

CFAES DEI Year in Review 2022

The CFAES Office of DEI includes:

- Assistant Dean and Director, Dr. Kathy Lechman
- Program Manager focusing on professional development for faculty and staff, Dr. Leo Taylor
- Multicultural Student Initiatives Director, Dr. Tiffany Halsell
- AgrAbility and disability services coordinator Laura Akgerman has a dotted line to the unit
- DEI/FSA Administrative Assistant to be filled early in 2023

2022 was an exciting year and several new initiatives were implemented. The [CFAES DEI Speaker Series](#) was a tremendous success, 559 people engaged and we launched a collaborative [DEI Certificate Program](#) with the Center for Belonging and Social Change, formerly Multicultural Center. Forty-five people participated and 18 completed the series.

Professional Development Offerings

- Continued offering Inclusive Excellence Training (18 sessions) 146 CFAES faculty and staff participated. External participants numbered 194 for a total of 340 participants.
- Dr. Leo Taylor coordinated and/or led 62 programs (webinars, dialogues, and a few in-person guest presentations) for CFAES and a few for other units across campus. Our open webinars engaged more than 2,500 participants from the college, across the University, and community. Note: this number includes people who attended multiple programs.
- New workshops included
 - Difficult Conversations: How to Communicate Across Difference (252)
 - The Language of Inclusion: Pronouns and Other Gendered Words (419)
 - Practicing Bystander Intervention Strategies (70)
 - How Implicit Associations Can Thwart Equitable Hiring Decisions (16)
 - Exploding Myths About Transgender and Nonbinary People (72)
- Other established sessions include:
 - *What's All the Hype? An Introduction to Diversity, Equity, and Inclusion*
 - *Implicit Associations, Insidious Assumptions: Unintended Manifestations of Bias in Everyday Life*
 - *Introduction to Diversity, Equity, and Inclusion*
 - *Identity, Power, and Privilege*
 - *Stand up, Speak Out! How to Interrupt Bias by Being an Active Bystander*
 - *Queer 101: An introduction to LGBTQ+ Identities*
 - *Gender Demystified: Creating Inclusive Environments for People of All Genders*
 - *Inclusive Teaching in the Virtual Classroom: Applying an Equity Lens to Meet the Needs of Diverse Learners*
 - *Addressing Equity and Inclusion in Your Mentoring (Ohio State Mentoring Initiative)*
 - *Introduction to LGBTQ+ Identities Part 1 – Warren County Extension (collaboration with Laura Stanton)*



General

- [CFAES DEI Action Council](#) met and started the strategic alignment process.
- Faculty and staff focus groups (6 in January and 6 in February)
- Led two Town Halls to share Climate Survey and Departmental Audit results.
 - They can be viewed here [Town Hall Recordings](#).
- Drafted Faculty and Staff Climate Survey Report will be released early 2023.
 - Shared Climate Survey results with each department.
- Reviewed and responded to Departmental Audits.
- Engaged with numerous search committees to deliver charges with Senior Associate Dean Kitchel.
- Continued the CFAES DEI Newsletter-increased subscribers from 250 to over 300.
- Provided numerous consultations with faculty and staff regarding DEI concerns.
- Hosted events for the National Day of Racial Healing
 - Partnered with the Moritz College of Law
 - Just under 100 participants engaged in the events of the day. Over half were OSU participants with the remainder being external participants.
- Engaged with diversity leaders campus wide through the ODI Diversity Advocates monthly meetings.
- Continued engagement with the OSU Diverse Scholars Collaborative (SREB).
- Attended the Association of 1890s Research Directors' Conference

Student Engagement

- Student Climate Survey launched
 - 12 focus groups held
- MANRRS regained its active status at the national level and hosted the Regional Conference in November, Dean Kress was the opening speaker and there were almost 200 participants.
- Dr. Tiffany Halsell, Multicultural Student Initiatives Director worked with Academic Programs to develop an early arrival program for 103 new CFAES students.
- Collaborated with CFAES Wooster to create a safe space for underrepresented students and allies in Halterman Hall.
- Facilitated Interrupting Bias workshop for Wooster Campus.
- Facilitated Identity and Privilege Workshop for CFAES Learning Community.
- Increased membership for Cultivating Change via recruitment at Back 2 School Bash and student involvement fairs.

What's in store for 2023

- [National Day of Racial Healing](#), January 17, 2023.
- The first CFAES DEIJ Advocates and Allies meeting will take place on January 20. Register [here](#).
- Open Town Halls to share results of the Student Climate Survey.
- Student Climate Survey Report generated and released.
- April 8 trip to the National Underground Railroad Museum and Jungle Jim's (this is inclusive of both Columbus and Wooster Campuses) faculty, staff, and students are welcome.
- Continue to offer a wide array of [professional development webinars](#).