

# owning our culture

DIVISION OF EQUITY, INCLUSION &  
COMMUNITY IMPACT  
2017-2018 ANNUAL REPORT





**On the cover:** University of Cincinnati students participate in a Holi Festival presented by UC's South Asian American Student Association as part of the annual WorldFest. Celebrated in almost every part of India, Holi is known as the Festival of Love or the Festival of Colors. Marking the arrival of spring, people from all communities and religions participate in this joyous occasion - forgetting the grudges of the past, rejoicing at the triumph of good over bad, and celebrating hope for the future. Multiple colors complementing the blossoms of spring are playfully thrown in the air representing immense positivity.

## MESSAGE FROM PRESIDENT PINTO

Dear UC Community,

My thanks to our Division of Equity, Inclusion & Community Impact for producing an annual report to help hold us accountable in our progress toward inclusive excellence.

Earlier this year we launched UC's new Strategic Direction, **Next Lives Here**, with a vision of UC leading public urban universities into a new era of innovation and impact. Be assured that **inclusive excellence** is central to that vision. It's one of our primary pathways, but it is also an aspiration that undergirds all that we do and hope to achieve.

To fulfill our promise of equity and inclusion, each of us has a role to play in making sure our campus is a place where every person counts. To become our best as a university community, we must draw on the best in all of us. And inclusive excellence will be a powerful force in the University of Cincinnati's success — today, tomorrow and beyond.

We demonstrate our institutional commitment to diversity, equity and inclusion in many ways – among the examples are our strategic hiring initiatives, affinity groups, investments in faculty clustering hiring, faculty dual career hiring and our student recruitment efforts focused on underrepresented populations.

In addition to our institutional commitment, we each can take steps to create a campus culture where every individual feels valued. With the help of all members of our Bearcats community, UC can become a place where everyone feels welcomed, appreciated, respected and treated with dignity and empathy.

Sincerely,

Neville G. Pinto  
President



**MESSAGE FROM  
BLEUZETTE MARSHALL**  
Vice President for  
Equity, Inclusion & Community Impact

Dear UC Community,

We are pleased to share the inaugural annual report from the Division of Equity, Inclusion & Community Impact as a modest illustration of the ingenuity and passion for inclusion across the university.

Too often, issues that threaten our values of diversity, equity and inclusion eclipse the outstanding contributions of our students, faculty and staff. This past year demonstrated not only our commitment to an inclusive university, but also our courage and resilience in the midst of adversity. We persisted, stayed true to our mission and continued to deliver quality programs and services that enhanced the lives of the people we serve. We reached milestone anniversaries and celebrated a beloved icon in our Bearcat family.

The diversity of our university community is our strength. As we own our culture, we shoulder the responsibility for ensuring members of our university community feel like they belong, have a sense of agency to disrupt disrespectful behavior and have the cultural curiosity to learn more about each other to build genuine relationships.

Owning our culture is essential to the realization of inclusive excellence. With our strategic direction of Next Lives Here, we have a unique opportunity to accelerate inclusive practices by engaging every person across all levels of the organization. In this way, we move beyond policy and procedure into our true purpose of building community and uplifting humanity.

We extend a special thanks to everyone who provided information about the highlighted programs, initiatives and awards in the pages to follow. We're also grateful for the talents and time of our design and production teams. Feel free to use this report to answer the question, *What's happening at UC?* You may also use it to gauge our work over time — identifying areas for expansion and greater impact as well as avenues for you to become more engaged.

Together we can . . .

*Bleuzette Marshall*  
Bleuzette Marshall

Vice President for Equity, Inclusion & Community Impact

THE DIVISION OF EQUITY, INCLUSION & COMMUNITY IMPACT  
IN THE PAST YEAR HAS OFFERED

**64**  
Inclusive Excellence workshops

**24**  
Anti-Harassment /  
Non-Discrimination seminars

**13**  
Equitable Hiring seminars

**87**  
Title IX sessions

**80**  
Search Committee consultations

**\$60,000**  
in Equity & Inclusion  
Incentive Grant awards

**EVENTS**  
sponsored or  
co-sponsored by  
the office

**24** campus  
**36** community

**162** students and **102**  
faculty and staff received professional  
development and travel grants for  
conference and event travel as well as study  
abroad experiences that enhanced their  
understanding of diversity, equity, and  
inclusion as well as their cultural competence.

