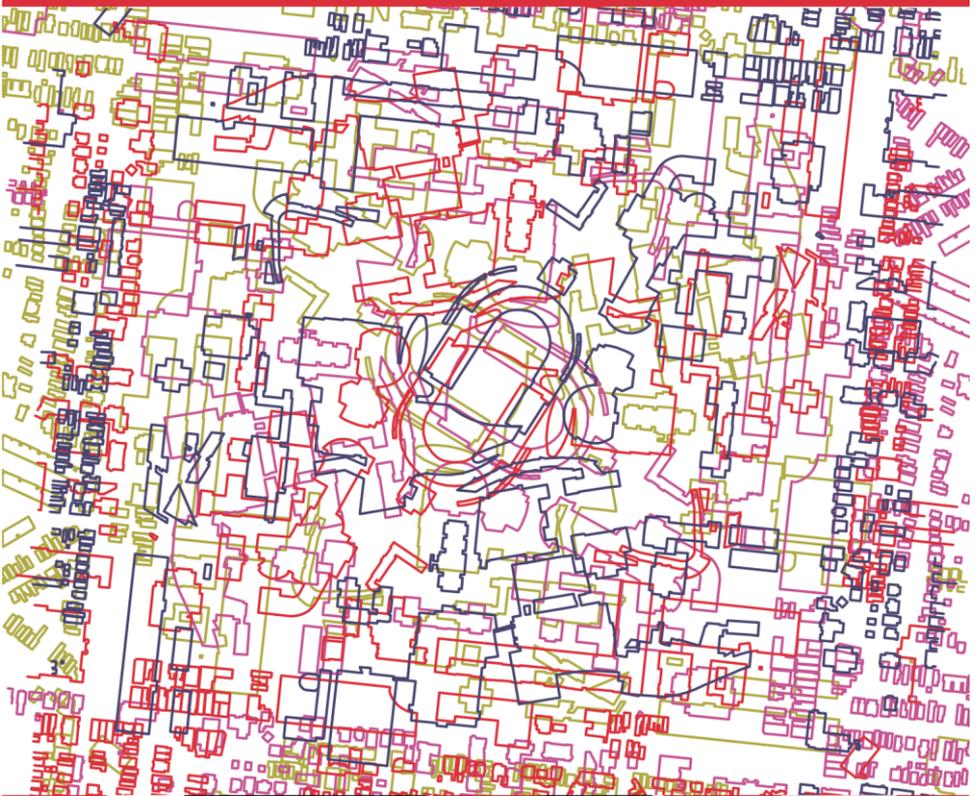




March 29, 2017
Tangeman University
Center

MOVING TOWARD SOLUTIONS



University of
CINCINNATI

The graphic on the cover represents overlaid maps of the University of Cincinnati campus from different viewpoints, suggesting that while we all begin at different points we are moving together to create solutions that weave together to create the tapestry of our campus life.

Designed by Samantha McClean, MCP, SOP, DAAP, 2017

PRESIDENT'S WELCOME



Welcome to the University of Cincinnati's 9th Annual Equity & Inclusion Conference. I am excited to be part of this conference for the first time in my new role.

As a diverse community of learners, our university plays a critical role in advancing dialogue, understanding and respect among all people. That includes each one of us and our own responsibility in bringing about a diverse and inclusive climate, both on and off campus – whether we are student, faculty or staff.

Your presence at today's conference is a powerful sign of your personal commitment to this. As a community, we also have embraced these ideals through the university's mission statement, our academic plan and our diversity plan. Each of these acknowledges the central role that diversity plays in defining our campus and who we are. I invite you to consider new ways of thinking and how we might become even more welcoming to all.

Our university has been recognized with a Higher Education Excellence in Diversity Award from Insight Into Diversity magazine, and we also earned special recognition as a Diversity Champion. But contentment with the status quo isn't where we stop or what we expect of ourselves at UC. In the same way that we are committed to seeking excellence as a higher education institution, we see inclusion as a part of what makes UC a great university. We continue to look for ways to improve our climate of kindness and respect for people from all walks of life.

Thank you for participating in today's Equity & Inclusion Conference. I hope that you find today's sessions relevant and a source of new ideas that you can put into practice in your own professional and personal life.

Sincerely,

A handwritten signature in black ink that reads "Neville G. King". The signature is written in a cursive, flowing style.

Neville G. Pinto
President, University of Cincinnati

VICEPRESIDENT'S WELCOME



Welcome to our 9th Annual Equity & Inclusion Conference. As we continue our journey toward Inclusive Excellence, we know the road is not easily traversed. Our current milieu shows progress met with setbacks and the unsung virtues of dignity and respect. At UC, we know the diversity within our university is our strength and critical to our success as an organization and a community. We are the hub of thought leadership, human development, and innovation. We make the difference. We keep *Moving Toward*

Solutions.

For the past nine years, we have invested \$415,000 in our incentive grant program to support new ideas and collaborative programs that build a more welcoming, inclusive and engaged university community. This year, we're proud to showcase the work of our colleagues through 28 funded initiatives. Our scholars and practitioners will share their experiences of turning concepts into reality in hopes of inspiring participants to replicate projects in their respective areas. And later this afternoon, we will announce our 2017 recipients with an additional investment of \$60,000 to fund 19 outstanding projects.

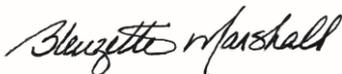
As always, we appreciate the attendance of our trustees and senior leaders as well as representatives from our colleges, units, and governance organizations. In addition, we are grateful for our corporate and community partners for joining us today. We're delighted to welcome Dr. Kathy Obear back to campus to deliver our keynote address – one that will challenge us to “turn the tide and rise above difficult situations” so we can enhance our cultural competence to build authentic relationships.

Special thanks goes to our organizers, volunteers, presenters, service providers, and donors for devoting your time and resources in preparation for the day's activities. *You're amazing!*

Congratulations to our Dr. Marian Spencer Equity Ambassador Award recipients. We are proud to honor you for continuing her legacy of raising awareness, removing barriers, and building inclusive environments.

Immerse yourself in the day – network, learn and engage. Explore the possibilities of what could be and discuss strategies to make them happen. Your conference experience will be what you make it. *Enjoy!*

Together we can . . .



Bleuzette Marshall, PhD
Vice President for Equity & Inclusion

CONFERENCE SCHEDULE

7:30–8:00 am Registration/Guest Check-In

Continental Breakfast

8:00–9:30 am Opening Session

Affirmation of Inclusion UC Dhadak International Dance Team

Welcome Bleuzette Marshall, PhD
Vice President for Equity & Inclusion

University Greetings Thomas Cassidy
Chair, University of Cincinnati Board of Trustees

Introduction of Speaker
Kamree Maull *Undergraduate*
Student Trustee

Keynote Speaker Dr. Kathy Obear
Co-Founder of the Social Justice Training Institute

The Charge Lisa Newman, MA
Educator Professor, McMicken College of Arts & Sciences
Co-Chair, UC Equity & Inclusion Conference

9:30–9:45 am Break

9:45–11:00 am Session One

1. College of Nursing Implementation of a Diversity Education Plan (400B)
2. Continuing, Collaborating, Cultivating: Enriching Experiences at the UC Libraries (419AB)
3. DAAP Alliance—Blazing the Trail for Future Diversity and Inclusion in Design-Based Careers (425)
4. Developing Intercultural Awareness at Home and Abroad (400C)
5. Impact and Analysis of the 2016 Ohio Latino Student Summit (400A)
6. 9 by IX: Understanding Title IX (Cinema)
7. Obstacle-Free 2016 (427)
8. PR1ZE Mentoring Program (417ABC) **11:00–11:15 am Break**

11:00 am-12:00 pm Kathy Obear Book Signing

11:15 am–12:30 pm Session Two

1. Building a World that Works Better: GE Affinity Networks (417ABC)
2. Encouraging Leadership and Professional Development in Students from Diverse Backgrounds Through Mentoring (400A)
3. Equal Opportunity at UC: Anti-Harassment/Non-Discrimination Seminar Level I (400B)
4. LGBTQ Advocacy Training (Cinema)
5. Making Online Contents Accessible to Learners (415AB)
6. Poster Presentation (425)
7. Preparing Students for Graduate Education: STARS (419AB)
8. Results from the UC LEAF 2016 Climate Survey for Faculty (400C)

CONFERENCE SCHEDULE

12:30 -1:45 pm Dr. Marian Spencer Equity Ambassador Awards Luncheon

Presiding Officials: Neville G. Pinto, PhD
President, University of Cincinnati

Bleuzette Marshall, PhD
Vice President for Equity & Inclusion

Presentation of Awards

1:45–3:00 pm Session Three

1. Cross-Cultural Care: Teaching A Person-Centered Approach (400A)
2. Diversity and Academic Success through Mentoring and Advocacy (427)
3. DREAMZone Ally Training (400C)
4. Efficacy of Leadership Training for Underrepresented Groups (425)
5. Identifying & Developing Student Leaders (415AB)
6. Inclusivity Through the Looking Glass (400B)
7. MetroLAB/ELEMENTZ (417ABC)
8. ShareIT: Bridging the Gap by Connecting Resources to Support our Future Leaders (419AB)
9. Webinar: Beyond Compliance Doing the Right Thing by our Students (2:00-3:30 PM) (Cinema)

3:00–3:15 pm Break

3:15–4:15 pm Session Four

1. ALEKS Impact on LSAMP Scholars (400B)
2. Campus Services Scholarship (400C)
3. College Success Services for Students with Autism Spectrum Disorder (400A)
4. Creating Your Pipeline (427)
5. Crossing Cultures-Best Practices for Working with International Students (425)
6. Culturally Responsive Teaching Strategies (419AB)
7. HEMI—A Collective Impact Framework for Supporting Educational Success for Youth in Hamilton County Foster Care (423)
8. Preparing Students for Cultural Differences Here & Abroad (415AB)
9. Recruiting Graduate Students in A&S (417AB)

4:15–5:00 pm Awards Presentation & Closing Networking Reception

Announcement of the 2017 E&I Incentive Grant
Recipients (Great Hall) Presented by: Dy'an Marinov ,
EdD(c), LPC

DANCE & MUSICAL ENTERTAINMENT



UC Dhadak International Dance Team is the University of Cincinnati's Premiere Bollywood Fusion Dance Team. They're a diverse group of students that simply LOVE to dance. For the past eight years, UC Dhadak has been competing in the nationally competitive Bollywood Fusion Desi Dance circuit. Over the past semester,

they have created a dynamic routine comprised of Indian genres such as Bollywood, Tollywood and Bhangra, while fusing it with Western genres like contemporary, jazz and hip hip! UC Dhadak also perform at various campus and community events, as well as parties and weddings. For more information or booking info, please follow us on social media or email them at idt_dhadak@gmail.com

UC Dhadak International Dance Team

@uc_dhadak

We are pleased to designate both restrooms outside of the Great Hall as gender-inclusive for our conference.



n all-gender restroom

For transgender or gender non-conforming people, the use of public restrooms often comes with extreme harassment. The result of this harassment can range from deep discomfort and arrest to physical assault and death.

