

DIVERSITY UPDATE

OCTOBER 2007



Special Assistant to the President for Diversity
and Vice Provost

MESSAGE FROM MAC

Dear Friends and Colleagues,

The biggest news this year is the return to Ohio State of President E. Gordon Gee! He has already expressed his strong support for diversity programs. In his first speech to the campus, Dr. Gee commented: "Ohio State's Academic Plan affirms the uncompromising core values of this university. It will therefore serve as our guidepost as we broaden the paths to intellectual cooperation." One of those core values is diversity, and I believe that we will see this value continue to be a strong element in all university policies and planning. Further, President Gee affirmed that his first strategic goal, to ensure that we are one university, includes and *must* include "diversity and pluralism." We welcome Dr. Gee and look forward to his leadership.

I would like to take just a moment to tell you about a student whose summer was enriched by a travel grant from the World Service Program of the Office of Minority Affairs. Our office recently received the report of Ms. Sika Dedo, a junior majoring in political science and French, who earned a grant in summer 2007. Here are excerpts from her report:

With funding from the World Service Program, from June 23-August 3, 2007, I was able to participate in a volunteer abroad experience in Ho, Ghana. During the six weeks, my time was spent teaching in an elementary school and assisting in a local hospital. In Ho, the capital of the Volta Region (southern Ghana), I was able to experience a new culture while providing the Ghanaian people assistance in fields in which I am skilled. . . . For the first three weeks, my volunteer placement was at a local Ghanaian school. At this school, students were from different backgrounds with the majority coming from families of lower social economic status. I taught French, math, and English to three different classes of students who ranged from six to 12 years old. During breaks such as recess, [the resident teacher] shared with me current events of Africa in general. For the next three weeks, my volunteer placement was at the Volta Regional Hospital where I helped doctors and nurses by volunteering in numerous departments: the emergency room, female surgical ward, maternity ward, and physiotherapy department. On another note, I took several trips during the program with other volunteers. One of my favorite trips was to Keta,

Ghana. Here, the group visited former slave forts and I was truly touched by the stories the tour guide dictated when explaining the devastating history behind these slave forts. In all, the World Service Program allowed me to give back to a developing country through teaching, working at a hospital, and personal connections made with the Ghanaian people.

Whether intended for large audiences or individual students, diversity efforts enrich our understanding and our lives. Please encourage others to participate in these transforming events.

Sincerely,

Mac A. Stewart

p.s. Whenever possible, I hope that you would consider attending the 2007-08 President and Provost's Diversity Lecture & Cultural Arts Series. The series begins in October and continues throughout the year. Please check the calendar of events at osu.edu/diversity/lecture.php.



Ohio State and Honda Enrich Diversity Practices

By Marianne Weber

The unique partnership between Ohio State's College of Engineering and Honda of America Mfg. Inc. includes a new diversity program designed to strengthen science, technology, engineering, and math (STEM) skills for middle and high school students in Columbus Public Schools.

"Diversity programs are urgently needed to close the widening gap between our need for scientists and engineers and the decreasing numbers of students choosing these careers, especially minority students," says Minnie McGee, assistant dean, Minority Engineering Program.

Citing Bureau of Labor Statistics data, McGee says that by 2015, nearly two-thirds of our workforce will come from engineering's three underrepresented minority groups (African American, Hispanic, and Native American/Eskimo) and persons with disabilities. However, as recently as 2003, less than 3% of the U.S. engineering workforce was African American.

In 2006, the Honda-OSU Partnership combined the resources of both organizations and created a new diversity and outreach endowment, targeting engineering and the transportation field, with goals to: build a network for STEM education advocates within local middle and high schools; promote, support, and advise existing junior chapters of the National Society for Black Engineers (NSBE), a group with which Ohio State and Honda were already involved; and support and enhance existing high school math/science clubs and competitions.

The partnership has developed a pre-college initiative pilot program for approximately 30 students in the NSBE Jr. Chapter at Walnut Ridge High School in Columbus. The program has been working with teachers, administrators, and parents at Walnut Ridge this academic year to enhance NSBE chapter activities with engineering specific activities, such as:

- mentoring with professional engineers at Ohio State and Honda in Marysville
- life skills workshops to develop goal setting, career planning, and time management
- SAT/ACT preparation as well as assistance with college applications
- math competitions such as the Try-Math-A-Lon, a Jeopardy-style competition
- team building activities to promote an understanding of engineering projects
- community service with NSBE to benefit a needy family during the holidays
- performance incentives and awards for students, based on points for participation

The Honda-OSU Partnership, formalized in 2000 after 12 years of informal collaboration, also supports other outreach initiatives such as a math medal award and scholarships to the College of Engineering, designed to generate interest in engineering careers at the high school level.





Faculty and Staff Recruitment and Retention

The Alumni Association has hired **Kimberly Lowe** as its director of alumni clubs. In her position, Lowe manages more than 2,000 volunteer members of the 225 alumni clubs around the world. She earned a BA in African and African American Studies from Ohio State in 2003 and an MA in sport and exercise management in 2006. Lowe was active in many campus activities throughout her graduate and undergraduate careers. A member of Alpha Kappa Alpha sorority, Lowe was president of the Majority of One-Minority Student-Athlete Organization and was a four-year letter winner for the Ohio State women's lacrosse team. She also earned the Alex Shumate Leadership Award and the Jesse Owens Celebration of a Champion Award, which are presented annually to outstanding minority student-athletes.

