



## CECH Inclusive Excellence Weekly Update

### LGBTQIA+ History Month



“LGBT History Month sends an important message to our nation’s teachers, school boards, community leaders, and youth about the vital importance of recognizing and exploring the role of gay, lesbian, bisexual, and transgender people in American history.”

-Rodney Wilson

- October is LGBTQ+ History Month, during this month we recognize lesbian, gay, bisexual, transgender, and queer history, along with the history of gay rights and related civil rights movements.
- In 1994, Rodney Wilson, a high school teacher in Missouri, had the idea to dedicate a month where teachers and community leaders would celebrate and teach LGBTQ+ history. October was chosen because of National Coming Out Day, October 11<sup>th</sup> and the National March on Washington which took place on October 14<sup>th</sup>, 1979. However, it should be noted that this would not have been possible without the unofficial beginning of the LGBTQ+ liberation movement at the Stonewall riots in 1969, in which LGBTQ+ activists namely Marsha P. Johnson and Sylvia Rivera stood up for equal rights.
- Check out these resources for more information:
  - [Coming Out Handbook](#)
  - [LGBTQ Inclusive Language DOs and DON'Ts](#)
  - [GLAAD Media Reference Guide](#)

- [UC LGBTQ Center](#)
- [31 Days 31 LGBTQ Icons](#)
- [LGBTQ Rights Milestones Fast Facts](#)
- [One Archives Foundation](#)
- [Why You Should Not Say "Preferred Gender Pronouns"](#)
- [Why Are Pronouns Important?](#)
- Watch the October PSA video down below!

## **Gender Identity and Pronouns on Catalyst**

**\*Disclaimer\*** While there is good intention behind the new change to Catalyst, the website currently uses incorrect terms such as “gender expression” and “preferred pronouns” which can be harmful and invalidating to members of the LGBTQIA+ community. “Gender expression” and gender identity are not synonymous, and “preferred pronouns” and pronoun identification are not synonymous. The term “gender expression” used incorrectly, can exacerbate stereotypes and invalidate individuals’ identity, contributing to discrimination especially for the transgender community. The term “preferred pronouns” insinuates that it is not required but a suggestion to use certain pronouns or that these pronouns do not rightfully belong to this person.

- Students who wish to designate their gender identity and/or pronouns can follow the steps below:
  - Log in to [Catalyst](#).
  - On the Student Homepage, click the My Profile tile.
  - On the resulting page, under the Personal Information tab, click "Personal Details."
  - Click on the Biographic Tab on the right-hand side.
  - Navigate to Gender Expression (currently mislabeled)
  - Here you can indicate your gender identity and pronouns. Remember to click Save.

## **\*NEW Initiative\* CECH Anti-Racism Community Space**

- The Anti-Racism Community Space is a safe space devoted to building an inclusive community within CECH dedicated to anti-racism. Each month we’ll learn, engage, and listen to one another alongside experts in the community. Open to all members of the CECH community – students, staff, faculty, and alumni.
- Second Tuesday of every month. Co-presented by the CECH Diversity, Equity & Inclusion Board and the CECH Library.
  - November 10<sup>th</sup> at 3:30 PM via [WebEx](#).
    - Join CECH’s own [Dr. Antar Tichavakunda](#), Assistant Professor of Education Studies, for an interactive discussion on Critical Race Theory. After a brief primer defining the concept, Dr. Tichavakunda will engage participants in thoughtful conversation about the ways in which we might re-examine current events, our daily lives, and the 2020 “racial awakening” through this essential theoretical perspective.

### **CECH Triple Play Mentoring Program**

- Triple Play is an opportunity for CECH alumni, faculty/staff, and upperclassmen to provide collegiate, professional, and career guidance to current CECH students for the 2020-2021 school year.
- If you are an underclassman interested in becoming a mentee or you know of any students that would benefit from receiving extra support and guidance through our program please email Jazmin Harris at [harrijz@mail.uc.edu](mailto:harrijz@mail.uc.edu).

### **Work Study Student Position, Title IX Office**

- UC's Office of Gender Equity & Inclusion is looking for student workers. Their mission is to lead the university in creating and maintaining a community in which all persons may participate in university programs and activities regardless of their sex, sexual orientation, gender, or gender identity and expression.
- For more information and to apply, [click here](#).

### **Grassroots Organizer Position, UHCAN Ohio**

- Universal Health Care Action Network (UHCAN) of Ohio is looking for a part-time grassroots organizer to be located in Cincinnati. UHCAN is a statewide, nonprofit organization working for high quality, affordable health care for all Ohioans by promoting antiracism and ensuring that marginalized communities are heard. UHCAN Ohio is based in Columbus and has organizers in Cleveland, Cincinnati and Columbus.
- Learn more about UHCAN Ohio on their [website](#).

