 18 - Thursday, Oct. 19

A Collaborative Conference Co-Sponsored By:





## Welcome Letter from the Conference Steering Committee

Kent State University, Miami University and Ohio University welcome you to the 2023 Reimagining the Academy Conference! We are excited to have this opportunity and space to come together to learn from and support one another across our universities and the state of Ohio, and this collaboration makes us stronger. Previously, each university hosted an annual conference on topics related to diversity, equity and inclusion. We are honoring the previous work done through the Anti-Racism Conference (Kent State University), Across the Divide Conference (Miami University), and the Diversity Leadership Institute (Ohio University) in this year's conference themes. Each component of the Reimagining the Academy Conference speaks to our joint goals of embedding transformative practices within the academy to raise awareness and build capacity around issues of access, success, diversity, equity, and inclusion.

We invite you to network with colleagues as you attend panels, roundtables, oral sessions, and workshops. Please also join us for the keynote address with Carol Anderson, a preeminent historian of African American history and oppression and Influential voice of civil and voting rights. We thank you for your ongoing commitment to making higher education accessible and a space for all to belong.

## Conference Steering Committee



**Amoaba Gooden, Ph.D. (She/Her)**  
Vice President, Diversity, Equity and Inclusion  
Professor of Africana Studies  
Kent State University



**M. Cristina Alcalde, Ph.D. (She/Her)**  
Vice President for Institutional Diversity and Inclusion  
Professor of Global and Intercultural Studies  
Miami University



## Land Acknowledgement

We acknowledge that the lands of Kent State University were the previous homes of people who were removed from this area without their consent by the colonial practices of the United States government. Before removal, these groups created networks that extended from Wyoming to the Florida Coast and Appalachia and to the northern reaches of Lake Superior. These societies included people of the Shawnee, Seneca-Cayuga, Delaware, Wyandots, Ottawa and Miami. We honor their lives – both past and present – and strive to move beyond remembrance toward reflection and responsibility through honest accounts of the past and the development of cultural knowledge and community.

## Conference Co-Chairs



**Morgan Woodin, MBA (He/Him)**  
Coordinator, Operations and Special Projects  
Kent State University



**Hiram Ramirez, Ph.D. (He/Him)**  
Senior Director, Strategic Initiatives  
Office of Transformational and Inclusive Excellence  
Miami University



**Micah McCarey, Ph.D. (He/Him)**  
Director, LGBT Center and Interim Director  
Office of Multicultural Success and Retention  
Ohio University

## Keynote Speaker

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### **Carol Anderson, Ph.D.**

**Thursday, October 19**

**11:00am to 12:00pm (Doors Open 10:30am)**

**Ballroom**

Carol Anderson is a professor of African American Studies at Emory University. She is the author of several bestselling books including “The Second: Race and Guns in a Fatally Unequal America” (2020), “One Person, No Vote: How Voter Suppression Is Destroying Our Democracy” (2018) and the critically-acclaimed #1 bestseller” White Rage” (2016).

In 2019, Carol contributed an essay to the New York Times Magazine’s 1619 Project, an award-winning reframing of American history that placed slavery and its continuing legacy at the center of our national narrative (now available as a book).

Professor Anderson is also the author of “Eyes Off the Prize: The United Nations and the African-American Struggle for Human Rights, 1944-1955” (Cambridge University Press), which was awarded both the Gustavus Myers and Myrna Bernath Book Awards. Her book “Bourgeois Radicals: The NAACP and the Struggle for Colonial Liberation, 1941-1960” was published by Cambridge in 2014.

Her research has garnered substantial fellowships from the American Council of Learned Societies, the Ford Foundation, National Humanities Center, Harvard University, and the Gilder Lehrman Institute of American History.

She has also served on working groups dealing with race at Stanford’s Center for Applied Science and Behavioral Studies, the Aspen Institute, and the United Nations. In addition, based on the strength and accessibility of her research, the leadership at Amnesty International, USA, the American Civil Liberties Union, the Ford Foundation, and others have used Eyes Off the Prize to frame and examine their human rights work in the United States.

This has also led to sought after commentary in Foreign Policy, the Washington Post, and CNN.com that places contemporary issues dealing with race, human rights, and politics in a historical perspective. Her Washington Post op-ed, “White Rage,” was the most widely shared for the paper in 2014.