Ann Pendleton-Jullian, a Boston architect and associate professor at MIT, was named director of the Austin E. Knowlton School of Architecture, beginning September 1, 2007. She plans to continue teaching and also will be actively involved with graduate recruitment. She has been known to personally contact prospective students and parents. As

the principal architect with her firm, Ann Pendleton-Jullian Architects in Boston, she was responsible for a wide variety of projects, including campus planning and design of the Asian University for Women in Bangladesh. She also has worked on projects in Chile, Argentina, Finland, Canary Islands, and Quebec. Pendleton-Jullian holds degrees from Cornell and Princeton universities.

In September, staff from the Office of Facilities Operations and Development (FOD) visited New Mexico State University and Texas-El Paso as part of their **diversity recruitment efforts**. While there, they met with career services personnel and conducted interviews with potential candidates for open FOD positions. The group also toured UTEP's facilities for benchmarking and collaboration. FOD intends to build relationships with other universities that have diverse populations to better their recruitment efforts.

Student Recruitment and Retention

The College of Social and Behavioral Sciences (SBS) was awarded a \$309,500 three-year grant from the National Science Foundation (NSF) to **increase the number of African**

Americans, Hispanics, and Native Americans who apply to, matriculate, and graduate from SBS doctoral programs; to enhance and develop strategies for achieving this goal; and to develop an understanding of how and when such strategies work and publish this knowledge so that other institutions can join in the national effort to increase diversity in academia.

The success of Ohio State's **retention programming** can be seen through the overall steady increases in retention rates over the past decade for two groups **underrepresented** at the university. Most recently, from the latest data available for calendar year 2005, the first-year retention rate for African American students increased by one percentage point to 89.1%. For Hispanic students, that increase was 1.8 percentage points to 89.2%.

The **Todd Bell Center** hosted the **Early Arrival Program**, with the intent of giving African American males a head start on their experience as undergraduate students by teaching them strategies and providing resources designed to help with academic achievement as well as the development of their professional and leadership skills. In addition, students were introduced to faculty, staff, student



peers, and alumni who are eager to assist in their success at Ohio State.

Incidents such as racist letters sent in the mail, graffiti on dorm walls, and the use of racist slurs have led to the creation of the **Bias Assessment Response Team (BART)**, a task force developed by **Mac Stewart**, special assistant to the president for diversity and vice provost, and **Rich Hollingsworth**, vice president of Student Affairs, to change the way hate crimes and bias incidents are reported at the university. BART is designed not as a policing body but as a vehicle for changing the campus climate. The team was charged with developing a phone line and web site for reporting hate-based incidents, monitoring departmental responses, and shaping policy dealing with bias. An important function of the initiative is to monitor and track patterns of intolerance and to thereby create a culture of awareness across campus. The BART team researched how other benchmark institutions are addressing the problem of bias and discovered that there's no real consensus as to the best way to handle it.

The university hosted the 35th edition of its **Annual Graduate and Professional Student Orientation and Reception** for minority students in September. The event allowed new and

returning graduate and professional students to network with faculty, staff, administrators, and alumni. The Honorable **Algenon Marbley** (a U.S. district judge who serves on the Ohio State Board of Trustees) was the featured speaker, and students had an opportunity to learn about and connect with graduate and professional student organizations on campus.

The Office of Minority Affairs continues to offer the **Tutorial Services and Study Skills Program**, providing tutoring in a wide range of general education courses and select major courses. Emphasis is placed on tutoring for math, science, languages, statistics, and economics courses as well as a limited number of social sciences and expository writing courses. Its motto, "Help the students to help themselves," has resonated with minority students, and the program has grown substantially. Over the past three years, requests have increased by nearly 73%, and the number of requests has increased from 89.9 to 97.7%.

The Ohio Society of CPAs and Exxon Mobil Corp. made gifts to the Office of **Minority Student Services at Fisher College of Business** to fund scholarships and graduate assistance programs. The Ohio Society of

CPAs gift of \$25,000 will support two graduate assistants in Fisher's Minority Student Services who will have responsibility for organizing the society's 2008 Accounting Career Awareness program for high school students. A \$5,000 gift from Exxon Mobil will fund two first-year scholarships for minority students in the Master's of Labor and Human Resources program. The \$2,500 scholarships will be awarded during fall quarter.

Academic Programming, Scholarly Activity, and Research

Researchers at the Kirwan Institute for the Study of Race and Ethnicity, working in collaboration with the Central Texas Opportunity initiative, utilized the "**Communities of Opportunity**" model, a fair housing and community development framework, to analyze the distribution of opportunity in the Austin region. This framework recognizes that inequality has a geographic footprint and that maps can visually track the history and presence of discriminatory and exclusionary policies that spatially segregate people.