**The Kindness  
Campaign** was created as a way  
to recognize those who make our community  
a little warmer and our day a little brighter  
simply by being who they are — **a benevolent  
Bearcat**. Nominate a UC student, faculty or  
staff member at **uc.edu/kindness**



# The Beloved Community

## 10TH ANNUAL EQUITY & INCLUSION CONFERENCE

UC celebrated the 10th annual Equity & Inclusion Conference on April 4, 2018, the 50th anniversary of Dr. Martin Luther King, Jr.'s assassination. Faculty, staff, students and guests enjoyed a day full of thought-provoking programming, performances by the Black Arts Collaborative and Louder Than A Bomb Cincinnati and a compelling keynote address by Lee Mun Wah (pictured at top left). Filmmaker, author and executive director of diversity training company Stirfry Seminars & Consulting, Lee Mun Wah spoke on cross-cultural communication and awareness, mindful facilitation and conflict mediation techniques. He shared personal stories and led the audience in doing the same by having participants find partners to truly listen and connect.



Lenore Pearlstein, co-publisher of *INSIGHT into Diversity Magazine*, presented UC with the Diversity Champion award and led a session on diversity marketing strategies to attract and retain top talent.



Congratulations to the **Dr. Marian Spencer Equity Ambassador Award** recipients: **Dana Harley** (faculty recipient), **Wayne Black** (staff recipient), **Anahita Sharma** (student recipient) and **ROOTEd Student Affairs** (organization recipient).

# 37

number of workshops and presentations at the conference

### SAVE THE DATE:

The 11th annual conference will take place **Wednesday, April 3, 2019.**

### EQUITY & INCLUSION APP

The conference also marked the launch of our Equity & Inclusion app that helped attendees navigate the schedule of activities. Outside of a conference tool, the app serves as a tool for collaboration, networking and spreading awareness. Users can find information on UC's historical inclusion events, workshops and news.

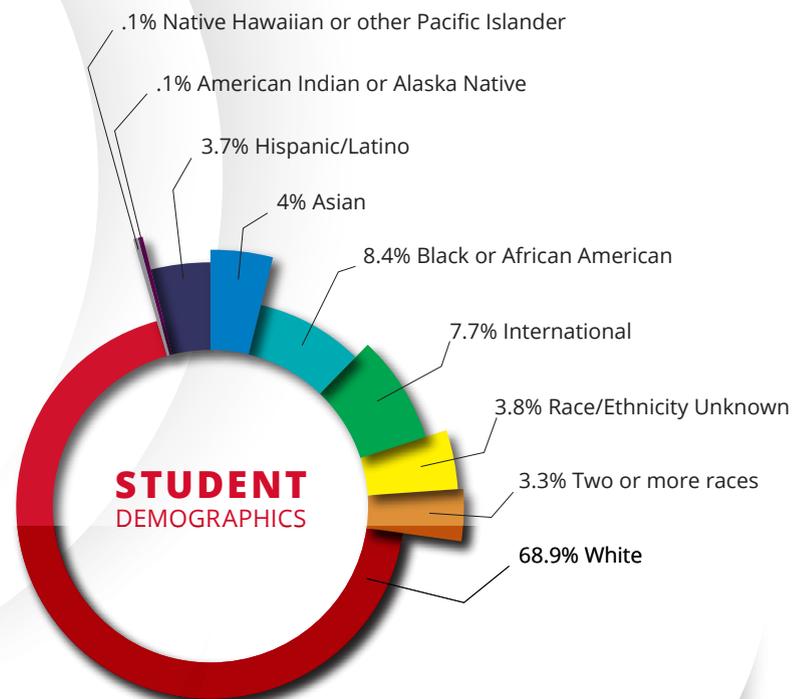
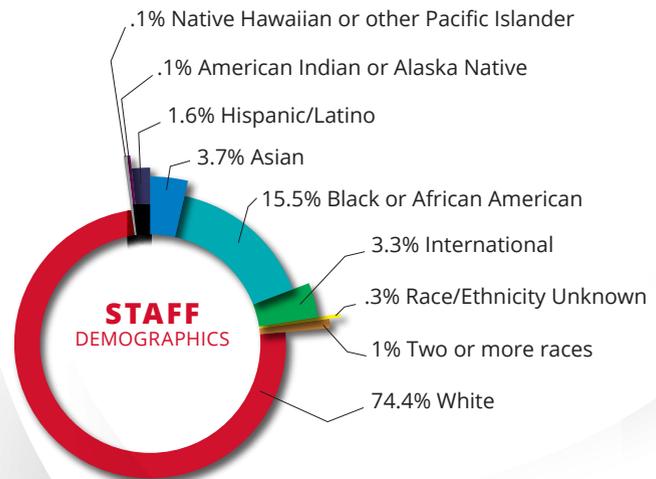
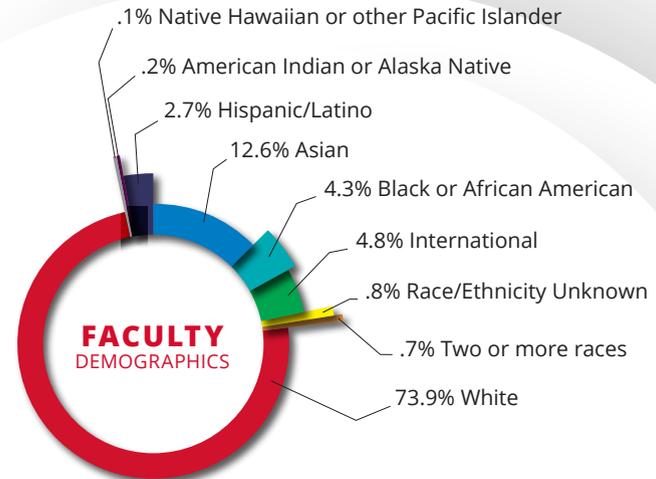


