



CECH Inclusive Excellence Weekly Update

WHY DEI?

- DEI stands for Diversity, Equity, and Inclusion.
- This is a monthly reminder brought to you by the CECH DEI Board encouraging you to explore a topic related to diversity, equity, and/or inclusion.
- December's topic: **National Human Rights Month**.
 - Click the link to learn more: [WHY DEI DECEMBER 2020 Flyer](#)

Upcoming Events

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.
 - January 12th at 3:30PM. Zoom link to come!
 - Sports Administration Assistant Professor Jason Simmons will lead us in a discussion about racism in sports imagery, such as the Washington NFL Team and the Cleveland MLB team.

****There's Still Time - Due 12/18** CECH Climate Study**

- CECH is conducting a climate study to examine where we are in terms of racial equity. This study will be part of the development of a data-driven plan to create a more equitable future for all members of our college community. Since we cannot address every identity in one study, we have chosen at this time to prioritize a racial analysis while also highlighting the intersection of other identities such as class and gender.
- The CECH Climate Study targets three primary stakeholders and their experiences: students, faculty, and staff/admin. Stakeholder ideas of educational experience and outcomes along racial lines will be captured in this survey as well as focus groups and interviews.

- Our first step in the CECH Climate Study is to survey our stakeholders. Ensure your voice continues to be heard by completing the survey you received in your email no later than **December 18, 2020**.
- Please note that this is only the beginning of CECH's work in fostering a more inclusive climate. After Winter Break, we will be reaching out to stakeholders for volunteers to participate in focus groups as part of next phase in the CECH Climate Study.
- Thank you for participating and helping us to create the best CECH possible for all members of our community!

7th Annual CECH Diversity Research Day

- Celebrate Diversity, Advance Equity, Promote Inclusion
- Purpose: To highlight diversity of thought in CECH undergraduate and graduate research for various populations and systems. Research can include but is not limited to, cultural studies, LGBTQ+ topics, social justice issues, international subject matter, mental health conditions, content related to disabilities, racial and ethnic themes, interdisciplinary work, spirituality practices, etc. Works in progress will be considered.
- Research can be presented through a 10-minute oral presentation, poster presentation, or both. Oral presentations will be given during the synchronous portion of the event and poster presentations will be available in an asynchronous format.
- Even though the event is virtual, posters will be printed through the CECH Library for use at future research presentations.
- [Library and literature search support](#) available from your CECH Library
- When/Where: This event will be held virtually on February 24, 2021
- Who should submit: CECH undergraduates and graduate students
- How to submit: Complete this [abstract and information form](#)
- Important dates:
 - Submissions due January 18, 2021
 - Notification of acceptance: January 25, 2021
- Questions? Email Carrie Biales at bialesce@ucmail.uc.edu
"Diversity is about all of us, and about us having to figure out how to walk through this world together." -Jacqueline Woodson

MLK Tribute

- The University of Cincinnati will pay tribute to and celebrate the legacy of Rev. Dr. Martin Luther King Jr. through an interactive virtual event. This event will take place Thursday, January 14th from 5 - 6:30 PM via [Zoom](#).
 - As a credit to the original musical creation of Louise Shropshire's "If My Jesus Wills," the program highlights the discovery of the popular "We Shall Overcome" as an injustice towards Shropshire's rightful copyright and financial claims. The campus will get the unique opportunity to collaborate to deliver messages of equality, inclusion, and fairness. With contributions of uplifting music and various artistic expressions, the unity through various forms of personal artistic expression will work to thread a positive message! The program will also award the annual Embodiment of Hope student and faculty/staff awards and the inaugural Community Embodiment of Hope award which recognizes a

community member who exemplifies the spirit and principles of Dr. King in the community.