Today we have designated two restrooms gender free; anyone may use the restroom in which they feel most comfortable.

Please trust that individuals will know which restroom is right for them.

Lastly, if this experience made you uncomfortable, we ask that you examine the source of your discomfort. Then think about the ways in which transgender and gender non-conforming people may experience the same discomfort every time they need to use a public restroom.

This signage will identify the rooms.

t
h
i
s
i
s
a

SESSION OVERVIEW

9:45-11:00 am — Session One

400B **College of Nursing Implementation of a Diversity Education Plan**

Presented by: Tracy Pritchard

While the literature demonstrates the positive benefits of diversity and inclusion in education and the workplace, progress in higher education has been slow. Moreover, findings support multiple strategies to create an inclusive environment in higher education that include: defined institutional goals for diversity and inclusion; climate assessments; teaching and learning strategies; orientation; affinity groups; cultural sensitivity training; and conflict resolution. In the College of Nursing, we have embraced the notion that diversity and inclusion is a thread that should be woven into the fabric of all that we do. In fact, inclusive excellence is part of the college's vision statement, and promotion of diversity and inclusion is a priority underlying each strategic goal. To facilitate embedding of diversity and inclusion, the College of Nursing Diversity Advisory Council developed a diversity education plan that has included the following: a monthly heritage/cultural speaker series, non-traditional forums for discussing diversity and inclusion such as book clubs and movie nights, a curricular assessment of diversity and inclusion topics being taught in nursing courses, and partnering with curriculum council to develop a strategy to incorporate diversity and inclusion in course descriptions and student learning outcomes. The purpose of this presentation will be to share strategies on developing and implementing a diversity education plan as well as best practices in evaluating diversity education initiatives.

419AB **Continuing, Collaborating, Cultivating: Enriching Experiences at the UC Libraries**

Presented by: Meshia Anderson, Olga Hart, Don Jason, Deborah Tenofsky

Learn how to stretch your budget and host successful programs and activities that educate the participants about equity, inclusion, and multiculturalism. UC Libraries (UCL) offered engaging events, exhibits, and instructional tools funded through a continuing matching grant awarded from UC's Office of Equity and Inclusion and UCL. Staff designed exhibits and learning tools that enriched student experiences, cultivated creativity, and deepened collaborations. In partnerships with student organizations, academic departments, and other campus units, UCL developed several extremely well attended events that became staples featuring multicultural themes including a Giving Thanks event, a Black History Month event, and new student orientation. UCL introduced a new series focusing on Hispanic Heritage Month. Thanks to the grant, UCL hired international students to advise the libraries in developing online guides for international students and students in study

SESSION OVERVIEW

abroad programs. Involvement in these activities enriched the lives of the students and fostered lasting, meaningful relationships between the students and UCL staff. In this hands-on workshop, participants will reflect on a successful event and start planning on making it sustainable, learn to make your programs interactive using instant polling, discover how to foster collaborations, and take away ideas on how to enhance the lives of international students.

425 DAAP Alliance

Presented by: Laurie Lisk Wilson

In 2014, a challenging question was posed to the University of Cincinnati's College of Design, Architecture, Art and Planning by the largest consumer products company in the world: "How do we increase diversity in the student pipeline entering creative careers?" The American Institute of Graphic Arts (AIGA) recently noted: "There are two overlapping areas in which design as a profession is lagging: demographic diversity and a culture of inclusion... Diversity in design means diversity of experience, perspective and creativity—otherwise known as diversity of thought" (Carroll, 2017). The college answered by creating a mentorship and education program known as DAAP Alliance. The goal was to increase awareness within a diverse high school audience of design-based careers and their educational path. Five area high schools were chosen considering their diverse populace, high academic standards and strong visual arts programming. Each school identified a core group of talented and motivated students from diverse socioeconomic and cultural backgrounds. Current DAAP students from all disciplines and at all levels of experience were recruited to be "mentors" for the high school students. Formalized programming engaging the DAAP mentors with the high school mentees were conducted throughout the school year. DAAP Alliance is thriving and growing. We have begun to see positive results as DAAP Alliance mentees attend summer DAAPcamps and matriculate into the university. The inspiring benefits are high for all stakeholders. Yet, the ultimate outcome is years away. Learn our creative process and share in our story as DAAP blazes a trail for the future of design.

SESSION OVERVIEW

400C **Developing Intercultural Awareness at Home and Abroad**

Presented by: Ruth Benander, Deborah Page

Study abroad programs are heralded as the best way to develop intercultural awareness through direct experience. In this session, the presenters argue that the key elements of developing cultural awareness is through critical reflection and benchmark assessment. This presentation will demonstrate how these techniques can also be used for cultural awareness development for faculty and staff through programs here on campus. This research was funded by a Diversity (now, Equity) & Inclusion Incentive Grant. In 2015-2016 and 2016-2017, presenters conducted year-long learning communities with members of the UCBA faculty and staff using the same assessments and activities used in UC study abroad programs and found similar patterns of development in the professional practice learning community as in the study abroad program. In this presentation, the analysis of participant reflections on cultural practices and perspectives will be discussed; contextualized by pre and post Intercultural Development Inventory scores. Analysis suggests that participants who engage in more complex reflections demonstrate greater gains in intercultural development. These findings suggest that assessment of intercultural awareness should include more than surveys that ask about satisfaction with the program, but it should include structured reflection that can facilitate measurable cultural perspectives. Presenters assert that these techniques can be effectively adapted to facilitate cultural awareness development for faculty and staff as well as students.

400A **Impact and Analysis of the 2016 Ohio Latino Student Summit**

Presented by: Priscilla Ayala, Nick Castro

The 2016 Ohio Latino Student Summit was a one-day summit held on UC's main campus on Friday, October 21, 2016. The purpose of the summit was to connect, empower, and build community while enhancing the Latino/Hispanic student leadership experience in Ohio, through workshops, motivational speakers, networking opportunities and the creation of an action plan to enhance the Latino/Hispanic student experience on college campuses. This summit was open to anyone who had a vested interest in enhancing the Latino/Hispanic student experience, as well as any students who wanted to gain leadership, professional and networking skills to encourage student success on campus.

This conference was free to all students, faculty, staff, administration, alumni and/or community partners, with over 180 participants attending the summit. This presentation will be a review of the successes, challenges and lessons learned from organizing and facilitating this inaugural event. Through participant feedback and follow up with administrators, presenters will discuss

SESSION OVERVIEW

best practices gleaned from this event and apply those practices to enhance the Latino student experience at UC, as well as focus on the importance of building community.

Cinema 9 by IX - Understanding Title IX

Presented by: Morgan Cummins, Ashely McWhorter, Karla R. Phillips

Join presenters as they highlight nine aspects of Title IX that will help participants in their respective roles to create and maintain a respectful work, living and learning environment at the University of Cincinnati. This presentation will enlighten attendees about the civil rights law, Title IX, as well as the many resources available within and outside the community. Presenters will demonstrate the ways in which the Title IX Office serves as a strategic partner to promote gender equity and inclusion.

427 Obstacle - Free 2016

Presented by: Lesley Dorhout, Julie Eagen

Obstacle-Free 2016 was a joint effort of UC Clermont's (UCC) College Success Program (CSP) and Testing Services which was funded through the 2016 Diversity (now, Equity) & Inclusion Incentive Grant. This presentation will highlight the pragmatics of the program, student testimonials, and program effectiveness. The goal of the program was to increase the enrollment of first-generation, low-income Appalachian students by offering a three-day intensive summer bridge program. During this program, the CSP offered an academic college readiness series aiming to reduce or remove the common obstacles experienced by this student group. Through class time focusing on reading, writing, and math review, students also gained basic computer literacy skills. The program ended with an opportunity for students to take the UCC placement test. The results and additional data will be shared. Session will close with an open discussion regarding the program and ways to increase its effectiveness.

417ABC PR1ZE Mentoring Program

SESSION OVERVIEW

Presented by: Marilyn Kershaw, Carol Tonge Mack

PR1ZE stands for “Putting Retention 1st in the Zest for Excellence.” The PR1ZE Mentoring Program is a faculty and administration support program for students historically underrepresented in colleges and universities, with a focus on African American students. The program began in 2008 in the College of Arts and Sciences with financial support from former Dean, Valerie Hardcastle, and continues with the support of the current A&S Dean, Ken Petren. Since its inception, students in other colleges have requested mentoring to help reach their graduation goal. With funding from the Diversity (now, Equity) & Inclusion Incentive Grant in 2010, the program expanded to include students across the university. PR1ZE is specifically geared to give students additional tools to increase their chances of matriculating successfully through the academic rigor of college life to achieve their goal: graduation. Through PR1ZE, students are linked with a faculty or professional staff mentor in their chosen major or field of interest who periodically contacts and connects with them for academic, social, and/or personal support, advice and assistance. This workshop will outline a history of the program, how it is supported, achievements, challenges, and changes to the program over the years. Current PR1ZE mentors and mentees and an alum will provide their perspectives and presenters will discuss where the program goes from here.

11:00-11:15 am — Break

11:00 am-12:00 pm — Kathy Obear Book Signing

11:15 am-12:30 pm — Session Two

417ABC Building a World that Works Better: GE Affinity Networks

Presented by: Henry Daniels, Lindsey Elliott, Monica Jackson, Michael Noel, Mark Simon, Smitha Upadya

Over the last several decades, Affinity Networks at General Electric (GE) have been making remarkable contributions to the company, customers, and communities. These efforts are being felt at the local, national, and international levels. The success of diversity at GE is a reflection of the integrity of leadership and builds a strong foundation for future leaders to continue the tradition of inclusiveness. By bringing individuals, cultures and ideas together, we create a stronger company and a better world. Join five Affinity Network members to discuss the importance of building these communities and how it has contributed to their individual careers at GE.

SESSION OVERVIEW

400A Encouraging Leadership and Professional Development in Students from Diverse Backgrounds Through Mentoring

Presented by: Nancy Creaghead, Amy Hobek, Carney Sotto

The overall goal of the program was to empower and support Speech-Language Pathology and Audiology students from diverse and underrepresented backgrounds by providing a mentoring setting that encourages academic excellence, leadership and professional development, resulting in increased enrollment and retention. The presenters enhanced and expanded their newly established student organization, "Multicultural Concerns in Communication Sciences and Disorders" (MC2), paired underrepresented students with professional, faculty and peer mentors who share similar interests, encouraged involvement in professional and leadership activities, encouraged student involvement in research and scholarly activities, and developed mentoring skills through a peer mentoring model. Presenters will discuss their outcomes which include (1) number of diverse graduate and undergraduate students, including African American students, who are active members of the group and participate in meetings, mentoring activities, and leadership activities such as officers and committee chairs in the organization, planning for meetings, program development, including speaker/panels, etc.; (2) number of students who are members of national and state professional associations and travel to professional conferences; (3) number of professional mentor/mentee pairs and degree of activity of the pairs; (4) number of graduate/undergraduate and/or upper classmen/lower classmen mentee pairs and degree of activity of the pairs; and (5) inclusion of diversity into the curriculum.