# UC at a Glance

## FALL 2017 BY THE NUMBERS

**53.2%** female      **48.2%** male

### Size of Underrepresented Racial/Ethnic Student Populations



**INSIGHT Into Diversity magazine** honored UC as a 2017 recipient of the **Higher Education Excellence in Diversity (HEED) Award** and recognized the university as a Diversity Champion, a designation shared with only 15 other institutions. This award is the only national designation of its kind, and it acknowledges U.S. colleges and universities committed to and seeking to advance diversity and inclusion.

**Victory Media named UC among the nation's colleges with top science, technology, engineering and math offerings** that are aligned with in-demand, high-paying jobs, resources to get students jobs, **diverse students and faculty**, and resources to help students earn STEM degrees.

**UC ranked No. 83** among **Best Colleges for Veterans** (up seven spots from last year's ranking of No. 90.)

**38%** UC is listed among national universities with **substantial economic diversity** as measured by the **percentage of undergraduates receiving federal Pell Grants for low-income students.** (from U.S. News & World Report)

# DIVERSITY in STEMM



Karen Bankston and Greer Glazer of the College of Nursing received the **2018 Nurse.com by OnCourse Learning Lectureship award for Diversity, Inclusion, and Sustainability in Nursing Education**. They delivered an address on “Our Transformational Journey to Inclusive Excellence at the University of Cincinnati” at the Deans Annual Meeting in Washington, D.C.



**Increasing the number of underrepresented physicians in Cincinnati just got another boost:** the Doctors Foundation awarded a **\$50,000 grant** to the University of Cincinnati (UC) College of Medicine and Cincinnati Children’s to strengthen efforts to recruit diverse medical residents. It’s the second year the organization has thrown its support behind this effort.



## GREENLIGHT FOR GIRLS DAY @ CINCINNATI

On May 7, 2018 UC hosted 320 middle-school aged students, mostly from Cincinnati Public Schools, for the second annual Greenlight for Girls Day @ Cincinnati. Girls participated in hands-on science, technology, engineering, math and medicine (STEMM) workshops and possibility-focused lunchtime conversations led by UC faculty and nearly 200 volunteers from area businesses, including sponsors P&G and Pilot Chemical Company. Ninety-four percent of the girls are more interested in STEMM as a result of this mind-opening, experience-filled day.



**“Anything is possible!  
Be who you want to be.”**



The day’s impact is best captured in the girls’ messages for other girls: “Try, try, try and never give up on what you want to pursue,” “Anything is possible! Be who you want to be,” “Even if you are not getting the right looks at school for liking math and science, just do it anyway.” These students are preparing to “Change the World Like a Girl.” The event will return to UC in spring 2019.



