



## 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.
  - December 8<sup>th</sup> at 3:30 PM via WebEx
    - Building on the Critical Race Theory (CRT) presentation from the last Anti-Racism Community Space event.
    - Josie Evans-Phillips will facilitate a discussion about CRT with Guest panelists: Alicia Boards, Alice Deters, Elizabeth Jean-Baptiste, Karen McGarry
    - Dedicated time and space will be given to open discussion, Q & A, listening, etc.

#### **Services for Minority- and Women-Owned Businesses**

- Free virtual event with the African American Chamber of Commerce, Minority Business Assistance Center (MBAC) and Gilead Sanders, to discuss the different programs and services available to minority- and women-owned businesses.
- Presented by Deborah Davis, Regional MBAC Director and Marvin Dejean, Senior Managing Partner of Gilead Sanders

- Wednesday, December 9<sup>th</sup> at 5 PM. Register [here](#).

### **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](mailto: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 14<sup>th</sup> from 5 - 6:30 PM.
  - 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.

## **Mental Health Matters**

- The mental health community recognizes November as [National Family Caregivers Month](#). During this month, we take the time to celebrate and acknowledge the contributions of caregivers, empower them with tools that they need and continue to advocate for individuals with mental health concerns.
- "In recognition of [National Family Caregivers Month](#), Mental Health America (MHA) released a new report, [The Strain of Caregiving: How Caregiver Involvement Reduces Distress and Conflict](#), which explores whether family caregivers feel involved in the care of their loved ones, if involvement has an effect on their levels of distress and conflict in providing care, and the hope they have for their loved one's recovery." - MHA
- [Explore valuable caregiver resources:](#)
  - [Caregiving in BIPOC Communities](#)
  - [HIPAA: What Are A Caregiver's Rights?](#)
  - [Setting Goals for Recovery](#)
  - [Treatment Supports](#)
- 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 .

### **Ongoing Events**

#### **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
  - 12/7 - Inclusive Holiday Celebrations, Religious Accommodations, and the Separation of Church and State
  - 12/14 - Reflections on 2020 and Diversity, Equity, and Inclusion Resolutions for 2021

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

- [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!!!**

#### **[December PSA](#)**

[AACRC Newsletter](#)

[EPS Newsletter](#)

[Changing Times Newsletter](#)