## Conference Themes

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### **Centering Anti-Racism in Institutional Excellence**

- Advancing racial justice in an institutional setting must prioritize actions that address the causes and consequences of racism. These efforts should bring together practitioners, communities of color and researchers to identify ways in which anti-racism is embedded in practice, policymaking, and programming.

### **Educators and Students as Activists and Diversity Leaders**

- There is not one way to lead or participate in social justice work. Organizing, volunteering, educating yourself and others, creating art and donating are all vital to making progress for a cause. When determining your role, you should consider which of your strengths, passions and privileged identities can best contribute to the cause.

### **Building Community and Mutual Dialogue**

- Higher education is charged with a constant need to improve institutional experiences for those with marginalized identities, which can weigh heavy for those already experiencing disparities. Building community is not limited in its benefits to the establishment of connection, but is also imperative for creating a network of individuals able to advance change.

## Schedule at a Glance

### Wednesday, October 18

- 9:00 am to 9:30 am: Conference Welcome
- 9:30 am to 12:30 pm: Teach-In, Ballroom
- 12:30 pm to 2:00 pm: Lunch for Teach-in Participants, Ballroom
- 2:00 pm to 3:00 pm: Session Block 1
- 3:00 pm to 3:15 pm: Wellness Break
- 3:15 pm to 4:15 pm: Session Block 2

### Thursday, October 19

- 9:30 am to 10:30 am: Session Block 3
- 10:30 am to 11:00 am: Wellness Break
- 11:00 am to 12:00 pm: Keynote Speaker
- 12:00 pm to 1:30 pm: Lunch for Keynote Speaker Attendees
- 1:30 pm to 2:30 pm: Session Block 4
- 2:30 pm to 2:45 pm: Wellness Break
- 2:45 pm to 3:45 pm: Session Block 5
- 3:45 pm to 4:00 pm: Wellness Break
- 4:00 pm to 4:30 pm: Closing, Governance Chambers

## Virtual Sessions

### Wednesday, October 18

- **2:00 pm to 3:00 pm: Session Block 1**
  - Workshop: Disability Justice in DEI Work
- **3:15 pm to 4:15 pm: Session Block 2**
  - Oral Session: Racism and the Epistemology of Ignorance in Higher Education, Othered: An Alumni Experience, and Latino/a/e/x Intersectionality

### Thursday, October 19

- **9:30 am to 10:30 am: Session Block 3**
  - Roundtable: Collective Self-Advocacy Strategies for Anti-Racist Institutional Excellence (Roundtable)
- **1:30 pm to 2:30 pm: Session Block 4**
  - Roundtable: Disability Justice in DEIBJ Conversation
- **2:45 pm to 3:45 pm: Session Block 5**
  - Panel: Reimagining the Academy: Lived Experiences at Miami Supporting Inclusive Excellence Across our Institutions
  - Roundtable: Teaching and Learning from International Students in a Global Village

Room 310C will be a designated “Quiet Space” for the duration of the conference. Attendees are welcome to use this space to watch the virtual conference sessions, take meetings or decompress as needed.

## Session Types

### Panel

- Presented as a group, panels provide an opportunity for examining specific problems or topics from a variety of perspectives. They may present alternative solutions, interpretations or contrasting points of view on a specified subject or in relation to a common theme. Panelists are expected to prepare papers addressing central questions described in the proposal.

### Oral Session

- Oral sessions will involve multiple presenters giving separate talks that share common themes or topics. Each presenter is allotted an amount of time to speak (usually around 10-15 minutes) with some added time for a question-and-answer after each presentation.

### Roundtable

- Roundtable sessions feature a group of presenters who will make brief, informal remarks about a specific idea or topic. They allow for extensive discussion and audience participation. These sessions can take many forms, with presenters delivering prepared statements or diving straight into questions from the moderator or audience. Regardless of format, they’re designed to elicit an exchange of viewpoints among the experts on a topic.

### Workshop

- Workshops provide an opportunity to exchange information or work on a common problem, project or shared interest. They typically include brief presentations that allow adequate time for interaction and/or reflective discussion.

## Session Block 1

Wednesday, Oct. 18

2:00 p.m. to 3:00 p.m.