## HONORING **Marian Spencer**

For nearly 80 years, Marian Spencer has been a catalyst for the advancement of civil rights, demonstrating a ceaseless commitment to fairness and equality for all members of society.

**B**orn in 1920 in Gallipolis, Ohio, Spencer lived with her grandfather, a freed slave, and had a childhood that included watching marches of the Ku Klux Klan in front of her home. Following her grandfather's example of community activism, young Marian joined the NAACP when she was 13 years old.

She graduated from high school with honors as co-valedictorian in 1938. Spencer moved to Cincinnati to attend UC, earning a bachelor's degree in English in 1942. She met and married UC alumnus Donald Spencer, A&S '36, Ed '37, M (Ed) '40, in 1940.

One of Spencer's more notable acts in civil rights occurred in 1952, when she chaired an NAACP legal action against Cincinnati's Coney Island. She and Donald had two sons, and, when one wanted to attend an event at Coney Island, mother Spencer discovered the park was closed to African Americans. She initiated a suit and after years of protests and legal wrangling, entrance to the park was open to all in 1955. (Sunlite Pool and Moonlight Gardens were desegregated in 1961.)



**Top and Right:** An exterior view of Marian Spencer Hall and students and staff enjoying the beautiful interior spaces .

In 1972, Spencer was instrumental in an NAACP action to desegregate Cincinnati public schools. After an unsuccessful election bid for the Cincinnati Board of Education in 1973, Spencer became the first female president of the Cincinnati chapter of the NAACP in 1981. Two years later, she became the first African American woman elected to the city's council, where she served as vice mayor.

Spencer served on the University of Cincinnati Board of Trustees from 1975 to 1980. She and her husband were recognized by the university with honorary degrees in 2006. Donald Spencer died in 2010, at the age of 95. The couple had been married for 69 years.



**Above:** During the grand opening of the renovated African American Cultural and Resource Center, Marian Spencer speaks about the significance of the wall behind her.

Spencer, who wasn't permitted to live in a dorm on the University of Cincinnati's campus when she was a student, received a fitting honor this year when the UC Board of Trustees voted to name the newest residence hall after the civil rights pioneer. Her name is now permanently etched on a new high-rise residence hall on Campus Green. Marian Spencer Hall will house 330 students in suite-style rooms beginning in fall 2018. Spencer also received the highest honor for UC alumni as the recipient of the William Howard Taft Medal for Notable Achievement at the 2018 the Distinguished Alumni Celebration Awards.

# INVESTING in the Future

UC has a long-standing partnership with the Cincinnati Public School System and works to provide opportunities to CPS students and graduates. Our CPS Strong Pathway highlights the importance of creating more opportunities for CPS students at UC.



## CPS AMBASSADORS

Believed by organizers to be the first of its kind in the nation, the CPS Ambassadors program employs a team of high-achieving students from CPS high schools to serve throughout the school year as peer resources in the college search and selection process. Ambassadors are compensated \$10 an hour for all UC-supervised activities, and those who decide to attend UC receive a \$2,000 financial grant.



## EARLY COLLEGE INFORMATION TECHNOLOGY PROGRAM

UC and CPS are also working together with Cincinnati's information technology industry leaders to address the shortage of qualified IT professionals through the creation of a new Early College Information Technology Program. This novel partnership gives CPS students the opportunity to complete their first year of UC's IT bachelor of science degree program while they are in high school and earn automatic admission to UC.



