



**THE OHIO STATE
UNIVERSITY**

College of Arts and Sciences

Diversity, Equity, Inclusion and Justice Resource Handbook

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Directory of Centers and Offices Relevant to DEIJ Work

Office of Diversity and
Inclusion

<https://odi.osu.edu>

Office of Institutional
Equity

<https://equity.osu.edu>

Center for Belonging
and Social Change

<https://cbssc.osu.edu>

Disability Services

<https://slds.osu.edu>

ADA Coordinator's
Office

<https://ada.osu.edu>

Office of Student Life

<https://studentlife.osu.edu/belonging>

Kirwan Institute

<https://kirwaninstitute.osu.edu>

Center on Ethics

<https://cehv.osu.edu>

Center on Religion

<https://religion.osu.edu>

Office of the Chief
Wellness Officer

<https://wellness.osu.edu/chief-wellness-officer>

Other Colleges/Schools

DEIJ Statements and Resources

Wexner Health	https://wexnermedical.osu.edu/health-equity
College of Public Health	https://cph.osu.edu/about/diversity-equity-inclusive-excellence
Fisher College of Business	https://fisher.osu.edu/about/diversity-equity-inclusion
College of Dentistry	https://dentistry.osu.edu/about-us/diversity-inclusion
Education and Human Ecology	https://ehe.osu.edu/about/diversity
Office of Equity, Diversity, and Global Engagement (EDGE)	https://edge.ehe.osu.edu
College of Engineering Inclusive Excellence	https://engineering.osu.edu/inclusive-excellence
College of Food, Agricultural, and Environmental Sciences	https://cfaesdei.osu.edu/
School of Environmental and Natural Resources	https://senr.osu.edu/diversity
Moritz College of Law Inclusive Excellence	https://moritzlaw.osu.edu/about/inclusive-excellence-initiatives/inclusive-excellence-overview
College of Medicine	https://medicine.osu.edu/diversity
School of Health and Rehabilitation Services	https://hrs.osu.edu/about-us/diversity-equity-and-inclusion
College of Nursing	https://nursing.osu.edu/offices-and-initiatives/diversity-equity-and-inclusion
College of Optometry	https://optometry.osu.edu/diversity
College of Pharmacy	https://pharmacy.osu.edu/about/diversity-equity-and-inclusion
College of Public Health	https://cph.osu.edu/inclusive-excellence
College of Social Work	https://csw.osu.edu/about/diversity/
College of Veterinary Medicine	https://vet.osu.edu/about/inclusive-excellence-and-belonging

Trainings and Workshops

Synchronous

Bias and Discrimination

DEI Foundations

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

The DEI Foundations workshop aims to host a reset on what diversity, equity and inclusion means for you and/or your team. Through personal reflection, redefining core concepts, and reframing the work around justice, this workshop provides a meaningful opportunity to discuss what DEI currently looks like for you and/or your team, as well as shape what it can look like moving forward. *(Description taken from website)*

Bias, Discrimination and the APIDA Community

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

Join the Office of Diversity and Inclusion's Strategic Diversity Planning, Training and Assessment unit in this 90-minute workshop designed to help participants better understand the most common microaggressions that impact the Asian Pacific Islander Desi American (APIDA) community. Participants will learn the impacts these microaggressions have on folks across APIDA identities and formulate ways to take action to dismantle these microaggressions in our everyday lives. *(Description taken from website)*

COVID-19 and anti-Asian Racism: Impacts, Historical Oppression, Action

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

For Asian and Asian American communities, the global response to COVID-19 has meant a reiteration of anti-Asian racism and scapegoating. Since January 2020, Asian and Asian American communities have lived with unceasing, racially motivated attacks, ranging from verbal berating and humiliation to brutal acts of violence targeting our communities' most vulnerable. The Atlanta murders of six Asian identifying women, and the countless, daily attacks on Asian elders, several of which have ended in fatalities, are evidence of this violence. *(Description taken from website)*

Microaggressions 101

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

Microaggressions cause harm in every workplace. Yet many of us remain confused about what a microaggression is, how to know if one is happening / has happened, and the numerous ways microaggressions impact others. This 90-minute workshop offers a deep dive into microaggressions, microaggressive terminology, and the impacts of microaggressions in our

everyday lives. By offering participants the opportunity to expand their knowledge of microaggressions, our workshop aims to encourage the understanding, compassion and confidence necessary to identifying microaggressions and intervening when they are happening. *(Description taken from website)*