### Networking

Room 317

**Access Betters the Lives of Everyone (ABLE)**  
**Kent Disabled Students Society, ASL Club**

### Panel

Room 310

**Race, Research, and Reimagining: Examining Anti-Racist Queries**

This panel features Anti-Racism and Equity Institute scholars whose work focuses on understanding and interrupting structural practices and procedures that lead to inequitable outcomes for people and communities of color. Their work shifts beyond documenting persistent inequality and moves toward engagement with reimagined focus of equitable opportunities and outcomes.

Presenters: Catrina Johnson, Kristenne Robison, Francisco Torres, Shana Klein, Kayon Hall, and Astrid Sambolin Morales

### Roundtable

Governance Chambers

**Reimagining Higher Education: Not Just for the Fortunate Few, but for the Meritorious Many**

Over the past number of years, Kent State University has embarked on an intentional effort to reimagine higher education, "not just for the fortunate few, but for the meritorious many." Kent State employees and students have engaged in multiple professional development opportunities that center equity and access in this reimagining. These efforts have led to dialogues and collaborative efforts to transform systems at Kent State and have resulted in numerous programs and initiatives that center student, faculty and staff success. In this session, presenters will share examples of how Kent State administrators have grounded equity principles to advance institutional change. Presenters will focus on institutional collaboration and highlight Kent State's efforts that have focused on increasing student access and equality of opportunity on all campuses. Presenters will focus on (1) Kent State's efforts to increase retention, persistence and graduation rates, (2) Kent State's participation in the University of Southern California Race and Equity Institute and resulting equity initiatives, and (3) Kent State's continued efforts to break down barriers to make real change.

Presenters: Mark Polatajko, Sean Broghammer, Eboni Pringle, Holly Slocum, and Amoaba Gooden

### Workshop

Ballroom Balcony

**Infusing Anti-Racism Into Graduate Teacher Training**

During this highly interactive workshop, all who are involved in training and mentoring graduate instructors and TAs are invited to discuss how we can infuse anti-racism into teacher trainings for graduate students to empower them for their future careers. Practical strategies will be provided, but participants will be encouraged to share strategies based on their own expertise and lived experiences. Participants should leave the session with a greater sense for how anti-racism can inform all aspects of our pedagogical approaches, as well as practical strategies for how to center inclusive and equitable practices during teacher trainings.

Presenter: Sarah Beal

### Workshop

Room 306BC

**The Power of Counternarratives**

During this interactive and student-focused session we will explore ways in which personal narratives can help disrupt dominant narratives in the service of transformational change. Participants will go through various exercises individually and as a group, to co-create narratives within the space and practice counterstorytelling.

Presenter: Hiram Ramirez

### Workshop

Virtual Session

**Disability Justice in DEI Work**

In this session participants will learn about ableism, its connections to racism and white supremacy culture, the Disability Justice movement, and ways ableism/white supremacy culture show up in DEI work. Participants will hear from diverse disabled/chronically ill people about DEIBJ. Participants will think deeply about ableism/white supremacy culture at work & how to infuse Disability Justice into DEI work. Participants will analyze their campuses/offices to identify practices and cultural norms that do/do not support Disability Justice, and identify resources, roadblocks, and opportunities to bring a DJ lens to institutional social justice work.

Presenter: Sarah Doherty and Lisa Flowers Clements

## Session Block 2

Wednesday, Oct. 18

3:15 p.m. to 4:15 p.m.

### Networking

Room 306BC

Asian, Asian American & Pacific Islander Faculty and Staff Alliance (AAAPI FASA)  
International Student Council (ISC)

### Networking

Room 317

Spectrum  
Trans\* Fusion & PRIDE! Kent

### Workshop

Room 306A

#### Executive Leadership, Mothering, and the George Floyd Effect

This workshop will begin with an overview of our study, which explored the unique experiences of millennial-aged women of color, who are in executive/senior leadership roles at a college or university and have young children. Their stories both illuminate their experiences before, since, and because of George Floyd's death, and identify implications for practice and policy. This workshop, guided by themes and findings of this study, will provide an opportunity to assist in understanding the unique needs of this population and how colleagues and institutions can support them as we enhance our justice, diversity, equity, and inclusion work institution wide.