#### Duties

- Implement organizational outreach and organizing plans
- Cultivate and collect consumer stories
- Conduct consumer interviews and focus groups
- Execute grassroots strategies to further the campaigns of the organization and work with the regional Ohio Consumers for Health Coverage coalition
- Maintain outreach contacts in the organizational database and utilize systems to track and evaluate progress toward our base building goals

#### Qualifications

- Two or more years' experience coordinating coalitions or working groups seeking to impact public policy or experience performing organizing of community members to pursue a policy or political objective. Experience in working with racially and ethnically diverse populations and organizing at the community level, particularly communities of color. Knowledge of the health care system.
- Excellent verbal and written communication skills and outstanding organizational skills.
- BA or BS degree or equivalent preferred. Bilingual language skills are a plus.
- Salary: \$20 per hour, at least 20 hours per week. This is a grant funded position. Funding beyond 12 months for this position is being sought but has not been secured.
- To apply email resume and a cover letter to [info@uhcanohio.org](mailto:info@uhcanohio.org) by November 4<sup>th</sup>.

## **Mondays With Matt**

- An opportunity to virtually meet with Matt Olovson, the Title IX Coordinator and Interim Executive Director of the Office of Gender Equity & Inclusion and the Executive Director for the Office of Equal Opportunity & Access, to discuss various topics surrounding harassment and discrimination.
- You will need to register separately for each session that you are interested in, and this list will be updated with additional sessions as topics are defined. To register, email [titleix@uc.edu](mailto:titleix@uc.edu) or call 513-556-3349
- Weekly sessions every Monday, 1:30-3:30 PM
  - 11/2 - Affirmative Action and Equal Employment Opportunity

## **Women of Color in the Academy Conference**

- Conference theme: Raising Our Voices, Strengthening the Academy
- Attendees will have the opportunity to participate in a variety of interactive, virtual workshops, as well as to network with other women faculty of color. Learn more and register via [the website](#).
- Conference will be held virtually on Friday, November 6<sup>th</sup> from 9 AM - 1 PM.

## **Virtual Documentary Screening and Panel Discussion**

- You are invited to attend a FREE virtual screening of Intelligent Lives, a documentary about three young adults with disabilities navigating employment opportunities and transitioning into adulthood.
- November 12th, 7 PM – 9 PM (film approx. 70 minutes followed by 30-40 minute panel discussion).
- [View trailer of Intelligent Lives](#)
- [Register here for Zoom link](#)

## **Mental Health Matters**

- Earlier in October the National Alliance on Mental Illness (NAMI) raised awareness through Mental Illness Awareness Week. Follow this [link](#) for background, [stories](#), [videos](#), history and other resources.
- Watch and share: [Krishna Louis: What I wish people knew about anxiety](#)

### The State of Mental Health in America

Mental Health America's (MHA) report on [The State of Mental Health in America](#) contains current data on disparities faced by individuals with mental health concerns. In gathering this information, MHA believes this report can be used as a catalyst for change. This year's report also includes a [spotlight on the impact of COVID-19 on mental health](#), using the over 1.5 million people who have taken a screen on [MHA Screening](#) from January to September 2020.

### Perspective & More

- **Ideas and Perspective**

- [Podcasts](#)
- [Self-Care & Self-Compassion](#)
- Social media & mental health: [#mentalhealthawareness](#), [#mentalhealthmatters](#), [Self-Care Is For Everyone](#), [The Loveland Foundation](#)
- [The Professor Is In](#)
- **Books**
  - [The Gifts of Imperfection](#) by Brené Brown
  - [Maybe You Should Talk to Someone](#) by Lori Gottlieb
  - [Burnout](#) by Emily Nagoski
  - [First, We Make the Beast Beautiful: A New Journey Through Anxiety](#) by Sarah Wilson
  - [Reasons to Stay Alive](#) by Matt Haig

### Crisis Resources

- If you or someone you know is in an emergency, call **911** immediately.
- [Faculty/Staff – Helping Students in Crisis Through CAPS](#)
- If you are in crisis or are experiencing difficult or suicidal thoughts, call the National Suicide Hotline at **1-800-273 TALK (8255)**
- You can also text **NAMI to 741-741** to be connected to a free, trained crisis counselor on the Crisis Text Line.
- [Know the Warning Signs and Risk Factors of Suicide](#)
- [Being Prepared for a Crisis](#)
- [Navigating a Mental Health Crisis](#)