Call for Proposals and Nominations - Office of Equity, Inclusion & Community Impact
Spring 2021 Inclusive Excellence Workshop Series Proposals

- You are invited to submit proposals for the Spring 2021 Inclusive Excellence Workshop Series. The series is designed to highlight pedagogy, experiential knowledge and innovative practices that encourage individuals and organizations to build vibrant, diverse, equitable, and inclusive environments. Interactive virtual workshop presentations, training seminars, and stimulating panel discussions are being sought. Your presentation should focus on one or more of our four key concepts: belonging, agency, cultural competence, and accountability. Session proposals are welcome from all interested faculty, students, staff, and administrators who practice and value inclusive excellence.
- [Submit a concurrent session proposal](#) no later than 5 PM on Monday, January 4, 2020.
- For additional Information or to ask questions, please contact Dyan.Marin@uc.edu.

2021 Equity & Inclusion Incentive Grant Proposals

- The Equity & Inclusion Incentive Grant program seeks to support collaborative efforts between colleges and units that align with the Inclusive Excellence pathway in our University's Strategic Direction. To advance those ideals, we seek to enhance belonging, agency, cultural competence, and accountability within and across the campus community. We define those constructs in the following ways:
 - Belonging: The degree to which one feels supported, connected, valued and respected.
 - Agency: The ability to use one's personal power to impact positive change.
 - Cultural Competence: The awareness, knowledge and skills to interact comfortably across difference.
 - Accountability: The obligation of individuals to acknowledge their behaviors and decisions, accept responsibility for them and correct them, if necessary. The expectation for managers and leaders to ensure those in their charge comport themselves accordingly.
- Eligibility
 - Students, faculty, and staff in all colleges and units within the university are eligible to apply.
 - Proposals must be collaborative in nature (college/college, college/unit, unit/unit).
 - Proposals involving multiple partners must identify a lead college or unit. A college/unit can only submit one proposal as a lead but is not limited in the number of proposals it can participate in otherwise. The proposal must have approval from the head of the lead college/unit.
 - A 1:1 cash match is required. Matching funds will signal a strong commitment to the proposed program by the submitting college/unit. A clear letter of support and intent to fund the project from the Dean of the College or head of the unit must accompany the proposal at time of submission.
 - The Equity & Inclusion Incentive Grant program was designed to support new and innovative research and activities that support diversity, equity, and inclusion.

Therefore, projects that have not received funding through this program will be given priority. Grant administrators strongly encourage individuals, colleges, and units that have not received an E&I Incentive Grant to apply.

- Proposal Format
 - For full consideration, the proposal should include a title and description addressing:
 - The purpose of the project: How does the project enhance belonging, agency, cultural competence, or accountability?
 - The intended audience: Who will participate in and benefit from this project?
 - Proposed activities: In what research or activity will you engage participants?
 - A clearly defined timeline: What is the anticipated date of each activity?
 - Desired outcomes and methods for assessment: What is your anticipated outcome and how will you determine success of the project?
 - A viable plan for sustainability: How will you continue the work beyond the Incentive Grant-funded year?
- Project Budget
 - Grants may range from \$500 to \$2,500 depending on the project.
 - Provide an expense description, requested amount, and cost share. If applicable, indicate other sources of financial support.
 - Salaries for UC employees, stipends for student assistants, conference travel, and other indirect expenses will not be covered by this award.
 - No more than 25% of the award may be used to cover catering expenses.
- Report Requirements and Proposal Deadline
 - Grantees funded under this RFP will be required to report in two formats: 1) a final written report due at the end for the 2021 – 2022 academic year to the Vice President for Equity, Inclusion & Community Impact and 2) a presentation to the President’s Diversity Council or to the campus community through a university-wide forum. To submit a proposal, please follow the link below:
- [Submit an Equity & Inclusion Incentive Grant proposal](#) by January 25, 2021.
- Award notifications will be sent by February 26, 2021.
- For additional Information or to ask questions, please contact Dyan.Marinos@uc.edu.