Presenters: Talea Drummer-Ferrell and Christa Porter

### Roundtable

Governance Chambers

#### Advancing Racial Justice by Decolonizing Kent State

When it comes to decolonization and anti-racism, one is not possible without the other. It is well known that the structures of racism are rooted in the same oppressive systems as coloniality (i.e., white supremacy, patriarchy, capitalism) and therefore, must be challenged in tandem. This roundtable seeks to recognize the important steps that have been taken, discussing the challenges and limitations of these approaches when applied through administrative systems and in teaching and learning spaces. Discussants, in dialogue with the audience, will identify further action needed to decolonize the university and advance racial justice in practice, policymaking, and programming.

Presenters: Elaine (Lan Yin) Hsiao, Lisa Bhungalia, Sharon Koelblinger, Ashley Nickels, Shemariah Arki, and Francisco Torres

### Oral Session

Room 310

#### Dialogue at the Center: Uplifting Learners Through Inclusive Practices

Presenter: Astrid Sambolin Morales

#### Diversifying Psychology: Lessons from Kent State's Multicultural and Diversity Committee

Presenter: Karigan Capps

#### #BlackInTheIvory: Black Undergraduate Students and Social Capital

Presenter: Ann Mariko Walter

### Workshop

Ballroom Balcony

#### Inclusivity and Diversity in Teaching Graduate Seminars

Faculty often receive little to no training in how to effectively teach graduate seminars. In this interactive workshop, Dr. Jennifer Taber will discuss what graduate seminars are and do, why they are important, and how to teach them. The workshop will center on creating an inclusive classroom and adhering to principles of diversity, equity and inclusion across all aspects of the course (e.g., writing the syllabus, selecting readings, structuring course sessions and discussion). Based on research conducted during her time as a KSU Center for Teaching and Learning Faculty Fellow, she will share both faculty and graduate student perspectives on graduate seminars. Attendees will be invited to share their own insights on teaching and learning in graduate seminars in this facilitated conversation. The workshop goals are to 1) think through one's own goals for graduate seminars; 2) link specific course components to these goals; 3) consider how graduate seminars can address issues of diversity, equity, and inclusion, and 4) leave with new ideas for your own teaching.

Presenter: Jennifer Taber

### Oral Session

Virtual Session

#### Racism and the Epistemology of Ignorance in Higher Education

Presenter: Charmaine Crawford

#### Othered: An Alumni Experience

Presenter: Tiarra Reddrick

#### Latino/a/e/x Intersectionality

Presenter: Aimee Flores

## Session Block 3

Thursday, Oct. 19

9:30 a.m. to 10:30 a.m.

### Networking

Room 317

#### Latino Networking Caucus (LNC) | Spanish and Latine Student Association (SALSA)

### Workshop

Ballroom Balcony

#### Murmurs of a People

Dance can be used as a form of protest and activism. This session provides a viewing of excerpts from Chilean American Choreographer Michael Uthoff's ballet, Murmurs of A Stream or Reflejos del Arroyuelo. This ballet, whose music was once banned by the Chilean government, was implicitly created in response to the 1973 Chilean Coup D'État. In this work, Uthoff delves into the concept of a stream as the veracious witness to Chilean life. Participants will view a live performance of excerpts from Uthoff's work, and participate in dialogue and movement around questions that examine bodies, oppression, resistance, and celebration.

Presenter: Ambre Emory-Maier

### Oral Session

Room 310

#### Inclusive Excellence in Strategic Planning

Presenter: Elizabeth Kerr

#### Global Engagement: Transnational Students' Voices and Higher Education

Presenter: Priscilla Dzokoto and Gumiko Monobe

### Workshop

Room 306BC

#### Fostering Multicultural Student Outcomes Through DEI and Student Success Partnerships

In many institutions, diversity, equity, and inclusion (DEI) work is centralized, often limiting academic and student support units' notions that this work should also be incorporated into their individual operations. Recognizing this issue, leaders from our college's DEI and student success offices collaborated to create a foundational approach that integrates vision, strategy, and programming to accomplish holistic student outcomes. In groups, participants will learn about how presenters have created this collaboration and explore ideas for applying this strategy to their own situations. They will focus on integrating DEI into academic, social, emotional, and career-focused outcomes.

Presenters: Russell Morrow and Melissa Kulp

### Workshop

Room 306A

#### Equity and Inclusion: Audism

This session will focus on equity and inclusion for Deaf and Hard-of-hearing individuals. We will begin with a presentation to explain and define the term "Audism". We will hear from some individuals who identify as Deaf or Hard-of-hearing on their experiences with Audism and what they would have liked to see from the hearing community to support them. Together we will discuss and plan how we can support Deaf and Hard-of-hearing individuals in our day to day lives.