400B Equal Opportunity at UC: Anti-Harassment/Non-Discrimination Seminar Level 1 *Presented by: Matt Olovson*

Facilitated by the Office of Equal Opportunity & Access, this seminar provides foundational information on University of Cincinnati policy, expectations, and procedures for ensuring equity and inclusion across the campus community. Executive Director of Equal Opportunity & Access, Matt Olovson, will discuss recommended practices for culturally aware campus engagement, individual and institutional responsibilities in the prevention and remediation of prohibited conduct, and campus resources administering institutional non-discrimination and anti-harassment policy. Designed to facilitate dialogue and participant engagement, this session is delivered in an interactive, discussion-based format examining common scenarios and questions related to UC policies on non-discrimination and professional conduct. Mr. Olovson will engage attendees in discussion of efforts of the University to prevent and

SESSION OVERVIEW

remediate prohibited conduct, along with strategies for building and maintaining inclusive living, learning, and working environments.

Cinema **LGBTQ Advocacy Training**

Presented by: Lee Dyer, Amy Schlag

Advocate training builds upon the knowledge participants gained in Ally Training. While Advocate Training seeks to deepen participants' knowledge around the issues and needs of the LGBTQ community, it is designed to be even more interactive. LGBTQ Advocate Training builds its curriculum around community dialogue and collaboration and is designed to give participants both the knowledge and, more importantly, skills to act as an advocate for LGBTQ students, staff, and faculty. Certification is two-fold: attending training and a post-training requirement.

415AB **Making Online Contents Accessible to Learners**

Presented by: Prince Ellis

Most universities in the United States, including the University of Cincinnati, are big proponents of eLearning because of its fast and flexible delivery and lower cost. In 2012 more than 33.5% learners in the United States took at least one online course (Allen & Seaman, 2014). According to Roberts, Crittenden & Crittenden (2011), many online courses are not designed with accessibility in mind. A more inclusive eLearning design, and working toward Universal Design for Learning (UDL), calls for different course development and pedagogies that meets, preferably exceeds, the federal compliance standards. With the increasing number of students taking fully online or hybrid courses, implementing UDL can be an expensive task. However, research shows that an inclusive eLearning design, making courses available and accessible for learners with physical disabilities, helps all learners. Promoting inclusive eLearning design/ development and delivery supports the adoption of UDL across UC campuses in the future. This presentation will focus on providing strategies for using eLearning tools to make online contents more accessible to learners.

425 **Poster Presentation**

SESSION OVERVIEW

Presented by: Dy'an Marinos

UC students have been invited to present their research related to equity and inclusion. Feedback and insight will be provided by members of our UC community.

Patrice DeLeon

College of Education, Criminal Justice and Human Services

Poster Title: Health Disparities among Migrant and Seasonal Farmworkers

Hannah Douglas

College of Arts & Sciences

Poster Title: Productivity and Retention for Tenure-Track Women in STEM

Paola Garrido Estevez

College of Design, Architecture, Art & Planning

Poster Title: Empowering Women in Public Spaces

Batsheva Guy

College of Education, Criminal Justice and Human Services

Poster Title: Participatory Opportunity for Women Emerging Researchers in STEM

Alican Yildiz

College of Design, Architecture, Art & Planning

Poster Title: Seeking a Transformative Model for Food Access in a Contested and Uneven Space: A Case of Cincinnati

419AB **Preparing Students for Graduate Education: STARS (Student Achievement in Research and Scholarship)**

Presented by: Stephanie Davis, Cheri Westmoreland

To improve retention and graduation rates among students of underrepresented ethnic groups and to ultimately prepare students for graduate school through the reduction of barriers to achieving these goals, the STARS Scholars Program provides research and scholarly activities. The components of the program include undergraduate research experiences, faculty mentoring and shadowing, graduate school application preparation and participation in professional conferences. Additionally, staff provide support services through academic advising and counseling, supplemental instruction, tutoring, and educational seminars. This Diversity Investment, made through the Diversity (now, Equity) & Incentive Grant, enabled the STARS Scholars Program to continue providing a comprehensive service from which many talented students benefit.

SESSION OVERVIEW

400C **Results from the UC LEAF 2016 Climate Survey for Faculty**

Presented by: Steven Howe

UC LEAF (Leadership, Empowerment, Advancement for Women STEM Faculty) is an NSF-funded initiative now in its fifth year. As part of its efforts to document its impact at UC, LEAF commissioned Miami University to conduct a climate survey of all UC faculty in September 2016. Approximately 40% of the faculty responded. The focus of the presentation will be on gender differences and differences between white faculty and faculty members of color, and how these differences vary between faculty in the STEM disciplines as compared to faculty in the arts and humanities. A part of the presentation will address concerns common to all faculty and areas of UC strength as recognized by all faculty. Participants in the session will be encouraged to share their responses to the findings and help LEAF identify priorities for future programming and advocacy.

12:30-1:45 — Dr. Marian Spencer Equity Ambassador Awards Luncheon

1:45-3:00 — Session 3

400A **Cross-Cultural Care: Teaching a Person-Centered Approach**

Presented by: Robin Selzer, Stephaney Willis

The purpose of this research study was to better understand how much second-year, underrepresented, pre-health students know about working with people from different backgrounds in health care. Students were asked to take an online Cross-Cultural Care course that included a brief pre-test and post-test. Active learning will be integrated into this presentation as participants will engage in sample questions and case vignettes. Presenters will also discuss how this research is a bridge to a new study that uses pre-health students' reflections to document cognitive paradigm shifts towards a social justice mindset.

427 **Diversity and Academic Success Through Mentoring and Advocacy**

Presented by: Tori Bere, Jessyka Vernon-Matthews, Corrine Witherspoon

At UC Blue Ash (UCBA) we understand that what is at stake for our students' lives and the viability of their futures includes a small window to access competitive programs, coupled with a need to maintain aid eligibility that affects the overall UCBA retention and completion agenda. The Office of Multicultural Affairs offered transitional workshops and developed outreach strategies designed to maximize student involvement and engagement at UCBA. The office also piloted a peer-to-peer mentoring and training program that is currently in its second year. This session will review the recruitment and retention strategies used to attract student and professional mentors, the

SESSION OVERVIEW

elements of the Diversity Scholars Program and newly developed Mosaic Workshop series, the upcoming collaboration of the Multicultural Affairs, and the future UCBA Honors Program. Participants who are interested in mentoring, assessment, and retention are highly encouraged to attend this session.

400C **DREAMZone Ally Training**

Presented by: Priscilla Ayala, Nick Castro

Many immigrants come to the United States seeking to achieve the American Dream. Part of that dream is obtaining a high-quality education that will help them become leaders in their careers and in their communities. This workshop will focus on undocumented immigrant students (also referred to as DACA students or DREAMers) and the unique challenges they face on and off campus. In addition to presenting an introduction to the issue, this workshop will provide tools and strategies to best support these students and become an ally.

425 **Efficacy of Leadership Training for Underrepresented Groups**

Presented by: Suguna Chundur, Girija Nair-Hart

A broad-based approach to diversity must not merely stop with hiring a diverse pool of employees, but should also provide opportunities for growth and upward movement for such employees. This presentation reports on the results of a leadership training program for underrepresented groups among faculty and staff at UC Clermont, made possible by a Diversity (now, Equity) & Inclusion Incentive Grant from the University. The training session, conducted by two diversity consultants, provided attendees the opportunity to examine their own personal preferences, leadership styles, relationships with co-workers/managers and the communication within their areas of responsibility. The workshop also included a self-evaluation process and the creation of a personal future action plan by each participant. This is an important first step towards encouraging a sustainable and culturally competent workplace environment. A feedback survey administered at the conclusion of the training provided valuable information and insights that could be used as a foundation for future diversity initiatives on campus. Retaining and promoting a diverse faculty and administrative body as well as providing an inclusive work and learning environment are part the mission of University of Cincinnati.

SESSION OVERVIEW

Empowering individuals from the groups underrepresented in leadership positions can contribute to a dynamic and diverse learning and work environment on our campus, thus, sending a clear signal to the community that the University values diversity highly and desires to give voice to its members from diverse backgrounds in setting its future goals.

415AB **Identifying and Developing Student Leaders**

Presented by: Brittany Bibb, Kendall Wright

Cultivating student leadership is a critical part of the collegiate experience. In the higher education system, student organizations have multiple positive influences on students who participate in them. This workshop will focus on the ways in which being involved in student organizations provide space for developing leadership, professional, and soft skills among the next generation of college students and provide tips and strategies for identifying and working with student leaders.

400B **Inclusivity Through the Looking Glass**

Presented by: Nicole Ausmer, Susie Mahoney, Kathy Obear

This session will review current services, programs, and marketing materials with a culturally inclusive lens.

Participants will walk away with ideas and implementation strategies for modifying existing services and programs to be more inclusive and welcoming to all. Participants are encouraged to bring a programming or service idea to evaluate, but it is not required for attendance.

417ABC **MetroLAB/ELEMENTZ Collaboration**

Presented by: Stephen Slaughter

Elementz, Urban Arts Center, is a local not-for-profit arts organization whose core mission is to serve as a catalyst for change for Cincinnati's inner-city youth. Founded and supported by a diverse array of community leaders and stakeholders who believe in the power of music, poetry and art to change lives, Elementz teaches, champions and represents Hip-Hop culture in

SESSION OVERVIEW

Cincinnati. The collaboration between MetroLAB and Elementz manifests in the exploration of the tenets of Hip-Hop through the design-build and rapid prototyping process. The challenge was to have the art form of Hip-Hop not only play a central role in the pedagogy of the studio, but also serve as ambassador with the objective to foster relationships that will allow each student group to learn and appreciate the training and talents of the other, and in doing so, form a bond that could forge community, inspire empathy, and sponsor lasting change. Through the process of the studio, presenters were able to introduce, educate, and excite the students of Elementz about the idea of design as a career path, with the goal of increasing minority enrollment in university, and ultimately, the number of licensed, practicing design professionals in the world. The collective experience of making, breaking, and making again the rapid prototyping process affords allowed the students to develop a vested interest in the success of the endeavor, the well-being of those served, and the sustainability of the collaboration, while working rigorously towards the successful completion of the project.

419AB **ShareIT: Bridging the Gap by Connecting Resources to Support our Future Leaders**

Presented by: Josette Riep, Melissa Sherman

Attracting, retaining and graduating academically prepared students who reflect a wide range of diversity is a key initiative at the University of Cincinnati. The university has both participated in and led many programs geared towards achieving this goal. The gap, however, remains large as UC continues to look for ways to increase the pipeline. Although there are multiple initiatives geared towards increasing the number of students prepared for a college education, funding is scarce and the gap continues to grow. Presenters understand that bridging the gap requires attacks from all perspectives and participation by administrators, faculty, students and industry leaders in the greater Cincinnati area. ShareIT is designed to be an accessible, functional program that connects industry, faculty, administrators, students and parents. The system provides: 1) students with a means of discovering valuable resources; 2) faculty with a means of requesting needed resources or sharing information that may be useful to other instructors; 3) parents with a means of finding programs and resources that can be leveraged to benefit the ongoing development of their child; and 4) industry with intuitive mechanisms to share resources they may have as well as the ability to contribute to the growth of many existing programs.