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A roundtable discussion on September 28 kicked off a yearlong celebration of the 10th anniversary of the **Asian American Studies Minor** at Ohio State. Roundtable presenters discussed how the field of Asian American Studies is being developed and transformed at Ohio State and at major institutions across the Midwest.

A new study from the Department of Psychology at the Mansfield campus finds that **whites underestimate the costs of being black**. The results suggest most white Americans don't truly comprehend the persisting racial disparities in our country, according to **Philip Mazzocco**, coauthor of the study and assistant professor. The study, which appeared in Harvard's *Du Bois Review*, suggests whites don't really understand the extent to which African Americans, as a group, are disadvantaged and offers insight as to why more than 9 out of 10 white Americans reject proposals to give reparations to the descendants of slaves. The full article can be found online at researchnews.osu.edu/archive/blckcost.

A recent study discovered that **Hispanic adolescents** don't experience nearly the level of problems during the process of their parents' divorce or separation when

compared to teens from other racial and ethnic groups. New research suggests that Hispanic teens aren't as affected by their parents' marital disruption—including divorce and separation—only because they already face a host of difficulties and disadvantages before the breakup.

Yongmin Sun, coauthor of the study and associate professor of sociology at the Mansfield campus, indicates that for many Hispanic adolescents, their life situation is already poor before their family dissolves. African American teens showed slightly fewer problems than their European and Asian American peers before family disruption, but not to the level of Hispanics. The study appeared in the *Journal of Marriage and Family*. The full article can be found online at researchnews.osu.edu/archive/divdisrupt.

Leadership/Recognition

The Ohio State alumni club of Richland County was awarded one of the Alumni Association's first diversity grants for its **Step Afrika** program. Step Afrika, a part of the Ohio State Mansfield Black History Month celebration, presents an entertaining and inspiring cultural heritage program that traces the origins of traditional South African dance. The

program was presented by a group of college graduates who rhythmically pounded the floor with intricate kicks and stomps mixed with claps and spoken word. This program was attended by more than 900, and it allowed the Richland County club a chance to reach out to some minority community members it had not yet engaged. The club has followed up its Step Afrika event by maintaining the connections it developed that day.

The Kirwan Institute for the Study of Race and Ethnicity has awarded its first Senior Faculty Fellowship to **Sharon L. Davies**, JD, the John C. Elam/Vorys Sater Designated Professor of Law and former associate dean of faculty at Ohio State's Moritz College of Law. Davies will use the fellowship to continue work on a book writing project that explores a dramatic story involving race, religion, and justice in America in the 1920s. The book, *Rising Road—A Tale of Race, Religion and Law in America*—recounts the 1921 killing of a Birmingham priest, Father James E. Coyle, who presided over the marriage of an interracial couple. The award is given for making significant scholarly contributions on race, ethnicity, and social justice in relevance to the ongoing work of the Kirwan Institute.

(continued on back panel)

Eunice Hornsby, project manager of Organization and Human Resources Consulting, and **Anne Carey**, associate professor in the School of Earth Sciences, recently completed the Higher Education Resource Services (HERS) **Bryn Mawr Summer Institute for Women in Higher Education Administration**.

The summer institute is sponsored jointly by Bryn Mawr College and HERS, an educational nonprofit based at the University of Denver. Participants in the program gain knowledge, skills, and perspectives for leading in the challenging environment of higher education today. The curriculum includes analysis of political and economic trends affecting higher education, skills in managing change projects, and conflict resolution, as well as strategic planning for academic excellence and effective resource management.

Awareness

The John Glenn School of Public Affairs' annual management series is offering a high-level diversity training seminar titled **Exploring Blind Spots in Yourself and in Others**. The seminar is designed to help participants develop a deeper understanding of inclusion, understand the nuances of different cultures, acknowledge their own prejudices, and leverage diversity to effectively communicate, resolve conflict, and build relationships in a diverse environment.



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The **Universal Usability Tech Open House** was recently held and featured panels, workshops, and demonstrations of the latest in accessible technology. Panel topics included Accessible Technologies in the Classroom: Student Perspectives; Documents that Work: Simple Steps for Word, PowerPoint, and PDF Usability; and Different Paths to the Same End: Faculty Perspectives on Teaching and Students with Disabilities.

GLBT Student Services celebrated **National Coming Out Day** in September with a performance by Sile P. Singleton. She presented her one-person show PAINT!, which uses a unique blend of personal narrative, social commentary, and street savvy to reach her audience. The performance was co-sponsored by GLBT Student Services, Department of Theatre, and Stonewall in recognition of National Coming Out Day.

Outreach

Ohio State University Extension launched the **Philanthropy Education Program**, a plan to build awareness and appreciation for philanthropy while facilitating positive change in **rural regions** of Ohio. Goals for the program include bringing together regional leaders and experts in the field to increase endowed assets in Ohio's Appalachian counties. A philanthropy specialist will take office in the fall at Ohio State South Centers in Piketon to implement awareness and education of the program. The program is a collaboration between Extension and the Appalachian Giving Project and is made possible through a three-year, \$300,000 grant funded by the W.K. Kellogg Foundation.