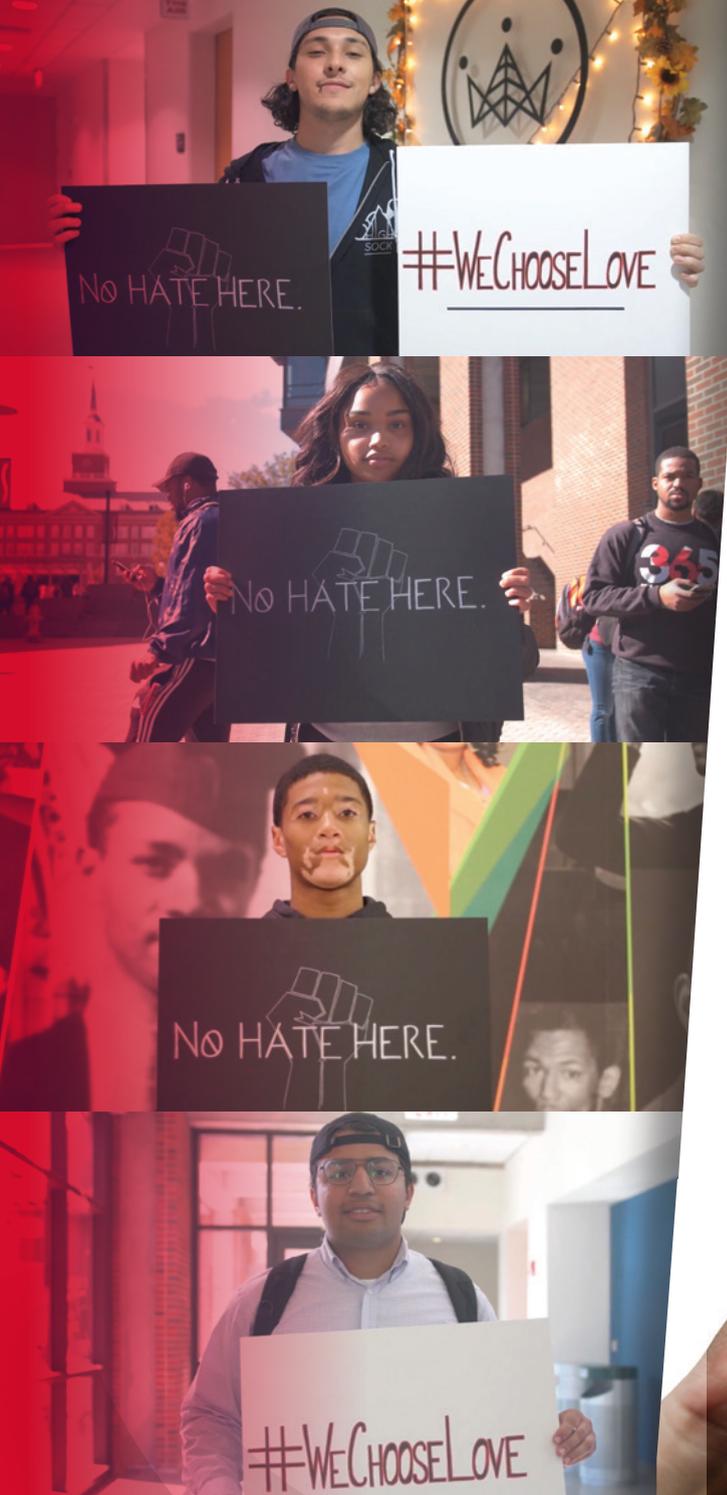
## SHAREIT

A collaboration between UC Information Technologies, the College of Education, Criminal Justice, and Human Services, and the Greater Cincinnati STEM Collaborative, ShareIT helps to bridge the gap and increase the pipeline of diverse students pursuing STEM careers by connecting K-12 students to technology resources



## DAAP ALLIANCE

DAAP Alliance is a year-long initiative designed to increase diversity in design-based careers, sponsored by UC's College of Design, Architecture, Art, and Planning and Procter & Gamble. DAAP student mentors visit Cincinnati-area high schools to complete projects with select students in an effort to demonstrate design thinking, teach problem solving and inspire creativity.



## BREAKING Boundaries

### #WECHOOSELOVE

Chandler Rankin and other students in UC's United Black Student Association created the #WeChooseLove campaign to promote a theme of intersectionality on campus. **The hashtag was used to support LGBTQ military service members and DACA Dreamers** and in response to controversial speakers visiting UC. The positive message of inclusivity was echoed by UC's president, faculty and staff as well as city politicians and community leaders.

### #WHYISIGN

UC hosted **Deaf History Week** April 9-14 to educate, engage and entertain the Bearcat community while spreading awareness of deaf issues, people and culture. The week included a lunch and learn to teach faculty and staff common American Sign Language (ASL) signs to improve communication, an ASL talent show and a night of dinner at games at the Greater Cincinnati Deaf Club. Guest speaker Amy June Rowley visited campus to share her experience as a deaf child whose school would not provide a sign language interpreter, which culminated in the landmark 1982 U.S. Supreme Court case *Board of Education v. Rowley*.