Webinar: Beyond Compliance Doing the Right Thing by our Students (2:00-3:30

Cinema **PM)**

Hosted by PaperClip Communications

SESSION OVERVIEW

The increase in federal guidance, public awareness and scrutiny have cultivated a culture of fear of doing the wrong thing when responding to the spectrum of sexual violence on campuses. Operating from a place of fear increases opportunity for error, misjudgment, non-compliance and legal complaints. Join our expert presenters as they share their insight into a multi-year process at the University of Notre Dame that strategically addressed the issue of sexual violence. This webinar will give you practical steps and solutions and ensure you understand “what is right” and how to create an opportunity to move beyond compliance towards true change at your institution!

Panelists

- Dr. William Stackman, PhD, currently serves as the Associate Vice President for Student Services at the University of Notre Dame.
- Christine Caron Gebhardt currently serves as the Director of Gender Relations Center at the University of Notre Dame.
- Heather Ryan currently serves as the Title IX Deputy Title IV Coordinator at the University of Notre Dame.

3:00-3:15 pm — Break

3:15-4:15 pm — Session Four

400B **ALEKS (Assessment and LEarning in Knowledge Spaces) Impact on LSAMP (Louis Stokes Alliance for Minority Participation) Scholars Math/Science Performance**
Presented by: Ken Simonson

ALEKS is a web-based, artificially intelligent assessment and learning system for math and science and uses adaptive questioning to quickly and accurately determine exactly what a student knows and doesn't know in a course. Based on the previous success of the bridge students with ALEKS from 2009 -2013, use of ALEKS was expanded for the LSAMP Scholars in Arts & Sciences, Allied Health, and the College of Engineering & Applied Science who participate in the Dr. Edward N. Prather Summer Bridge Scholars Program. After an ALEKS initial assessment, students proceed to the next model only after mastering the required concepts. The LSAMP Scholars are required to complete 100% of the web-based modules by the end of the summer bridge program.

SESSION OVERVIEW

400C **Campus Services Scholarship**

Presented by: Lisa Bunkley-Boyd, Tiana Christman, Colleen King, Phoebe Male, Daniel McGill, Carolyn Nickol, Anisha Sanghani, Linda Schoenhof, Alecia Trammer

Campus Services was awarded the Diversity (now, Equity) & Inclusion Grant and was able to assist several new students with their housing application fee and deposit. As a committee, presenters attempted to identify ways to champion inclusion, and this grant allowed them one additional way to meet the needs of a diverse population of students.

400A **College Success Services for Students with Autism Spectrum Disorder**

Presented by: Nicole Birri, Christina Carnahan

The purpose of this session is to describe College Success Services, a program developed to recruit and retain students with ASD at the University of Cincinnati. CSS emphasizes providing the supports needed to ensure these students not only enter and graduate from UC, but are successful academically, socially, and in employment opportunities such as co-ops and internships. CSS was founded on both a theoretical understanding of the cognitive profile of individuals with ASD and the emerging research regarding success after high school for these students. The process of program development and implementation, including facilitators and barriers will be discussed.

427 **Creating Your Pipeline**

Presented by: Melissa Berling

The market for IT professionals has become tighter and the available minority, African American and female applicants are in high demand. In addition, diverse students are applying less and less to IT programs at the post-secondary level. Therefore, the presenter proposed and created a recruitment tool for funding a special project with long-term benefits for UC and meeting their department's diversity recruitment goals. The selected student would receive tuition assistance and a professional job complete with training and mentoring. Such a position would increase the student's abilities and interest – and thus, retention. Enhancement Plan and Anticipated Outcomes: 1. Create a scholarship for minority, African American, and/or female students studying in the fields of IT, Computer Science, or Information Systems. Funds were applied for tuition and book assistance. 2. Strict criteria established regarding number of credits (full-time student standing, GPA standard of 2.5 or better, and financial need on FAFSA form). The scholarship would be renewable each quarter based upon GPA of 2.5 or better along with ongoing employment evaluations within the following positions: student worker appointment during academic terms and up to 40 hours per week during non-academic time (break weeks and summers). Co-op student appointment during co-op as arranged

SESSION OVERVIEW

with the student's college (Applied Science, College of Engineering, or College of Business). 3. During appointments, rigorous performance standards and quarterly reviews took place. These "bench-marks" determined continuation of the scholarship and future full-time employment. Immediate supervisor and at least one other full-time IT staff member evaluated performance of work produced, projects, etc.

425 **Crossing Cultures: Best Practices for Working with**

International Students *Presented by: Lorri Blanton*

UC International, in conjunction with International Admissions, secured a Diversity (now, Equity) & Inclusion Incentive Grant in 2016 to help defer the costs of video production and print materials for a UC staff training/workshop to support employees in their work with international students. This workshop will provide tips and tools to help guide staff, faculty and student groups through what can be confusing cultural differences. This training will enhance and further the University's goals of creating a more inclusive campus that welcomes and embraces diversity.

419AB **Culturally Responsive Teaching**

Strategies *Presented by: Kamree*

Maul

With access to education increasing for underrepresented communities, there is a growing need for culturally competent educators to appropriately instruct those who are ethnically different than themselves. This session will review how cultural differences affect one's view of the world and learning style. Participants will walk away with an expanded understanding of how to engage in culturally responsive instruction by tailoring to the needs of culturally diverse students. This workshop is designed to equip faculty and staff with the resources needed to create an inclusive learning environment to ensure the retention of all students.

423 **HEMI - A Collective Impact Framework for Supporting Educational Success for Youth in Hamilton County Foster**

Care

Presented by: Deatra Greene-Ndiaye

The Higher Education Mentoring Initiative (HEMI) provides youth in Hamilton County foster care a long-term academic mentoring relationship that begins in high school and is focused on awareness of, preparation for, and completion of post-secondary education and training. HEMI is a partnership between Hamilton County Board of County

SESSION OVERVIEW

Commissioners, Hamilton County Department of Job and Family Services, the University of Cincinnati, Cincinnati State Technical and Community College, Great Oaks Career Campuses, Ohio Means Jobs, and Mount St. Joseph University. The program operates out of CECH in the Partners for Achieving School Success Center. This session will take an in-depth look at the collaborative nature of the HEMI program and the necessary partners to adequately serve this unique and diverse population in their pursuit of post-secondary success.

415AB **Preparing Students for Cultural Differences Here & Abroad**

Presented by: Natalie Ochmann

UC International was awarded a Diversity (now, Equity) & Inclusion Incentive Grant in 2013-14 to produce a series of informational videos targeting incoming international students and students going abroad. The aim was to create short, relatable bits of information that would provide a better bridge from foreign to familiar, promote internationalization on campus, and promote the value of foreign cultural experience (specially to underrepresented UC students). Since that time, both study abroad and international student numbers have increased, and so has UC International's attention to its communication materials. This presentation will discuss the creation and outcomes of these videos, ultimately demonstrating our office's commitment to constant and clearer communication through more and varied channels. It will also discuss the role that multimedia plays in bridging the gaps between cultures and locations. In many ways, emergency technological practices allow better cultural immersion and preparedness than before.

417AB **Recruiting Graduate Students in A&S**

Presented by: Marilyn Kershaw

This presentation is based on a 2010 Diversity (now, Equity) & Inclusion Incentive Grant Award for recruiting graduate students in the College of Arts & Sciences at the University of Cincinnati. The presenter will discuss the award, the results of the award, and the insights gained in the recruitment and retention of graduate students since that time.

Participants will engage in an interactive discussion of best practices in graduate student recruitment and retention, with particular regard to diversity and inclusion, and what is on the horizon for graduate student recruitment given emerging technology and social media. Participants are encouraged to bring their current recruitment plans in order to discuss strategies and opportunities for collaboration and cooperation across the university. The common goal is to achieve a graduate population that is diverse. The real questions are: How does UC get there? What can UC do to retain diverse graduate students when they get here, and what is UC doing to help them achieve their academic goals?

4:15-5:00 pm — Awards Presentation & Closing Networking Reception
Announcement of the 2017 E&I Grant Recipients

Great
Hall

Presented by: Dy'an Marinos, EdD(c), LPC

TERS
KEYNOTESPEAKER



Dr. Kathy Obear

Dr. Kathy Obear has over 30 years of experience as an organizational development consultant and trainer specializing in creating inclusion, team and organizational effectiveness, conflict resolution, and change management (www.drkathyobear.com). She has given speeches, facilitated training sessions, and consulted to top leaders at hundreds of universities, human service and K-12 organizations, and corporations across the United States and internationally designed to increase the passion, competence, and commitment to create inclusive, socially just environments for all members of the organization. She has facilitated “training of trainers” programs for student affairs professionals, faculty, and student leaders at numerous colleges and universities. Dr. Obear is a Co-Founder of the Social Justice Training Institute (www.sjti.org) and is regarded as an expert at training leaders and facilitators to navigate

difficult dialogues and triggering events. Her recent #1 best-selling book, *Turn the Tide: Rise Above Toxic, Difficult Situations in the Workplace*, is available on Amazon. She is a certified Life Coach and an Executive Coach and delights in supporting people reach their potential and live their best life.

It is imperative that leaders, faculty, and staff demonstrate the

“capacity and competence to create inclusive environments that support the success of the full breadth of members in their organizations and

”

effectively meet the needs of the increasingly diverse

populations they serve.

-Kathy



Meshia Anderson is an acquisitions specialist for the Cataloging and Metadata department at the UC Libraries. Her UC career includes working in

departments such as human resources (intern), campus scheduling and the libraries. She is very active in diversity and inclusion programs at the UC Libraries and across campus. Although relatively new to public speaking, Meshia served as a panel presenter for the 2016 UCLA Diversity in Libraries Conference. Meshia currently serves as SEIU Assistant Vice President for labor

contract enforcement and is a member of the UC Labor Management Committee. She has a BA in Organizational Management from Wilberforce University and earned a MA in Labor Employment Relations while working at UC



Nicole Ausmer is the Director of Student Activities & Leadership Development and in this role she works collaboratively with students, faculty, and staff to create dynamic student experiences. She has more

than 10 years of experience in Student Development, Leadership Education and Programming. Nicole is an

advocate for students and a champion for diversity. She is a 3-time graduate of the University of Cincinnati with degrees in Psychology and Education. She is an adjunct in the Organizational Leadership Department and contributes to the SALD Leadership Certificate curriculum. Nicole lives by the words, "Give More. Do More. Be More."