Presenter: ASL Club, Catherine Vickery and Grace Baker

### Roundtable

Governance Chambers

#### Radical Hospitality to Engage, Educate, and Empower Toward Social Justice

Radical hospitality emphasizes creating an inclusive and welcoming environment for all individuals, regardless of their background or status. It involves actively making people feel valued and respected. By creating a supportive environment that encourages individuals to share their voices and take action, radical hospitality can inspire people to become agents for positive change in their communities and beyond. This presentation will provide individual and collective perspectives of experiences working with radical hospitality through involvement with the Electric Root Festival, a community arts festival in Oxford, OH. Attendees will gain strategies for including radical hospitality in their own contexts.

Presenters: Stephanie Danker, Zack Tucker, Reilly Powers, Jojo Peregrina, and David Shuppert

### Roundtable

Virtual Session

#### Collective Self-Advocacy Strategies for Anti-Racist Institutional Excellence

This roundtable's participants collectively founded and co-chaired a Faculty of Color Association (FOCA) at a predominantly white small liberal arts college. We will discuss the self-advocacy lessons we learned and how we implement them in our current positions. Topics include student-centered, curricular, and faculty recruitment and retention strategies; advocating for sustainable funding; avoiding burnout; creating community by celebrating music, food, and culture; creating an information and action network for addressing crises in real-time, and leveraging partnerships with other minoritized groups such as the LGBTQ+ community and international students. This presentation will appeal to faculty and staff engaged in anti-racist efforts.

Presenters: Teresa Villa-Ignacio, Calle Watkins Liu, Wanjiru Mbure, and Shani Turner

## Session Block 4

Thursday, Oct. 19

1:30 p.m. to 2:30 p.m.

### Networking

Room 317

#### Women of Color Collective (WOCC) Sister Circle

### Roundtable

Governance Chambers

#### The Interpretation Initiative / The Student Inclusion Initiative

The goals of this project are to enlighten those who may not realize how difficult campus life and academia can be for a visually and/or hearing-impaired individual. The changes that could be made on campus are financially feasible and are simple but would be significant to those with impairments. Ultimately, the campus should be accommodating to the point where it is an all-inclusive environment for those hearing, deaf and/or blind.

Presenters: Dylan Cahill, Candy Autrey, Rob Schembri, Michelle Jalpa-Romero, Nica-Emmanuel Delgado, Nick Laurie, sammy Remer, Killian Heifner, and Miko Novakovic

### Workshop

Room 306BC

#### Sharing Power in the Classroom: Utilizing a Consent-Forward Framework

In this practical (and hopefully fun!) workshop, faculty, students and staff will explore collaborative tools that are consent-forward, and trauma informed, including: how to build in and on consent, communicate, respect, and validate boundaries, increase cultural competency, and ultimately, create a space of mutual learning.

Presenter: Courtney Brown

### Oral Session

Room 310

#### LGBTQ Curricula and Discourse Bans Across the U.S.

Presenter: Ren Davis

#### How to Develop Student Activism

Presenter: Linda Piccirillo-Smith

### Workshop

Room 306A

#### Reimagining Mentoring: Supporting Racially Minoritized Graduate Students and Faculty

In this interactive workshop, participants will have the opportunity to consider and discuss how their positionalities influence advising and mentoring practices that impact racially minoritized graduate students and faculty. Participants will identify systemic barriers that perpetuate inequities and opportunities to reimagine mentoring in efforts to advance a critical praxis that enhances belonging for students and faculty.

Presenter: Christa Porter

### Workshop

Ballroom Balcony

#### Internal DEI Grants: Building Institutional Capacity

Since 2021, Miami University Libraries (MUL) has provided the opportunity for staff to apply for funding for projects that promote inclusive excellence through an internal Diversity, Equity, and Inclusion Grant program. This program is an opportunity for the MUL community to seek funds for DEI-focused projects that are not regularly funded through departmental budgets. This workshop will share the structure, format, and best practices of MUL's DEI Grants; provide participants with an opportunity to identify projects they would pursue if their institutions had a similar program; and allow participants to brainstorm how they could adopt similar programs at their institutions.