### CINCINNATI SYMPHONY ORCHESTRA / COLLEGE- CONSERVATORY OF MUSIC DIVERSITY FELLOWSHIP

UC's College-Conservatory of Music is helping to make the American orchestra a more inclusive space, becoming a model for music education institutions and symphonies across the country.

Launched in partnership with the Cincinnati Symphony Orchestra in 2016, the two-year CSO/CCM Diversity Fellowship prepares graduate-level musicians from under-represented populations for the professional orchestra world. The first class of Diversity Fellows graduated in 2018 with a third cohort beginning this fall.

**In 2017, CCM received a renewal grant of \$850,000 from the Andrew W. Mellon Foundation that will fund the Diversity Fellowship through 2021.**





## WORKING Together

### MENTOR ME

Staff enrichment is an important part of UC's Strategic Direction, and the Mentor Me UC program is an example that encourages career development, supports diversity and promotes a culture of learning and engagement for employees. Importantly, mentors are gaining as much as their mentees.

Launched in 2017, this informal staff mentoring program's success is proving to be a two-way street. Not only are mentees finding a comfortable place to share their challenges and goals, mentors are also finding career-building potential, too. Together, mentoring pairs determine their goals, outcomes and time frame. The program is boosting careers and building a culture of inclusion for both newer employees and more-experienced staff alike.



### OHIO LATINO STUDENT SUMMIT

Last fall, UC hosted the Ohio Latino Student Summit, a collaboration between the Office of Ethnic Programs & Services (Clifton) and the Office of Diversity and Multicultural Affairs (Blue Ash). This one-day conference aims to connect and empower student leaders in Ohio and enhance the Latino student leadership experience on UC campuses. With workshops and motivational speakers, this high-energy, inspiring summit promotes Latino student success through best practices, encouragement and support. Hearing directly from successful Latinos in the community helps to inspire and motivate students to achieve their goals. In building community, students have the opportunity to network with other student leaders across Ohio while addressing the needs and concerns Latino students face.



### THE CINCINNATI PROJECT

The Cincinnati Project strives for equity in Cincinnati by fostering research partnerships between community groups and faculty and students in UC's College of Arts & Sciences. Sponsored by the Sociology Department's Kunz Center for Social Research, The Cincinnati Project works for economic justice, health equity, racial equality, improved conditions for women, and for other equity issues. Its Cincinnati-based research projects are designed to expand knowledge of the social dynamics of urban places, focusing on topics of urban and race, family and gender and medical sociology.

The Kunz Center offers support through funding and activities for sociology faculty and graduate students and organizes interdisciplinary workshops and coordinates participation in Cincinnati community events.

Since 2014, the Cincinnati Project has held a yearly symposium to present research and findings, connect with partners and educators in the local community and invite a keynote speaker to engage the audience in relevant discussion. The fourth annual symposium took place Feb. 16, 2018 with former Cincinnati City Council member and mayoral candidate Yvette Simpson serving as keynote speaker.

# SUPPORTING Advancement



## FIRST FEMALE POLICE CHIEF

This year, UC promoted Maris Herold as its new police chief. Herold, who is nationally recognized for her expertise in problem solving and police-community relations, has served as UCPD's assistant chief since June 2016, and previously as captain with the Cincinnati Police Department. She is the first woman to serve as the university's police chief.

*"It's a privilege to serve the UCPD, our university, and community in this leadership role. I plan to draw from my experience in both campus and municipal policing to develop and promote innovative policing strategies, while continuing to enhance UCPD's significant progress. The safety of our students, faculty, staff, visitors, and surrounding residents continues to be a primary goal that will be strengthened through enhanced community outreach and partnerships."*

– UCPD Chief Maris Herold

**"The safety of our students, faculty, staff, visitors, and surrounding residents continues to be a primary goal..."**

## UC BLACK WOMEN ON THE MOVE

In an effort to create systematic changes, help to establish a culture of social justice, and support black women staff members on campus, UC Black Women on the Move was developed to encourage women at all levels reach their highest potential.

This organization is designed to provide support, guidance and education to black women staff members on campus while empowering women to develop lasting relationships through professional networking, mentoring and personal development.

## UC BLACK FACULTY ASSOCIATION

The UC Black Faculty Association is a formal university organization that helps unify and enhance the morale of black faculty across campus. The group develops programs and builds research networks for UC's black faculty and strives to create an environment where UC is seen as a first-choice destination for black faculty and their families. The goal of the organization is to remove roadblocks that limit the productivity of black faculty at UC.