Priscilla Ayala serves as the Program Coordinator for the Office of Ethnic Programs and Services at the University of Cincinnati. Ms. Ayala received two

Bachelor of Arts Degrees in History and Spanish with a minor in Latin American Studies, as well as her Master of Science Degree in Student Affairs in Higher Education from Missouri State University. Her responsibilities consist of helping to coordinate new and existing program initiatives, including areas of multicultural programming, service learning and community outreach. In addition, Ms. Ayala serves as a resource to help advise, build relationships, and assist in retention and academic success, regarding the Latino student population at UC.



Ruth Benander has served on the UC Blue Ash Cultural Diversity Committee and as the co-director of the UC Blue Ash Learning and Teaching Center.

She currently teaches basic writing and English composition courses, both online and face to face. Professor Benander has led study abroad programs for UC Blue Ash since 1999.



Tori Bere is a junior at the University of Cincinnati studying communications. In her free time, she spends time with her dog and babysits. Tori has been a part of the Diversity

Scholars Program (DSP) for two years. Her first year, she served as a mentor and this year Tori is the DSP Intern. Tori enjoys being able to motivate and guide incoming first-year students to ensure they have a great start to their college experience. After graduation, Tori plans to pursue her Master's Degree in Communications and is currently working on developing a travel and tour guide service for individuals interested in visiting her second home in Zimbabwe.



Melissa Berling has been with the

University of Cincinnati for 26 years, beginning as a co-op student and graduating from UC with her Bachelor of Science in Personnel Administration. Her two daughters are UC grads, as well as her brothers and mother. Melissa currently is the Sr. HR Recruiter in A&F HR Talent Acquisition & Retention after having held various positions throughout UC, such as Sr. Business Administrator for UCIT, Business Manager for the former College of Applied Science, as well as working for University Hospital (when it was part of UC) in Nuclear Medicine, Pharmacy and

Patient Accounts. Melissa is currently the Vice President, Board of Governors for the Cincinnati Faculty Club, and has served as UCAAMP president and board member.

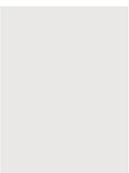
PRESENTERS



Brittany Bibb is a native of Louisville, Kentucky and a graduate of the University of Cincinnati, where she majored in Marketing. As a student, Brittany was involved in many student organizations and was the co-founder of The Irate 8, a student led movement that advocates for Black students. She is currently an academic advisor for the Center for Pathways Advising and Student Success where she serves transfer and transition students. Lastly, her motto in life is “365 Black that’s me” which has inspired her to keep fighting for equity daily and to use her voice for those who may not have the chance.



Nicole L. Birri is a Special Education doctoral student within the College of Education, Criminal Justice, and Human Services. She holds a Graduate Assistantship with the Transition Access Program (TAP) as an academic instructor through the School of Education. Nicole’s research interest includes increasing literacy skills in individuals with high functioning autism through addressing deficits in social cognition, executive functioning, and Theory of Mind. Additionally, she is interested in identifying and putting into practice academic and social supports needed by individuals with autism in higher education. Nicole has published in journals such as *Journal of Special Education* and *Focus on Autism and Developmental Disabilities*.



Lorri Blanton is an Educational Advisor for UC International Services. Her primary role is programming and event planning designed to facilitate

integration and inclusion for UC’s international student and scholar community. Prior to coming to UC three and a half years ago, Lorri lived abroad for 15 years, mostly in Russia. She has great respect and empathy for the immigrant experience.



Lisa Bunkley-Boyd is Associate Director, Parking Services.



Dr. Christina R. Carnahan is an associate professor of special education within the College of Education, Criminal Justice, and Human Services. She is also the director of

Advancement and Transition Services within the School of Education. Dr. Carnahan’s research interests include building communication for individuals with autism spectrum disorders, and creating efficient and effective instructional practices across the lifespan. Dr. Carnahan has published in journals such as *Exceptional Children*, *Journal of Special Education*, and *Focus on Autism and Developmental Disabilities*.



Nick Castro is the Coordinator of

Hispanic/Latino Affairs at UC Blue Ash College. In this role, Nick helps facilitate access to higher education for Latino

students through local recruitment efforts. Additionally, he serves as a resource and advocate for Latino students at UC

Blue Ash by planning cultural programming and

promoting leadership development. He also works to establish meaningful and beneficial relationships between UC Blue Ash and the local Latino community. Nick received his undergraduate degree in political science from

PRESENTERS

the University of Michigan and his Juris Doctor degree from DePaul University College of Law.



Tiana Christman is University Services Associate 2, Housing.



Suguna Chundur is an Associate Professor of Information Systems and Technology at UC Clermont College. Her research interests include student retention in introductory programming classes, ethical issues in technology, digital literacy and digital divide, online pedagogy and design of online environments, and diversity and inclusion in the classroom and community.



Nancy Creaghead is a Professor in the Department of Communication Sciences and Disorders. She engages in research and mentors students around topics of poverty, literacy, and diversity.



Morgan Cummins is a Program Coordinator within the Title IX Office at the

University of Cincinnati. Morgan received her Bachelor of Arts in Sociology and her Masters of Science in Health Promotion and Education from the University of Cincinnati. She takes pride in being a part of the University of Cincinnati community and enjoys the opportunity to serve as a Program Coordinator within the Title

IX Office, promoting gender equity and inclusion within the Bearcat community.



Henry Daniels is GE's Aviation Finance IT leader. He is responsible for providing financial leadership for all of Aviation's technology deployments and

improvements. This effort includes Oracle & SAP ERP implementations, legacy systems replacement, financial data management, and corporate Enterprise Standards applications and processes. Henry joined GE in 2007 in Aviation Supply Chain Finance where he served in a variety of roles including implementing Oracle A/P applications, cash forecasting, Indirect Sourcing Finance leader and Finance Manager for the Rotating Parts COE. In 2012 he transitioned to Fairfield, CT as part of the Corporate FP&A team supporting external reporting for Infrastructure Orders & Backlog, international revenue, and organic revenue and op profit. He is also a graduate of GE's Experienced Financial Leadership Program (EFLP).



Stephanie Davis is an educational advisor for the McNair/STARS Scholars Program and has been at the university for six years. The McNair/STARS Program,

with a focus on faculty mentorship and research, aims to help high achieving, first generation and/or underrepresented students aspire to and obtain a PhD. Stephanie graduated with a degree in communications from Florida State University. She recently earned her MS in Criminal Justice from University of Cincinnati. Stephanie enjoys volunteering. She volunteers in the church nursery and is a class coordinator for the Adopt-a-Class program and a Helping Hands Coordinator, here at UC.

PRESENTERS



Lesley Dorhout is an Educational Advisor in the College Success Program (CSP) at UC Clermont. At UCC, Lesley leads the CSP team in providing academic and

personal support to students in developmental education. She and the CSP team offer college readiness and study skills workshops both on and off campus.

Additionally, she teaches face-to-face and online courses in College Readiness and Introduction to Composition. Before coming to UC, Lesley was employed at the Clermont County Education Services Center as a bridge instructor and examiner for the GED program.



Lee Dyer serves as the Program Coordinator for UC's LGBTQ Center. A New Orleans native, he has always had an interest in serving marginalized communities. Lee graduated

from Dillard University with a BA in Political Science. While at Dillard, he founded their Mock Trial Competition team and is a proud member of Sigma Gamma Rho Sorority, Incorporated. Lee graduated from North Carolina Central University with an MA in Public Administration. While at NCCU, he founded BOIS of the Triangle, which increases positive visibility of masculine identifying lesbian, queer, gender non-conforming and trans men of color in NC's triangle area.



Julie Eagen is the Director of Testing

Services and Enrollment Analysis at UC Clermont College. She oversees a variety of test offerings for students at

UC and for community members. Julie also creates enrollment data visualizations to assist with decision-making. Julie holds a Bachelor of Arts degree in French from Kenyon College and

a Master of Arts in Educational Studies from UC. She has been with UC Clermont in a variety of roles since 2007. Prior to joining UC Clermont, Julie was employed by Mt. Hood Community College just outside of Portland, OR.



Lindsey Elliott is currently the Sales

Operations Manager on the Commercial Excellence team at GE Aviation. In this role, she is responsible

for project management and process improvement for all T&M related activity that helps the sales organization support business objectives. She is focused on improving invoicing accuracy, contract flowdown, contract simplification, T&M 2.0 and T&M NPIs. Lindsey earned her Bachelors of Science degree in

Marketing & Statistics from Miami University and her MBA from Xavier University. She co-leads the myConnections team for the Women's Network and serves on the Commercial Women's Steering Committee. In her free time she enjoys spending time with family and friends, traveling, and running.



Dr. Prince Ellis holds a Bachelor's degree in Finance and Masters in Information Systems, both from Northern Kentucky University. He completed his Doctorate degree

in Business Administration with concentration in International Business from Argosy University. His dissertation focused on corporate eLearning impact on employees. He is currently an Assistant Professor of Economics and Finance at the UC Clermont College. Besides teaching, he is the president/owner of Pern Learning

PRESENTERS

Solutions, the co-founder/ president of African Professionals Network (APNET). Prince is passionate about Technology (eLearning), community service, and entrepreneurship.



Deatra Greene-Ndiaye is an experienced individual known for serving as an integral partner committed to serving the great citizens of the Cincinnati community, while

also helping to grow the value of the institution represented, which have focused on public and not for profit matters as social justice issues, specifically in the areas of community development, public health, and police-citizen community relations. Deatra graduated with her Masters of Science in Criminal Justice from Xavier University in 2003. She obtained her Bachelors from Northern Kentucky University. In her current role as Asst. Director of HEMI, responsibilities include leadership and management of the HEMI program with oversight and direction of strategic planning, program design and program outcomes as well as securing necessary resources through fundraising and contracts. Prior to coming on board at UC, Deatra spent time working with The Children's Home of Cincinnati, and Cincinnati Children's Hospital.



Olga Hart has been doing library instruction at UC since 1997. Working with international students and promoting global and cultural diversity is one of her favorite

directions. Over the years she has led many presentations and activities to help international students make the most of their time in the US and promote the wealth of experiences they bring to the UC community.



Amy Hobek is a Visiting Assistant Professor in the Department of Communication Sciences and Disorders. Amy teaches Multicultural Topics in CSD and mentors students in research around topics of diversity and inclusion.



Steven Howe is Professor Emeritus of Psychology at UC. Howe's interests relate to the use of social science research for system improvement in such

diverse areas as health care, housing, homelessness, higher education, human resources, and children's services. He has been associated with UC LEAF for five years and currently serves as internal evaluator.



Monica Jackson is the Global Diversity and Inclusion Leader for GE Aviation. In this role, she partners with the senior leadership team, affinity

networks, Diversity & Inclusion (D&I) Council and Learning organization to create a comprehensive D&I strategy aligned to business outcomes. Monica brings two decades of human resources experience across multiple industries to the role. She started her career at Procter & Gamble and held roles of increasing responsibility including plant Human Resources (HR) leader and senior HR manager. She joined GE Aviation in 2005 and served as an HR business partner in Military Systems. Soon after, she became the HR business partner for the Finance and Legal functions before being promoted to HR Vice President at NBC Universal in Los Angeles, California. In 2011, she joined the Nielsen Company as HR Vice

PRESENTERS

President supporting the North America Retail business.