Presenter: Krista McDonald, Cara Calabrese, and Elizabeth Kerr

### Roundtable

Virtual Session

#### Disability Justice in DEIBJ Conversation

The goals of this project are to enlighten those who may not realize how difficult campus life and academia can be for a visually and/or hearing-impaired individual. The changes that could be made on campus are financially feasible and are simple but would be significant to those with impairments. Ultimately, the campus should be accommodating to the point where it is an all-inclusive environment for those hearing, deaf and/or blind.

Presenters: Lisa Flowers-Clements, Sarah Doherty and Students



## Session Block 5

Thursday, Oct. 19

2:45 p.m. to 3:45 p.m.

### Networking

Room 317

**Pan-African Faculty and Staff Association (PAFSA) | Black United Students (BUS) | Anti-Racism and Equity Institute (AREI)**

### Workshop

Ballroom Balcony

#### **Diversity Audits: Bringing Inclusive Excellence to the Library**

A diversity audit is a tool used by libraries to analyze collection data to ensure we include a wide variety of points of view, experiences and representations within our collection. Rentschler Library at Miami University Hamilton has completed a diversity audit of its children's and young adult book collection. In this session, we will discuss the importance and complexity of conducting this type of analysis, how we have administered our review, our next steps, and how this fits into our broader DEI strategic plan.

Presenters: Krista McDonald, Elizabeth Kerr, and Cara Calabrese

### Workshop

Room 306BC

#### **Supporting Under-Represented Students in the Classroom: Strategies and Challenges**

Under-represented groups of students, such as low-income, minority, and first-generation students, face a number of challenges that can impact their academic performance. These challenges may include limited access to resources, lack of academic preparation, and bias from teachers and peers. In this workshop session, we will explore strategies for supporting under-represented students in the classroom, as well as the challenges that may arise when implementing these strategies. Our aim is to create a space for participants to share their experiences and ideas for creating a more inclusive and supportive learning environment for all students.

Presenter: Kim Hahn, David Hahn, and Ja-Young Hwang

### Workshop

Governance Chambers

#### **Racial Equity Workshop**

Anti-racism work requires sustained, proactive education and engagement as well as systemic, intentional efforts at micro- and macro-levels. We will learn about our responsibilities in racial equity and how to prevent racism. We will discuss how to identify racist behaviors both in ourselves and in others and how to counter and dismantle such behaviors. The workshop will also provide tools and strategies for having conversations around racism and how to prevent, stop, and unlearn racial prejudices.

Presenter: Tekeia N. K. Howard

### Oral Session

Room 310

#### **Identity-Conscious Leadership & Supervision**

Presenter: Talea Drummer-Ferrell

#### **Fostering Racial Literacy in White Students**

Presenter: Elizabeth Kenyon

#### **We Need to Survive: Young Researchers and Epistemological Racism**

Presenter: Chengyuan Yu

### Workshop

Room 306A

#### **Using an Anti-Racist Framework to Inform Co-Curricular Program Design**

This interactive workshop will explore the ways in which higher education practitioners can use an anti-racist framework to guide the design and implementation of their co-curricular programming. After a brief presentation of strategies for developing an anti-racist framework, participants will have the opportunity to share their own strategies and examples. Participants should gain an understanding of how an anti-racist framework can inform programming decisions to support students' well-being and sense of belonging.

Presenter: Cicely Schonberg

### Panel

Virtual Session

#### **Reimagining the Academy: Lived Experiences at Miami Supporting Inclusive Excellence Across our Institutions**

Librarians will discuss an interdisciplinary project that brings together faculty, professional staff, students and community members across the disciplinary, racial, geographic and socioeconomic barriers that typically divide us to develop an online resource archive that begins to tell the story of race at Miami and in the surrounding community. It includes oral histories, documentaries histories, and archival documents from and about Black alumni, students, faculty, and staff at Miami University.

Presenters: Jacqueline Johnson, Jody Perkins, and Alia Levar Wegner

### Roundtable

Virtual Session

#### **Teaching and Learning from International Students in a Global Village**

This roundtable discussion centers on intercultural communication in pedagogy/andragogy, emphasizing ways to encourage agency and interaction to foster learning and belonging. The discussion will incorporate interviews of international students and reflections from instructors regarding interpersonal, intercultural, and organizational communication practices that enhance education and connection for everyone involved. Presenters will share research and insights regarding potential dissimilarities about how instructors and students may view their roles, responsibilities, and norms in academic situations.

