



CECH Inclusive Excellence Weekly Update

Upcoming Events

7th Annual CECH Diversity Research Day

- Save the Date for the 7th Annual CECH Diversity Research Day which will take place Wednesday, February 24, 2021 from 10 AM - 12pm.
- This year our event will be held virtually via Zoom. Registration link will be available in the coming weeks. Participate to earn Be Well UC points.
- Email Carrie Biales bialesce@ucmail.uc.edu or Andre Buenano buena@ucmail.uc.edu if you have any questions.



Anti-Racism Community Space

- Come to the CECH Anti-Racism Community Space on February 9th at 3:30 PM. Professor Russ McMahon in the School of IT will teach us about that affect people of color and members of the LGBTQ+ community in the field of Information Technology. Facilitated discussion to follow. Registration link to come!

Jobs and Volunteer Opportunities

Digital Communications Graduate Assistant Position

- The Division of Student Affairs and Enrollment Management are seeking a Graduate Assistant to support the Director of Marketing & Communications in developing ongoing communication strategies and marketing plans directed toward undergraduate and graduate students.
- 20 hours per week with occasional evening and weekend hours, as required, but not to exceed 20 hours/week. Runs from January 2021 to May 2021 with the option to renew for June 2021 to May 2022
- Responsibilities:
 - Campus-wide Student Newsletter Management
 - Social Media Management
 - Mass Email Announcements
- Required Qualifications:
 - Full time graduate student in good academic standing; Strong interpersonal skills; Detail oriented; Excellent written communication skills; Able to work effectively independently and as a team worker; Able to work effectively in a dynamic and evolving work environment
- Preferred Qualifications:
 - Preferred programs of study: Marketing, Communication, Journalism, Professional Writing, or similar
 - Newswriting skills, graphic design skills, photography experience
- For interest or further questions, email Whitney White (whitewe@ucmail.uc.edu).

Call for Proposals and Nominations

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, February 1, 2020.
- For additional Information or to ask questions, please contact Dyan.Marinis@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 February 1, 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 February 1, 2021.

- For additional Information or to ask questions, please contact Dyan.Marinos@uc.edu.

Mental Health Matters

- Bethany Jones writes on [Secondary Trauma In The Time Of COVID-19](#):
“Anyone can burn out, some do so like a roman candle – in a bright combustible way, while others burn out slowly – quietly, like a candle at a dinner party slowly dripping away while no one notices - until it extinguishes itself. While everyone can burn out, not everyone can get secondary trauma. Secondary trauma is different from its exhausted cousin burn out. Secondary trauma only affects a handful of professions: social workers, therapists, teachers, nurses, caregivers, teachers, ER doctors, law enforcement, and members of the media. We are the front line of trauma and exposed to it constantly, day in and day out – a sponge for the wounds of the world. And our exposure to the trauma and absorption of the trauma can eventually leave an indelible scar and lesions on our soul.”

Read [here](#) for more on secondary trauma during COVID 19.

- Mental Health America’s (MHA’s) 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 [MHA Screening Program](#). [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.

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.
- January's topic: **Giving**
- January is the month where we often spend time contemplating how we spent the old year and what we will do to be better in the New Year. As we reflect on the year, 2020, some of us might feel a sense of loss. That year has even been referred to as the "lost year." We feel like so much was taken from us: our health, freedom, relationships, money, and most importantly our loved ones. As we look to the future and the year, 2021 let us resolve to be givers. Perhaps you've heard the saying, the more you give, the more you receive. Conceivably, we will never get back the things taken from us. We can only look for ways to fill this new year with abundance by helping others in some way.
- Click [WHY DEI January 2021 Flyer](#) for opportunities to give back to others. Click our [Padlet](#) to post your giving resolution!

Resources for YOU!!!

[January PSA](#)

[AACRC Newsletter](#)

[EPS Newsletter](#)

[Changing Times Newsletter](#)



WHY DEI? Presents
GIVING
January 2021

The CECH Diversity, Equity, and Inclusion Board is focusing on **GIVING** in 2021. We would like to challenge you to find a way to give of yourself by advancing DEI in some way. Maybe it will be your time, possibly your talent or expertise, or perhaps a financial contribution will be for you.



The law of **GIVING** is very simple:

If you want joy,
give joy,

If you want love,
give love

If you wish for material affluence,
help others
become more prosperous

~Deepak Chopra~

GIVING
at
UC

[Bearcat Buddies](#)
[UC Best Buddies](#)
[You See Starfish](#)
[College Mentors For Kids](#)
[Bearcats Food Recovery Network](#)
[UC Hunger Awareness](#)
[Health for the Homeless](#)
[CECH Giving Opportunities](#)
[More CECH Mentor & Volunteer Opportunities](#)

We Encourage You to Start 2021 off by Giving!
Click on the Padlet link below to share how you will support DEI through giving.
2021 GIVING RESOLUTION PADLET