Monica is a native of Dallas, TX. She earned a bachelor's degree in Finance at Clark Atlanta University and an MBA in Human Resources from Indiana University.



Don Jason, MLIS, MS, serves as the Clinical Informationist for the University of Cincinnati (UC) Donald C. Harrison Health Sciences

Library. In this position, Mr. Jason serves the UC Medical Center by providing access to library resources and research assistance. He also provides training on electronic data capture tools. Mr. Jason has a wide variety of research interests. Some of these interests include: library assessment, diversity and inclusion in libraries and digital humanities. Immediately preceding his appointment at UC, Mr. Jason completed the National Library of Medicine's Associate Fellowship Program. This early career success was made possible by a strong academic foundation. Mr. Jason earned two graduate degrees from Kent State University. These degrees include a MLIS and an MS in Information Architecture Knowledge Management, with a focus in Health Informatics. Mr. Jason also holds a BS in Journalism from the E.W. Scripps School of Journalism at Ohio University.



Marilyn Kershaw is the Director of the Office of Diversity and Access for the College of Arts & Sciences (A&S) at the University of

Cincinnati. Under this title, Ms. Kershaw is the Diversity Officer and Equal Opportunity Coordinator for the College, is co-leader of the

A&S Diversity & Inclusion Council, and assists

with developing and implementing departmental initiatives to recruit a diverse population of graduate students. She also serves as a Diversity & Inclusion Resource Liaison for A&S and as an Affiliate Board Member for the Southern Regional Educational Board (SREB) Doctoral Scholars Program, a national program that supports doctoral students and junior faculty who are members of underrepresented groups in graduate education. Marilyn is deeply committed to helping students to enter graduate school and to achieve their academic goals. Being a first-generation college student herself, she is keenly aware of the life-changing power of education and the need to develop future leaders. This has led her to serve as the advisor to the Black Graduate and Professional Student Association (BGPISA) and the United Black Student Association (UBSA) and to work with the Director and Co-Founder of the Putting Retention 1st in the Zest for Excellence (PR1ZE) Program.



Colleen King, is Program Director, Retail Services.

Carol Tonge Mack is an Assistant Dean at the University of Cincinnati with the College of Arts and Sciences (A&S). Her primary focus is to provide creative and innovative strategies while collaborating with her team and campus stakeholders to retain and graduate students.

Carol is a student-centered education leader

with nearly 20 years of experience in higher education. She has a long-standing commitment to mentoring students and colleagues. For the past five years, Carol served as the College Conduct Administrator for Academic Misconduct and works

PRESENTERS

collaboratively with the Office of Student Conduct and Community Standards. Carol is committed to social justice and diversity in the workplace. She is the architect of the first Cultural Competence Workshop Series for the academic advising staff in A&S. Carol is also was one of the co-founders of UC Black Women on the Move, an Employee Resource Group, designed to create systematic and holistic changes university-wide to support and empower Black female staff members. A native of the Caribbean island of Antigua, Carol earned her Bachelor's Degree in History from Middlebury College in Vermont, her Master of Art in Teaching, and a Masters of Education in Counseling from the University of New Hampshire.



Susie Mahoney, EdD, currently works in the Division of Experience Based Learning and Career Education as an Assistant

Professor and Co-op Advisor at the University of Cincinnati. She enjoys working with students in their career journey and connecting them with work experiences to bridge their academic and professional goals. A life-long learner and passionate educator, Susie also teaches in the Sport Management department at UC.



Phoebe Male is Program Manager in Conference & Event Services.



Kamree Maul is a graduating senior completing his Bachelor of Business Administration in operations management and a minor in psychology. In our UC community, Kamree has served

as a mentor for the BASE Steering Committee through the African

American Cultural and Resource Center and

through the Business Fellows' Bearcat Buddies program. As a first generation college student, Kamree sought to provide other first generation college students in those programs with the necessary tools required to be successful in college. Kamree is also our Undergraduate Student Trustee, a two-year appointed position by Governor Kasich. In this role, he strengthens and amplifies the voices of underrepresented communities across campus to ensure that the University's decisions are in the best interest of all students. Upon graduation, Kamree will be working as a supply chain professional with Unilever in their Future Leaders Program in New Jersey.



Daniel McGill is University Service Associate 2 in Housing.



Ashely McWhorter has been contributing to student wellness for over seven years. She began her career in higher education as a Resident Advisor for three years and gained

experience in Financial Aid for two years. In the last two years she was a Title IX Coordinator and

Coordinator for Academic Advising at small

private Catholic College. Ashely earned her Bachelor of Arts in Communication from the University of Cincinnati. She received her Masters of Science in Higher Education from Kaplan University and is currently an EdD student in the Leadership Studies program at Xavier University. She is currently a Program Coordinator within the Title IX Office for the

PRESENTERS

University of Cincinnati. Ashely is a native of Cincinnati, OH and currently resides there with her husband and daughter.



Girija Nair-Hart received a Doctorate of Philosophy in Mathematics Education from the Ohio State University and a Bachelor and Master of Science at Florida

Atlantic University in Pure Mathematics. She also received a Bachelor's of Science from the University of Kerala (India) in mathematics with minors in statistics, mathematical economics, and physics.



Carolyn Nickol is Associate Director at the Campus Recreation Center.



Michael Noel, Jr., is a contracts specialist at GE Aviation helping to support Foreign Military Sales and University government contracts. Between

his junior and senior years of high school, Michael swore into the Ohio Army National Guard. After graduating high school in 2009, he went to basic and AIT at Ft. Leonard Wood, MO to be Military Police. In January 2010, he began his journey at the University of Cincinnati, majoring in marketing and finance. In 2011-2012 he deployed to Afghanistan as a part of a personal security detail – taking a break from school. After returning, he graduated from UC and got a job at GE Aviation in the Contracts Management Leadership Program. While on program, he worked in U.S. Government contracts, Sourcing Compliance, Contract Operations, and Military Pricing and Proposal. He spent six months of his career in Lynn,

Massachusetts and the rest in Evendale, Ohio. He did spend an extra year on the CMLP since the Army again deployed him to Guantanamo Bay, Cuba.



Natalie Ochmann is a Program Coordinator for the International Office at the University of Cincinnati. In this role, she provides assistance with print &

web design, social media outreach, video production, and content strategy. She also runs a summer internship program that brings together domestic & international students to build video, web, and print content for UC International. Natalie holds a Masters of Art in Professional Writing & a Bachelors of Art in English from the University of Cincinnati.



Matt Olovson With a diverse practice in civil rights, employment, and educational law, Matt's career has focused on serving institutions of higher education to ensure equity, leverage diversity, and operate inclusively. As Executive Director of Equal Opportunity & Access for the

University of Cincinnati, Matt is responsible for ensuring compliance with federal and state equal opportunity laws, as well as enforcement of related University programs and policies. Prior to his employment with the University of Cincinnati, Matt served as Director of Equal Opportunity/Staff Attorney for Ferris State University, Assistant Director of Institutional Equity for the University of Notre Dame, and Assistant Director of Civil Rights and Institutional Equity for Central Michigan University. With extensive experience in the development and administration of affirmative action and nondiscrimination programming, Matt leads organizational efforts enhancing

PRESENTERS

cultural awareness, diversity appreciation, and enterprise efficiency. Prior to beginning his career in higher education, Matt's professional experience included work for Legal Services of South Central Michigan, Prison Legal Services of Michigan, the Office of the General Counsel for the United States Department of Veterans Affairs, and as a disability and youth counselor in community mental health services. With passion for equity, inclusion, and diversity, he is an active volunteer with several state and national organizations dedicated to community development and the promotion of social justice.



Deborah Page has served on and chaired the UC Blue Ash Study Abroad and Exchange Programs Committee. She currently teaches German language,

culture, literature and film, both face to face and in the hybrid format. Professor Page has lead study abroad programs and facilitated the Ilmenau Summer Exchange Program since 2002.



Karla R. Phillips, MEd, BBA, currently serves as the Interim Title IX Coordinator at the University of Cincinnati (UC) and leads 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. Since 2009, she has worked in campus civil rights within the UC Office of Equal Opportunity & Access (OEOA) and has a wealth of experience in higher education as a strategic partner promoting equity and inclusion in programs and activities. She has many years of experience investigating and resolving discrimination complaints filed by students, staff, and faculty and conducting

education and awareness programs in the areas of Sexual Harassment, Americans with Disabilities Act (ADA), Diversity, and Affirmative Action. She earned her Bachelors of Business Administration and Master of Education in Curriculum and Instruction from the University of Cincinnati.



Dr. Tracy Pritchard is a member of the College of Nursing's Diversity Advisory Council and Director of the College of Nursing

Center for Education Research, Scholarship and Innovation. She is the principal investigator for a

President's Diversity Award that is funding the Diversity Speaker Series, "Culture Festival", and

the evaluation of diversity and inclusion in the nursing curriculum. She also has written or co-written several funded grants that support scholarships and educational programs for students from diverse backgrounds.



Josette Riep is the Associate Director for Application Development in UCIT. Josette's specific responsibilities include: customer relationship

management, budget planning and resource allocation, project planning and establishing methods to share lessons learned.

She also oversees the implementation of best practices among IT@UC developers, coordinates projects and other strategic initiatives, focuses on process improvement to evolve the efficiency and effectiveness of IT@UC operations, and manages revenue generation. Josette strongly believes that an individual must have a willingness to break through barriers, clear obstacles and pave new paths where needed. Through participation in UC's Diversity initiatives, the IT@UC diversity

PRESENTERS

program, ShareIT and other initiatives, Josette will continue to serve a role in ensuring UC creates an environment that does not tolerate but embraces our differences and thus empowers individuals and the organization to excel.



Anisha Sanghani is a Graphic Designer in Campus Services Marketing.



Amy Schlag serves as the Director of the UC LGBTQ Center. She earned her BA in English from the University of Montevallo and MA from

UCONN where she focused on Post-Colonial and African-American and ethnic literatures, through the lens of gender and sexuality. She came to UC from UNCW after seven years during which she taught courses in English and WGSS and founded the LGBTQIA Center. While at UNCW she was given the UNCW Award for Excellence and North Carolina's Governor's Award for Excellence.



Linda Schoenhoft is Associate to the Senior Associate VP, Campus Services.



Robin Selzer, PhD, is an Assistant Professor in the Pre-Health Internship Program within the Division of Experience-Based Learning and Career Education at the University of Cincinnati. She has worked in higher education for 17 years.