## LATINO FACULTY ASSOCIATION

Established in 2017, the Latino Faculty Association is dedicated to creating a supportive environment for full-time Latino faculty. The group provides opportunities to develop a stronger campus community and provides a forum for discussion and subsequent actions related to concerns of the Latino population on campus.

## UC WOMEN LEAD

UC is one of more than 100 institutions of higher education that has pledged to advance women into senior leadership positions. UC Women Lead is a nine-month, experiential leadership development program designed to develop and enhance core leadership skills for women faculty and staff who wish to advance to senior academic and administrative positions at UC. The program offers peer and executive coaching as well as the opportunity to participate in an institutional development project.



# THANK YOU

The Division of Equity, Inclusion & Community Impact would like to recognize the work of resource liaisons and councils across the university:

- Carl H. Lindner College of Business
- College of Allied Health Sciences
- College of Arts and Sciences
- College of Design, Architecture, Art, and Planning
- College of Education, Criminal Justice, Human Services and Information Technology
- College of Engineering and Applied Science
- College of Law
- College of Medicine
- College of Nursing
- College-Conservatory of Music
- James L. Winkle College of Pharmacy
- UC Blue Ash College
- UC Clermont College
- Athletics
- Campus Services
- Department of Public Safety
- Division of Administration & Finance
- Division of Student Affairs
- Experience-Based Learning & Career Education (Co-op)
- Governmental Relations & University Communications
- Human Resources
- Office of General Counsel
- Office of the Provost
- Office of Research
- Office of the Treasurer
- Office of the President
- UC Alumni Association
- UC Board of Trustees
- UC Foundation
- UC Libraries/UC Press
- UCIT

For more information on how to get your college or unit involved, visit [uc.edu/inclusion](https://uc.edu/inclusion).

## Notice of Non-Discrimination

The University of Cincinnati does not discriminate on the basis of disability, race, color, religion, national origin, ancestry, medical condition, genetic information, marital status, sex, age, sexual orientation, veteran status or gender identity and expression in its programs and activities.

The university does not tolerate discrimination, harassment or retaliation on these bases and takes steps to ensure that students, employees and third parties are not subject to a hostile environment in university programs or activities.

The university responds promptly and effectively to allegations of discrimination, harassment and retaliation. It promptly conducts investigations and takes appropriate action, including disciplinary action, against individuals found to have violated its policies, as well as provides appropriate remedies to complainants and the campus community. The university takes immediate action to end a hostile environment if one has been created, prevent its recurrence, and remedy the effects of any hostile environment on affected members of the campus community.

UC is committed to the ideal of universal web accessibility and strives to provide an accessible web presence that enables all university community members and visitors full access to information provided on its websites. Every effort has been made to make these websites as accessible as possible in accordance with the applicable guidelines.

The following person has been designated to handle inquiries regarding discrimination, harassment or retaliation based on disability, race, color, religion, national origin, ancestry, medical condition, genetic information, marital status, age and veteran status:

Matthew Olovson, JD  
Executive Director of Equal Opportunity & Access  
5150 Edwards 1, 45 Corry Blvd.  
Cincinnati, OH 45221  
513-556-5503  
matthew.olvson@uc.edu

The following person has been designated to handle inquiries regarding discrimination, harassment or retaliation based on sex, sexual orientation, gender and gender identity or expression:

Andrea Goldblum  
Executive Director of Gender Equity & Inclusion and Title IX Coordinator  
3115 Edwards 1, 45 Corry Blvd.  
Cincinnati, OH 45221  
513-556-3349  
andrea.goldblum@uc.edu

## IMPACT STATEMENT

The **Division of Equity, Inclusion & Community Impact** works to bring out the best in our students, faculty and staff by valuing their unique backgrounds, experiences and perspectives — welcoming and leveraging individual contributions to collaborate, create, innovate and compete in a global society. We address issues of discrimination, harassment, sexual misconduct and retaliation so members of our community can work, learn, grow and thrive in a safe and supportive environment. Ultimately, we aspire toward inclusive excellence by leading with courage and compassion, treating everyone with dignity and respect and enhancing the quality of life for everyone with whom we connect.