Call for Nominations: Marian Spencer Equity Ambassador Awards

- Marian Spencer, a celebrated civil rights activist, was a 1942 graduate of the University of Cincinnati. She was the first African American female elected to Cincinnati City Council and the first female president of the Cincinnati chapter of the NAACP. Spencer led the fight to desegregate public schools and integrate Coney Island – she won both battles.
- In recognition of the longstanding contributions by Marian Spencer, the Division of Equity, Inclusion & Community Impact sponsors the Marian Spencer Equity Ambassador Award. This award is designed to showcase current campus-affiliated individuals and groups whose efforts related to diversity, equity, and inclusion have had a positive impact the university.

- All UC students, faculty, staff and campus organizations are eligible for these awards. Members of the campus community can nominate individuals and groups for this award if they meet one or more of the following criteria:
 - Promotes awareness of diversity, equity, and inclusion
 - Exhibits sensitivity to people of various cultures
 - Facilitates growth among colleagues/peers related to diversity, equity, and inclusion
 - Prepares students, faculty or staff to thrive in a diverse and global workforce
 - Collaborates with colleagues to create and implement initiatives and policies that build an equitable and inclusive environment.
- [Submit a nomination for the Marian Spencer Equity Ambassador Award](#) by January 25, 2021.
- For additional Information or to ask questions, please contact Dyan.Marinos@uc.edu.

Ongoing Events

CECH Diversity, Equity & Inclusion Board

<p>CECH diversity Equity & Inclusion board</p>	 <p>International Day of Persons with Disabilities 3 DECEMBER</p>
 <p>12-17-20-Teams Meeting 10:00 A.M. – 11:30 A.M.</p>	
<p>AGENDA</p> <p><u>DEI Hope for the New Year-</u> shared document under “Files” on our DEI Team page</p> <p><u>International Human Rights Day -December 10th</u></p> <ul style="list-style-type: none">• Warm up activity: Kahootit.com• 2020 Theme-Recover Better• <u>Why DEI resouces</u>• Video of History:• <u>Universal Declaration of Human Rights</u>• <u>Universal Declaration of Human Rights in Sign Languages</u> <p><u>International Day of Persons with Disabilities- December 3rd</u></p> <ul style="list-style-type: none">• Emma Kreiner, ASL & Deaf Studies Program Coordinator <p><u>Updates</u></p> <ul style="list-style-type: none">• Diversity Research Day-Josie• Suggestions for Spring Semester-Josie• Social Justice Initiative-Daniele• Social event for Spring-Andrea <p>January meeting date: 1/28, 10- 11:30</p>	

Mental Health Matters

- Do you know someone feeling anxious or stressed lately? What about you? These are normal feelings that everyone experiences. Here are some fun and creative *Stress Relief Kit* and self-care ideas for the holiday season to share with loved ones or craft for yourself:

- [Ultimate Stress Relief Kit](#)
 - [College Freshman's Survival Kit](#)
 - [Everyday Life Survival Kit](#)
 - [Teacher's Survival Kit](#)
- Mental Health America's (MHA's) new report, *Young People's Mental Health in 2020: Hope, Advocacy, and Action for the Future*, shares the perspectives of 1,906 14-24-year-olds who completed our Young People's Mental Health Survey through our online screening program, [MHA Screening](#). Highlights from the survey include:
 - Access to mental health professionals and mental health breaks as part of work or school were the top resources young people requested to support their mental health.
 - Only 24% think training adults would help them with their mental health challenges, versus 47% who want to learn more about how to help their own mental health.
 - 45% of 14-18-year-olds are not hopeful about the future, and more than half of LGBTQ+ teens are not hopeful about the future.
 - Only 1 in 4 young people think they can make a change in mental health in their communities.
 - The top ways young people want support to make a difference include support for their own mental health, opportunities to learn about mental health, connection to a mental health advocacy community, and training to support their peers' mental health.”
 - [Download the full report here!](#)
- 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](#)
- Community 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.

Resources for YOU!!!

[December PSA](#)

[AACRC Newsletter](#)

[EPS Newsletter](#)

[Changing Times Newsletter](#)