Melissa Sherman is a certified Lead

Teacher in Cincinnati Public Schools (CPS) responsible for coordinating educational technology at Hughes STEM High School. Ms. Sherman earned her Bachelor's in Education with certifications in math & history from the

College of Mount Saint Joseph in 1990. She

earned a Master's Degree in Instructional Design from UC in 1995. She has spent her entire career in CPS working with economically disadvantaged students in the district at Peter H. Clark Project Succeed and Hughes Center High School for Teaching and Technology where she taught until 2008. She currently serves as Curriculum Council Chair for Career & Technical Education in the district and as the Technology Facilitator at Hughes STEM High School, where she is responsible for technology implementation, including hardware, software and infrastructure, as well as teacher training and coaching technology infusion in all areas. In 2003, Ms. Sherman was awarded the Southwest Ohio Technology Teacher of the Year because of her outstanding work of integrating technology into all of the core academic subjects developing creative cross curricular academic projects that applied multiple uses of technology. She has presented at numerous technology conferences throughout her school district and the State of Ohio on the topic of project based learning and technology integration. She is currently

PRESENTERS

teaching a video and sound production class at Hughes STEM in partnership with the PBS NewsHour Student Reporting Labs, a national program that focuses on media production and broadcast journalism.



Mark Simon is a Lead Fixed Assets

Analyst at GE Global

Operations. In this role, based in the Global Operations Center downtown, he owns the wing-

to-wing fixed assets accounting for GE Lighting. He also serves a co-leader of the GLBTA Alliance. Prior to joining GE, he worked as an accountant at Omnicare and an auditor at KPMG. Mark is a 2012 graduate of UC majoring in Accounting. Outside of work, he enjoys the arts, anything outdoors, and volunteering. He serves as the president of the alumni association and board member of the housing corporation for the Beta Theta Pi Fraternity.



Ken Simonson coordinates the implementation of all programmatic activities/initiatives associated with academic development and success of ethnic engineering

students; including the summer bridge scholars program and academic year enhancements; collaborative learning courses; and monthly socials. Mr. Simonson also serves as the Campus Director for the Louis Stokes Alliance for Minority Participation (LSAMP) Scholars Program and coordinates all activities and programmatic components associated with implementation of the grant. Responsibilities include managing the summer and academic year programming for the bridge program, collaborative learning courses, learning communities, and undergraduate research opportunities for students in the Colleges of Allied Health, Arts & Sciences, and Engineering & Applied Science.

Stephen Slaughter graduated with a Masters of Architecture from the Ohio State University, and initiated his career in Thom Mayne's studio,

Morphosis. He has been fortunate to work for and with a number of highly respected and influential architects and practices throughout the world. As a professional with nearly 20 years in practice, his experience spans from overseeing the rollout of retail boutiques, and designing restaurants and residences, to working on and managing large-scale projects such as libraries, academic institutions, corporate headquarters and medical facilities. Concurrently, PHAT, a multi-disciplinary design collaborative, he co-founded in 2004 out of the desire to pursue a critical practice that leverages new techniques in architectural representation to interrogate enduring short comings in architectural discourse, became a vehicle for the production of work for exhibition, and has shown in venues throughout the world including the Studio Museum in Harlem, and ArchiLab in Orléans. Most recently, and prior to teaching at University of Cincinnati, the focus of his production was as designer, project manager and inaugural board member for the Watts House Project, a not for profit, art-based neighborhood redevelopment organization, that leverages arts programming and architectural rehabilitation for the purpose of creative place making.

PRESENTERS



Carolyn (Carney) Sotto is an Associate Clinical Professor and Undergraduate Director in the Department of Communication Sciences & Disorders. She is also the Director of First Year Experience of College of Allied Health Sciences.



Deborah Tenofsky is the Head of the

Research, Teaching, and Services Department and a senior library faculty member at the University of Cincinnati. As the Head of the Research, Teaching, and Services Department, she supervises library faculty members, support staff, and student assistants who staff the Langsam service desk. She also teaches library instruction sessions and oversees the collection. In addition to the department head position, she is the Disability Services Librarian for UC Libraries. She manages the Adaptive Technologies space in the Langsam Library, maintains the Adaptive Technologies web page, responds to user's questions, and creates policies and procedures. She is the Selector for the professional and reference collections.

Alecia Trammer is Director of Quality Management & Staff Operations in Administration & Finance.



Smitha Upadya is the IT Director for the Maintenance, Repair & Overhaul (MRO) Shops and owns the Brilliant Factory roadmap at GE Aviation. In this role, she partners with the MRO shops and networks to implement digital tools to improve



the direct productivity and improve delivery metrics for the network. In December 2016, she stepped down as the co-hub leader for Asia Pacific American Forum (APAF), after leading it for 3.5 years. As the APAF Hub leader, the main role to further the mission of APAF was to recruit, retain and motivate the APA population within GE in the Cincinnati Hub. Smitha brings 15 years of Information Technology experience across multiple industries to the role. Smitha is a native of Cincinnati, OH. She earned a Bachelor of Technology in Industrial Engineering at Kerala University, India and an MS in Information Systems from University of Cincinnati.



Jessyka Vernon-Matthews is a senior studying communications at the University of Cincinnati. Jessyka is a former Student Orientation Leader,

Student Ambassador and Student Orientation Coordinator at UC Blue Ash. She also served as the Multicultural Affairs intern for two years. In that role, she assisted in the development of the Diversity Scholars Program, development of workshops, and training. After graduation this spring, Jessyka will be pursuing her Master's degree in Student Affairs in Higher Education.



Cheri Westmoreland's work experience spans over 30 years as a professional in higher education and working with non-profit organizations. She is currently the Director of

Inclusion and Retention in the Division of Student Affairs at the University of Cincinnati which includes the following areas: Ronald E. McNair Post Baccalaureate Achievement/STARS Program, the LGBTQ Center, the office of Ethnic

PRESENTERS

Programs and Services (EPS) and the African American Cultural and Resource Center (AACRC). Cheri was educated in Ohio at Wittenberg University and received a Master's degree from Miami University in Oxford, OH and a Doctorate of Education from the University of Cincinnati. Her passion and mission is to dream, inspire and communicate the importance of PURPOSE in personal growth, spiritual development, and excellence in service.



Stephaney Willis is a 3rd year Biology major and Research Assistant for the following project: Cross-Cultural Care: Teaching A Person-Centered Approach Using The Quality Interactions (QI)™ E-Learning Course With Pre-Health Students. She is also a Peer leader with the First Year Experience office.



Corrine "CJ" Witherspoon is the Assistant Director for Inclusion and Involvement, and Adjunct Professor at the University of Cincinnati-Blue Ash College. She received her Bachelor of Arts degree from Miami University with a focus in English and Black World Studies, and her Master of Education degree in College Student Personnel from Ohio University. CJ is a second generation student affairs practitioner with over 12 years of experience at five institutions. She has dedicated her life to helping others with their holistic and professional development journeys and is an active volunteer with the Miami University Alumni Association as the President of the Black Alumni Advisory Committee and her sorority, Alpha Kappa Alpha Sorority, Inc., where she serves as the Secretary for the Sigma Omega Chapter. CJ is currently pursuing her doctorate in Educational Leadership from Northern Kentucky University. Her research

interests are in examining mentoring, retention, intergroup dialogue and self-authorship strategies that will promote student academic success.



Laurie Lisk Wilson serves as the Associate Director of Non-Academic Programming, and as an Adjunct Instructor in the College of Design, Architecture, Art, and Planning at the

University of Cincinnati. In this role, Laurie directs DAAP Alliance outreach programming, teaches college-wide courses, conducts domestic and international study tours, manages and directs DAAPcamp's Summer Pre-College Experiences for high school students, and produces and directs the annual DAAP Fashion Show among other outreach programming. Prior to joining DAAP on a permanent basis, Laurie consulted with the college for over 20 years and also taught as an adjunct. Earlier in her career, Laurie spent 17 years with Mercantile Stores Co., Inc., most recently serving in the role of Corporate Director of Fashion and Special Events. She moved to Cincinnati with Mercantile in 1993 in order to help launch the first in-house retail university entitled: Mercantile Stores University, where she developed and facilitated team-based leadership programming and initiatives. Following Mercantile, Laurie founded her own consulting, creating and coaching firm known as L. Wilson Group, LLC. In her capacity as a career coach and facilitator, she found that her "sweet spot" was working with high school and college students, helping them find a direction in which to focus their passions and future career aspirations. In all of her work, her mission is to "Help others Discover Their Best!"

PRESENTERS



Kendall Wright is a native of Columbus,

Ohio and will be graduating from the University of Cincinnati this spring with a Bachelors of Health Promotion and Education. During her stretch at the University of Cincinnati, Kendall has had the opportunity to serve the university in a variety of capacities including being a BASE mentor through the AACRC, President of the National Pan-Hellenic Council, as well as holding multiple positions within the Omicron Chapter of Alpha Kappa Alpha Sorority, Inc. More of her leadership includes serving as a Student Orientation Leader, being a member of the University Funding Board, Dean of Students Advisory Council, Sigma Phi Women's Honorary, and her favorite, Student Associate for the Office of Equity and Inclusion. Kendall aspires to become a senior level administrator at a four-year institution. She has always been driven to excel academically and challenged to perform to the best of her ability as it is her deeply held conviction that education is essential.

DR. MARIAN SPENCER EQUITY AMBASSADOR

AWARD RECIPIENTS



Catalin Macarie, Faculty Recipient
Assistant Professor & Director of Freshmen Experience
Carl H. Lindner College of Business

Catalin Macarie is Assistant Professor and Director of Freshmen Experience at Carl H. Lindner College of Business. He joined UC coming from 20+ years span as member of corporate executive world with demonstrated achievements in marketing, creative services and in business and human development. Catalin brings extensive domestic and international experience, administering all activities for a cohort of 650+ students (24-27 classes) every year. He focuses on sharing his knowledge through outstanding communication, organizational change and teamwork skills with all his business young “apprentices”. He is the founder and academic advisor of three UC student organizations: iCats (International Bearcats), CABO (China-America Business Organization) and Alpha Sigma Phi Fraternity.



Monica Wilkins, Staff Recipient
Director, Diversity Initiatives and Recruitment
College of Allied Health Sciences

Monica came to the University of Cincinnati in February 2011 to serve in the newly created role of Director of Diversity Initiatives and Recruitment for the College of Allied Health Sciences (CAHS). Prior to this, Monica’s career focus was in the clinical realm, as a Physical Therapist. Her clinical career cycle represents a continual progression in scope from being a Staff Physical Therapist at the start of her career, culminating with the 20+ year ownership of a private practice, Physical Therapy Options, Inc., and co-ownership of a (combined PT, OT, Speech) rehabilitation practice. In Monica’s current capacity, she establishes, oversees and/or coordinates many initiatives that assist the College of Allied Health Sciences in achieving its’ strategic goals in the area of equity and inclusion, and in achieving a more diverse student body, faculty and staff/administration. One of our goals at CAHS is to prepare students to effectively compete and relate as (future) health care professionals in an increasingly diverse society. Monica supports this through her studentcentered initiatives such as Connections Mentoring Program, UC Scholars Academy at Hughes, LSAMP Scholars program, teaching a (college credit) medical terminology course to high school seniors and hosting student groups throughout

the year to provide education about the variety of professions represented in CAHS. She oversees and/or represents the College of Allied Health Sciences at internal and external recruitment programs, including college and high school fairs, UC Open Houses, college visits, and multicultural student recruitment events. Additionally, Monica has been the recipient of several grants that support the work of equity and inclusion, including the UC Diversity Incentive Grant for four years, which funds many of her programs. Monica truly appreciates the opportunity to affect change for the future of the health professions through her work at UC.