Presenters: Rekha Sharma, Yesim Kaptan, Mitchell McKenney, and Ikram Toumi

## Kent State University Resources



### Anti-Racism and Equity Institute

Kent State University has a strong history of activism that has led to increased social justice for the campus and beyond. Building on this rich tradition, the Anti-Racism and Equity Institute acts

as a university-wide, interdisciplinary research collaborative that advances racial justice through rigorous and accessible scholarship and creative activity. Designed to serve as a hub for scholars, activists, and practitioners from across the university and surrounding communities, AREI addresses racial inequalities that systemically impact Black, Indigenous, Latinx, and other People of Color. AREI accomplishes this by promoting anti-racist programming and research, supporting intellectual connections and collaborative activities between disparate organizations, and developing community partnerships to support public scholarship and amplify the connections between discovery and action.



### Inclusive Teaching: Preparing to Teach for Inclusion

Inclusive teaching and learning denotes pedagogical methods, techniques and approaches that take into account the diverse needs and

backgrounds of all students ensuring that they feel valued and welcomed in the classroom. Teaching inclusively means taking advantage of the diverse strengths learners and instructors bring to the classroom, as well as recognizing the interplay of systems of power and privilege. Inclusive teaching and learning practices are, therefore, instrumental in assuring and maintaining a democratic and positive educational environment in which all participants, regardless of viewpoints and backgrounds, are fully engaged and respected (Zumbrunn et al., 2014).



### LGBTQ Assistance and Resources

There are many resources available for LGBTQ individuals and those who consider themselves within the gender and sexual minority community. Many departments within the university are

sensitive to LGBTQ+ issues and are trained to handle them appropriately and effectively. There are also resources available for the LGBTQ+ community in the surrounding area.



### Accessible Marketing

DIGITAL MARKETING includes a dizzying amount of media types: videos, graphics, blogs, social media, infographics, content marketing, paid advertising, search engine optimization, catalogs,

exhibits. Rather than show step-by-step instructions for every platform and operating system (which are constantly changing), we're going to share CONCEPTS that you can DRAG & DROP onto any digital marketing project.



### Flashes of DEI

Launched in fall 2021, Flashes of DEI aims to provide information and understanding of different topics and ideas related to diversity, equity and inclusion (DEI). This short, monthly podcast

features the DEI staff discussing various subjects with other Kent State community members. The podcast is free and available across a variety of platforms.

## Ohio University Resources



### DEI Key Terms

While it is useful to have shared working definitions of terms and concepts relevant to diversity and inclusion, it is equally important to understand that language, definitions, and understandings are both situational and subject to constant change. Thus, the following represents no exhaustive or final list but rather a framework for conversations about diversity and inclusion in our OHIO community. We hope that you find the following list helpful for: continuing your own educational journey; providing trainings, programming; incorporation of diversity and inclusion initiatives within your classrooms, workplaces, community organizations, and student groups.



### VISIBLE: Uniting our Work to Building an Inclusive Community

The work of building a diverse and inclusive community is far more than a set of boxes to check or a series of events to attend. It happens in small steps and in big leaps, in one-on-one conversations and in massive demonstrations. To succeed we must be both relentlessly intentional and open to the spontaneous opportunities for positive change. VISIBLE is about shining a light on all of it – the good work, the hard truths, the differences we easily embrace and those that make us uncomfortable, the barriers, the opportunities, and most of all of the people who are or strive to be a part of our Bobcat community.



### Make Respect Visible

OHIO strives to celebrate each person who makes up our University community. We are here to learn from each other, to do the work that narrows divides and broadens understanding. It's about equity and humanity. It's about having the hard conversations and recognizing and calling out prejudice. It's about being willing to engage with others thoughtfully and respectfully, even when we hold vastly different points of view.



### Diverse Faculty Mentoring Program

Sponsored by the Division of Diversity and Inclusion and the Office of the Executive Vice President and Provost, the Diverse Faculty Mentoring Program (DFMP) is part of OHIO's ongoing investment in inclusive academic excellence. Faculty diversity in higher education is known to enrich college environments. Diverse faculty are vital to OHIO's student-centered educational mission to create learning environments where members of our campus community can grow and thrive. Research shows that faculty members with diverse identities often encounter challenges to their professional success and well-being. Mentorship is a highly effective tool for engaging and empowering diverse faculty as they pursue and secure opportunities for promotion and professional development.