### Mental Health Services & Resources

- [BIPOC & Mental Health](#) – Resources, statistics, and general information by MHA
- [CAPS](#) - CAPS is the University Counseling & Psychological Services for students. Call 513-556-0648 to schedule an initial consultation.
- [Impact Solutions \(UC's EAP\)](#) – Faculty and staff mental wellness services.
- [Inclusive Therapists](#) – Inclusive Therapists offers a safer, simpler way to find a culturally responsive, social justice-oriented therapist.
- [NAMI](#) – the National Alliance on Mental Illness, the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness.
- [Psychology Today](#) – Connect with a licensed mental health professional in your community.
- [Racial Trauma Resources](#) – A collection of information and campus and community resources for race-based stress and trauma.
- [Self-Help Tools](#) – Interactive tools and resources provided by Mental Health America.
- [Student Resources at CAPS](#) – Alternative resources to face-to-face counseling

- [Student Wellness Center Virtual Resources](#) – A collection of virtual resources, apps, websites, podcasts, articles and more to help you maintain your health and wellness.

### **OEOA Inclusive Excellence Workshops Fall 2020-2021**

- Out in Business: Exploring the Paradox of Belonging
  - Facilitators: Suzanne Masterson, Marianne Lewis and Brian Fanelli
  - November 3, 10 AM – 11:30, via WebEx
- Fat doesn't mean unhealthy: Understanding sizeism in the workplace
  - Facilitator: Tina Mahle
  - November 3, 2 PM – 3:30, via WebEx
- Overcoming barriers to leadership: Developing the leader in YOU!
  - Facilitator: Kristen Campbell
  - November 10, 10 AM – 11:30, via WebEx
- Inclusion: Shifting from Compliance to Culture of Access
  - Facilitator: Pamela Goines
  - November 10, 2 PM – 3:30, in WebEx
- Inclusion Advocacy in Support of Equitable Hiring Processes
  - Facilitators: Randy Lytes and Karla Phillips
  - November 13, 1:30 PM – 3, via WebEx
- Developing a Culture of Diversity, Equity, and Inclusion – It Starts with You!
  - Facilitators: Anna Donnell, Bradford Mallory, Carolyn Shisler
  - November 13, 2 PM – 3:30, via WebEx
- Envisioning What's NEXT? Becoming Agents for Sustaining Equitable and Inclusive Environments
  - Facilitators: Bradford Mallory, Rita Kumar and Natalia Darling
  - November 17, 10 AM – 11:30, via WebEx
- Informed Discussions
  - Facilitator: Dy'an Marinos
  - November 17, 2 PM – 3:30, via WebEx
- Equal Opportunity at UC: Anti-Harassment/Non-Discrimination Workshop - Level 1
  - Facilitators: Brandon Craig and Tracey Johnson
  - November 19, 9 AM – 10:30, via WebEx
- Bearcat Familia: A roundtable discussion on Latinx student support at UC
  - Facilitator: Molly Scruta
  - November 24, 10 AM – 11:30, via WebEx
- Better Together: Campus partnerships that support inclusive coaching relationships
  - This is a session from The Transition and Access Program (TAP). TAP is a four-year college experience for students with mild to moderate intellectual or developmental disabilities (ID/DD) that embraces the University of Cincinnati's strategic direction of *Next Lives Here*, making a positive impact on the world and promoting diversity and inclusion.
  - Facilitator: Danielle Reiss

- November 24, 2 PM – 3:30 PM, via WebEx
- Straight from Gen Z’s Mouth: Considering Generational Differences in Student Interaction
  - Facilitator: Liz Pawley
  - December 1, 10 AM – 11:30, via WebEx
- Pass the Mic: Managing Your Response in Challenging Situations
  - Facilitator: Dy’an Marinos
  - December 1, 2 PM – 3:30, via WebEx
- Inclusion Advocacy in Support of Equitable Hiring Processes
  - Facilitators: Randy Lytes and Karla Phillips
  - December 7, 10:30 AM – 12, via WebEx
- Equal Opportunity at UC: Anti-Harassment/Non-Discrimination Workshop - Level 1
  - Facilitator: Brandon Craig and Tracey Johnson
  - December 9, 10 AM – 11:30, via WebEx
- [Sign Up for OEOA Inclusive Excellence Workshops](#)
- If you require an accommodation or other assistance to participate in any of these workshops, please notify Huda Kebede at 556-5503 or [Huda.Kebede@uc.edu](mailto:Huda.Kebede@uc.edu)

**Resources for YOU!!!**

[October PSA](#)

[AACRC Newsletter](#)

[EPS Newsletter](#)

[Changing Times Newsletter](#)