DR. MARIAN SPENCER EQUITY AMBASSADOR

AWARD RECIPIENTS



Jennifer Malat, Administrator Recipient

**Professor of Sociology; Director of The Cincinnati Project;
Associate Dean for the Social Sciences, College of Arts and Sciences**

Jennifer Malat joined the University of Cincinnati in 2000. Her research examines how race and class inequality affects people's health and healthcare experiences. She finds teaching courses on racism most rewarding. Jennifer co-founded and directs The Cincinnati Project, which links A&S researchers with disadvantaged communities to conduct research with direct community benefit. Jennifer was pleased to join the college leadership team in January 2016. In this role, she has the opportunity to support programs and activities that promote a more equitable college.



**Ashley Nkadi, Student Recipient
College of Arts & Sciences**

Ashley Nkadi received a Bachelors Degree in Neuroscience from UC, and currently pursues graduate studies at the University. On campus, Ashley served as Co-President of the United Black Student Association, co-founded the Irate 8, and founded Noir Magazine. She has served on the executive boards of the Asian American Association and Midwest Dhamaka, and is currently the reigning Miss Black Ohio USA. Additionally, she has studied abroad in UAE, South Africa, China, and Botswana. She loves her sisters of the Lambda Society, CWEST, and Sigma Phi. Ashley hopes to have a career in Diversity Consulting for higher education, businesses, and health care systems.



UC Black Women on the Move, Organization Recipient

In Fall 2015, UC Black Women on the Move was created to replace Sister Circle as an Employee Resource Group and university-sponsored organization for UC Black women employees. Founded by Alecia Trammer, Carol Tonge Mack and Ewaniki Moore-Hawkins, these women along with Cathy Castillo and Geneva Miller became the Executive Team of UCBWM. UCBWM exists to establish a culture of social justice, assist in creating systematic changes, and a work environment where UC Black women employees are supported and affirmed so that women at all levels can reach their highest potential. UCBWM lifts the motto “Connect, Cultivate and Climb” so that this objective can be realized.

P R E S I D E N T ’ S D I V E R S I T Y C O U N C I L

Neville G. Pinto, PhD *President, Council Chair*

Bleuzette Marshall, PhD *Vice President for Equity & Inclusion, Council Co-Chair*

Eric Abercrombie, PhD *Executive Director, Diversity & Community Relations, Student Affairs*

S. Gregory Baker *Director, Police & Community Relations, Public Safety & Reform*

Karen Bankston, PhD *Associate Dean, College of Nursing*

Chris Beard *People's Church*

Page Beetem, JD *Associate Professor, Legal Studies, UC Clermont*

Thomas Canepa, EdD *Associate Vice President, Admissions*

Greer Glazer, PhD *Dean, College of Nursing*

Tamie Grunow *Senior Associate Vice President & Chief HR Officer*

Tom Guerin *Associate Vice President, Purchasing & Materials Management*

Jennifer Heisey *Executive Director, Alumni Relations*

Ed Hudson *The Kroger Company*

Susana Luzuriaga *Director, Institutional Research*

Dy'an Marinos *Program Coordinator, Equity & Inclusion*

Maggie McKinley *Senior Associate Athletic Director*

Sally Moomaw, EdD *Chair, Faculty Senate*

Lisa Newman *Educator Professor & Director, McMicken College of Arts & Sciences*

Matthew Olovson *Executive Director, Equal Opportunity & Access*

Mitchell Phelps *Student Body President*

M.B. Reilly *Director, Marketing & Public Relations*

Lori Ross, JD *Vice President for Legal Affairs & General Counsel*

Shelly Sherman *Executive Director, Human Resources*

Ken Simonson *Director, Academic, College of Engineering & Applied Science*

Cheryl Smith *Director, Supplier Diversity*

Eileen Stempel *Senior Vice Provost*

Nelson Vincent, EdD *Vice President & CIO, Information Technology*

E & I CONFERENCE PLANNING COMMITTEE

Bleuzette Marshall, PhD, *Vice President for Equity & Inclusion*
Co-Chair

Lisa H. Newman, Co-Chair *Educator Professor & Director, McMicken College of Arts & Sciences*

 Lorri Blanton *Program Coordinator, UC International*
 Natalia Darling *Assistant Professor, UC Blue Ash*

Gordon Gillespie, PhD *Associate Professor, College of Nursing*
Dy'an Marinos *Program Coordinator, Equity & Inclusion*
Florine Postell *Program Director, Conference & Event Services*

Kathy Riehle *Associate to the VP, Equity & Inclusion*
Lori Ross, JD *Vice President for Legal Affairs & General Counsel*

Corrine "CJ" Witherspoon *Program Coordinator, Multicultural Affairs, UC Blue Ash*

STUDENT & COUNCIL

Anna Armao *Lindner College of Business*

Jayla Burton *College of Allied Health Sciences*

Jelanah Cheatham *College of Engineering & Applied Science*

Joe Dunkle *College of Engineering & Applied Science and College of Education, Criminal Justice & Human Services*

Morgan Eberle *Lindner College of Business*

Hannah Fereshtekhou *McMicken College of Arts & Sciences*

Madison Filzer *McMicken College of Arts & Sciences*

Moses Gebremeskel *Lindner College of Business*

Alexis Gray *McMicken College of Arts & Sciences*

Elle Hanna *College of Allied Health Sciences*

Kyle Ivey *College-Conservatory of Music*

Anthony Johnson *Lindner College of Business and McMicken College of Arts & Sciences*

Akanksh Shetty *College of Engineering & Applied Science*

Miguel Signey *College of Engineering & Applied Science*

Carlo Tuason *College-Conservatory of Music*

Akshayaa Venkatakrishnan *McMicken College of Arts & Sciences*

Sushmita Subhash Walve *McMicken College of Arts & Sciences*

Aloni Welker *College of Education, Criminal Justice & Human Services*

Adam Winget *College of Education, Criminal Justice & Human Services*

Tess Witt *McMicken College of Arts & Sciences*

Lauren White *Lindner College of Business*

Alex Wren *McMicken College of Arts & Sciences*

D & I RESOURCES & LIAISONS

Nicole Avant, PhD *Assistant Professor, Winkle College of Pharmacy*
 Karen Bankston, PhD *Associate Dean, College of Nursing*
 Linda Bledsoe *Director, UC Foundation*
 Regina Bourne *HR Director, University Libraries*
 Nicholas Castro *Program Coordinator, UC Blue Ash*
 Willie Clark *Assistant Professor, Educator, Professional Practice*
 Nzingha Dalila, EdD *Assistant Professor, UC Clermont*
 Josie Evans-Phillips *Assistant Director, College of Education, Criminal
 Justice & Human Services*
 Whitney Gaskins, PhD *Assistant Professor, College of Engineering &
 Applied Science*
 Justin Gibson *Associate Director, Diversity Outreach, Alumni
 Association*
 Alicia Jones *Associate Director, Business Affairs, Financial
 Services*
 Kris Jones *Coordinator of Special Projects, Lindner College of
 Business*
 Marilyn Kershaw *Director, Academic, McMicken College of Arts &
 Sciences*
 Mia Mallory, MD *Associate Dean, College of Medicine*
 Dy'an Marinos *Program Coordinator, Equity & Inclusion*
 Jussara Melo *HR Director, Athletics*
 Adison Nelson *Associate Director, Lindner College of Business*
 John Owens, PhD *Department Chair, Electronic Media, College-
 Conservatory of Music*
 M.B. Reilly *Director, Marketing & Public Relations*
 Josette Riep *Associate Director, UCIT*
 Lori Ross, JD *Vice President for Legal Affairs & General Counsel*
 Shelly Sherman *Executive Director, Human Resources*
 Nandita Sheth *Associate Director, College of Design, Architecture,
 Art & Planning*
 Alecia Trammer *Director, Auxiliary Campus Services*
 Andrea Wall *Associate Dean, Winkle College of Pharmacy*
 Cheri Westmoreland, EdD *Executive Director, Student Affairs*
 Monica Wilkins *Assistant Director, Academic, College of Allied
 Health Sciences*
 Corrine "CJ" Witherspoon *Program Manager, Multicultural Affairs, UC Blue
 Ash*

CONGRATULATIONSTOOUR 2017E&IINCENTIVEGRANTRECIPIENTS

Academic Health
Center *AHC D&I*
Campaign

College of Arts & Sciences
Bilingual Spanish/English Literary Series

Student Affairs
Business Etiquette Training

Provost Office
Common Read in Action

College of Education, Criminal Justice & Human Services
Cultural Reset

College of Allied Health Sciences
Diversity Enrichment Project

Administration & Finance
Diversity in the Workplace

College of Allied Health Sciences
Eliminating Inequities in Breastfeeding & Infant Mortality

College of Design, Architecture, Art & Planning
Empowering City Transformers

University Libraries
Enriching Experiences at the UC Libraries

UC Clermont
ESL Without Borders

UC Blue Ash
Inclusive Educators at UCBA

LEAF
Latino Faculty Association

Student Affairs
Ohio Student Latino Summit

College of Design, Architecture, Art & Planning
Making Together

UC Clermont
Perceptions & Experiences of Inclusion

College of Nursing
Role of Racial and Gender Concordance on Student Mentoring

Alumni Association
Story of AACRC

THANK YOU

The UC Equity & Inclusion Conference Planning Committee is proud to acknowledge the following for supporting our 9th Annual E&I Conference.

Our Change Agents

Board of Trustees	Experience Based Learning & Career Education
Office of the President	Faculty Senate
Office of the Senior Vice President for Academic Affairs & Provost	Governmental Relations & University Communications
Administration and Finance	Graduate Student Governance Association
Athletics	James L. Winkle College of Pharmacy
Carl H. Lindner College of Business	Legal Affairs & General Counsel
College of Allied Health Sciences	McMicken College of Arts and Sciences
College-Conservatory of Music	Research
College of Design Architecture, Art, and Planning	Student Affairs
College of Education, Criminal Justice and Human Services	Student Government
College of Engineering and Applied Science	UC Blue Ash
College of Law	UC Clermont
College of Medicine	UC Graduate School UCIT
College of Nursing	University Libraries
Development and Alumni Relations	

Community and Corporate Organizations

Cincinnati USA Regional Chamber	General Electric
Cintas Corporation	Hispanic Chamber of Commerce
ClarkDietrich Building Systems	Xavier University

with special thanks to

Aramark-Classic Fare	Pepsi
Conference & Event Services	UC Bookstores Guy Brown
UC Creative Services	

Numerous volunteers who provided assistance throughout the day

CONFERENCE NOTES

I AM AN INCLUSIVE LEADER

Save the Date

*The 10th Annual
Equity & Inclusion Conference
Wednesday, April 4, 2018*