Microaggressions and Me

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

When learning about microaggressions, many of us wonder how we can intervene when we experience or witness a microaggression. But what do we do when someone tells us we are the person enacting a microaggression? How can we practice dismantling microaggressions in our everyday self-expression at work? How do we empathetically and consistently hold ourselves and each other accountable? This workshop offers participants an opportunity to reflect on the ways all of us can perpetuate microaggressions and will explore how to move forward once we've been made aware of the microaggressions we perpetuate. Participants will build skills such as crafting meaningful apologies, learning to understand and say what we really mean, and strategies for holding ourselves accountable. *(Description taken from website)*

Practice Makes Progress: Microintervention

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

A fundamental part of skill building is practice. This workshop gives participants an opportunity to practice how we can address microaggressions. Participants will work together to apply microintervention strategies that can be used when we experience or witness a microaggression, as well as practice strategies for how to respond to microintervention resistance and microintervention with supervisors / leadership. **Note:** This workshop is designed to be attended after Microaggressions 102. *(Description taken from website)*

Microinterventions

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

This workshop focuses on how we can address microaggressions. Participants will learn microintervention strategies that can be used when we experience or witness a microaggression, as well as learn how to prepare for microintervention in the workplace. This is an application-based workshop, and participants will have numerous opportunities to practice these strategies as well as reflect on how they can use them moving forward. **This workshop is designed to be attended after Microaggressions 101.** *(Description taken from website)*

Undoing Ableism in Everyday Life

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

The disability community is the largest minoritized community in the world ([The World Health Organization, 2023](#)). This 90-minute workshop aims to help participants understand what ableism is and the many ways this system of oppression impacts the disability community. Participants will learn frameworks for understanding ableism and disability as well as concrete skills to interrupt ableism in our everyday lives. *(Description taken from website)*

We're Not Your Model: Dismantling the Asian Model Minority Myth

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

For decades, Asian and Asian Pacific Islander Desi American (APIDA) folks have been denied our racial reality. Socially constructed perceptions of either academic or professional success have made us a “model minority,” effectively erasing our historical and present-day experiences with systemic racism and oppression. When we unpack the numerous identities that exist within the APIDA community and the historical legacy of oppression APIDA folks contend with on a daily basis, we see that the label of “model minority” is nothing but a myth, and that this label serves a very different sociological function. *(Description taken from website)*

Social Identity 101

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

The first step in the social change process is self-reflection. Our Social Identity 101 workshop offers participants a guided opportunity to dive deeper into understanding their social identities and privileges. Participants will learn how social identity connects to oppression, debunk the myth of reverse oppression, and identify ways in which we navigate away from defensiveness and guilt to leverage our privileges and/or power for advocacy and social change. *(Description taken from website)*

Discourse Strategies

Civil Discourse for Citizenship

<https://cehv.osu.edu/civil-discourse-citizenship>

From the Center for Ethics and Human Values, this course examines how to engage in discourse on sensitive topics and promote respectful debate.

Difficult Campus Conversations

<https://moritzlaw.osu.edu/faculty-and-research/divided-community-project/virtual-toolkit/difficult-campus-conversations>

Designed primarily for campus and university leaders, these resources feature ideas for facilitating and engaging in difficult or contentious conversations in a variety of contexts.

From Debate to Dialogue

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

From Debate to Dialogue: Conversation Strategies to Build Connection Across Difference is a cross-institutional training series presented by the Office of Diversity and Inclusion's Strategic Diversity Planning, Training and Assessment unit and American University's Center for Teaching, Research, and Learning. *(Description taken from website)*

Listen. Learn. Discuss

<https://listen-learn-discuss.osu.edu>

A set of skill-building resources for respectfully listening, discussing different points of view, building trust with one another, and successfully navigating complex conversations even – and especially – when we disagree.

Navigating Conflict

<https://drakeinstitute.osu.edu/resources-instructors/navigating-conflict-toolkit-instructors>

This toolkit includes resources to help instructors navigate conflict in their courses, providing essential information on university policies and resources to build inclusive learning environments that support freedom of expression and respectful dialogue.

Navigating Difficult DEI Conversations

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

“I just don’t know how to have this conversation.” If you have ever had this thought, this workshop is for you. Difficult conversations about diversity, equity, and inclusion (DEI) range from conceptual to conflict resolution. This workshop offers participants the opportunity to learn what is important to consider when having difficult DEI conversations and offers concrete tools to avoid harmful conversations in favor of healing ones. *(Description taken from website)*

Practice Makes Progress: Navigating Difficult DEI Conversations

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

A fundamental part of skill building is practice. This workshop offers participants the opportunity to practice the dialogue building skills and de-escalation techniques introduced in our Navigating Difficult DEI Conversations workshop. Participants will be given different workplace scenarios and will collaborate with one another to apply these dialogue building and de-escalation skills in real time. **Note:** This workshop is designed to be attended after our Navigating Difficult DEI Conversations workshop. *(Description taken from website)*

Inclusive Excellence

Drake Institute Inclusive Teaching Workshops:

<https://drakeinstitute.osu.edu/our-programs-and-services/all-who-teach/teaching-endorsements/inclusive-teaching/foundations>

This program, led by the Drake Institute, focuses on the foundations of inclusive teaching and includes a professional development endorsement.