### Bystander Intervention

After decades of campus violence-prevention efforts showing minimal effects in disrupting the perpetration of gender-based violence and the culture that allows it to flourish, researchers discovered that the implementation of bystander intervention education began to show promising results. Bystander intervention is a social science model that encourages witnesses to actively address a situation that they deem problematic. A bystander is anyone who witnesses a scenario in which harm is imminent or who receives a disclosure of an incident after the fact. It is the responsibility of a bystander to use effective, active means of intervention to disrupt the harm from occurring or de-escalating a situation. Ohio University utilizes the Four D's Model of Bystander Intervention.

# Miami University Resources



## Religious Observances and Inclusive Scheduling

The Office of Institutional Diversity and Inclusion (OIDI) encourages all Miami community members to consult the full list of Religious Observances and Inclusive Scheduling dates. We also encourage the use of our Religious Observances and Inclusive Scheduling calendar to provide guidance and help avoid scheduling important events, activities, and deadlines on holidays observed by members of the Miami community. Should you or a member of your team have any questions or concerns on how to best utilize this information or on appropriate accommodations, please contact the Office of Institutional Diversity and Inclusion or the Office of Equity and Equal Opportunity.



## Inclusive Language Guide

The Office of Institutional Diversity and Inclusion promotes communication practices that support and contribute to belonging for all members of the Miami community. Inclusive language puts our humanity at the forefront and allows everyone to feel recognized and valued. Learning about and using respectful, identity-affirming language is key to creating a welcoming environment for all members of our community.



## Cultural Resource Guide

This resource guide has various local, regional, and national resources around various historically minoritized social identities. The purpose of the guide is to provide new community members - students, faculty, and staff - with a quick reference to resources in our community.



## Educational Resources

The Office of Institutional Diversity and Inclusion has a variety of educational resources compiled for your use.



## Inclusive Excellence Performance Goals

To support diversity, equity and inclusion at Miami, PageUp includes the first SMART goal as a DEI goal. At Miami, our definition of diversity includes but is not limited to race, ethnicity, color, nationality, sex, sexual orientation, gender identity and expression, class, religion, disability, age, military status, visa status, economic status, geographic location, and language/linguistic ability. Reflective of our inclusive excellence approach, Miami employees embrace and respect people from all backgrounds; demonstrate equity and inclusion in executing duties and responsibilities; participate in diversity-related professional development courses, activities, and events; and promote or assist in implementation of campus diversity initiatives.



## Quarterly Newsletter

The Miami Pulse is the quarterly newsletter of the Office of Institutional Diversity and Inclusion. Topics covered include: Heritage Month Updates, Affinity Group Updates, DEI Campus Spotlight, Research Insights, Campus Announcements/Upcoming Events, Capacity-Building and Leadership Development, Applications, Nominations, Leadership Opportunities, and Religious Observances and Inclusive Scheduling.



## Land Acknowledgement

A land acknowledgement is a formal statement, usually presented at the beginning of public events and gatherings to recognize and honor the land upon which the Institution was built as well as the Indigenous peoples who have and continue to cultivate relationships within their homelands. The Office of Institutional Diversity and Inclusion has created - in consultation with the Myammia Center and collaboration with University Communications and Marketing - a land acknowledgement video that can be played at events and functions by Miami members.



OFFICE OF TRANSFORMATIONAL AND INCLUSIVE EXCELLENCE

# Diversity, Equity, and Inclusion in Leadership Certificate

Join our online Diversity, Equity, and Inclusion course and learn how to be an active ally, inclusive leader, and effective mediator. Extend your individual experiences and knowledge with research-based tools and strategies to thrive as an advocate for a more diverse, equitable, and inclusive world. The DEI Leadership Certificate utilizes five foundational modules: (1) Bias, Stereotypes, and Microaggressions, (2) Race and Anti-Racism, (3) LGBTQ+ Identities, (4) Ableism and Inclusion, (5) Allyship and Advocacy.

Distinguished faculty and staff from Miami University lead these engaging matters in our online Diversity, Equity, and Inclusion in Leadership Certificate. Together, they'll tackle five foundational topics. Build on the foundation by choosing one of three tracks: Coalition-Building, Health Equity, or Inclusive Workplaces. Once you've completed your course, you can stack your professional certificate with the other concentrations. Enroll today with Miami Online and be a part of building a more inclusive world.



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