Reflect and Reset

<https://odi.osu.edu/resources/inclusive-excellence/inclusive-excellence-education-program>

Sometimes when working towards diversity, equity, and inclusion, we discover a need to take a collective step back and address unresolved challenges that arise in our teams. These challenges can have an impact on workplace culture and can create barriers that inhibit our collective growth and ability to make positive change. Each challenge is an opportunity to deepen our understanding of our colleagues, learn how to resolve conflict constructively and support team growth and evolution. Our 90-minute Reflect and Reset workshop guides workplace groups through a series of reflection activities designed to help groups identify ways to address needs and take actionable steps to move forward collectively. *(Description taken from website)*

Asynchronous

Title IX Training

<https://equity.osu.edu/training-and-education/title-ix-training>

This prevention education addresses sexual misconduct, including sexual assault, sexual harassment, relationship violence, and stalking, provides tools to challenge and report harmful behavior, and information on how to support someone who has experienced sexual misconduct.

Implicit Bias – Training Modules

<https://kirwaninstitute.osu.edu/implicit-bias-module-series>

This is an interactive module that allows participants to start to understand some of their implicit biases. After taking a short quiz, you will learn some areas in which unintentional bias shows up, as well as some tools for addressing this bias.

Center for Belonging and Social Change Workshops

<https://cbsc.osu.edu/education-and-workshops/workshops1>

The Center for Belonging and Social Change offers educational programming that equips students with the necessary skills, awareness, and knowledge to navigate diverse workplaces effectively and to champion equitable, positive social change. Hosted by our Student Education and Empowerment (SEE) team, these foundational workshops are designed to provide a broad understanding of key concepts and skills. *(Description taken from website)*

Fostering Inclusive Teaching Online

<https://ohiostate.csod.com/ui/lms-learning-details/app/material/ab8a26fa-fce6-494e-afc4-c40f87683049>

What is inclusive teaching, and why does it matter for the online spaces where our students engage with us and each other? In this video, we address challenges to creating inclusive environments and explore the affordances CarmenCanvas provides us to do so. We discuss ways to improve online discussions, set expectations for respectful dialogue, create opportunities for metacognition and reflection, provide accessible and representative material, and create a supportive instructor presence online. You will have opportunities to consider the strategies that fit best within your own course context. *(Description taken from website)*

Racial Equity, Diversity, and Inclusion Movement

<https://cete.osu.edu/strategic-foci/racial-equity-diversity-and-inclusion/>

CETE developed the Racial Equity, Diversity, and Inclusion (REDI) Movement to increase our efforts in workforce development, education, and family and community engagement toward the pursuit of a holistic approach to equity, social justice, and inclusion. *(Description taken from website)*

Restorative Justice Initiative

<https://odi.osu.edu/resources/inclusive-excellence/restorative-justice-initiative>

Inclusive Excellence Restorative Justice Initiative provides support to students, staff, and faculty who are seeking to address conflicts and challenges within a restorative framework. Restorative justice allows parties to work collaboratively with certified facilitators to develop a process to address harm, center accountability, and identify a path towards resolution. *(Description taken from website)*

Policies and Guidelines

The Ohio State University's Shared Values

<https://www.osu.edu/shared-values>

What values is Ohio State Committed to? Use this link to understand the foundation of our university.

College of Arts and Sciences Strategic Plan

<https://artsandsciences.osu.edu/about/college-arts-and-sciences-strategic-plan>

This document created by Dean David Horn explains the trajectory and plans for the College of Arts and Sciences and upcoming goals.

Freedom of Expression at Ohio State

<https://freedomofexpression.osu.edu>

This website outlines policies and rules revolving around freedom of expression at Ohio State.

Protected Class Definitions

<https://equity.osu.edu/training-and-education/protected-class-definitions>

This article clearly defines what groups and characteristics are considered a protected class according to the law

Policies and Standards (From Office of Institutional Equity)

<https://equity.osu.edu/policies-and-standards>

Learn what the requirements and expectations are at Ohio State regarding diversity and equity issues.

Resources and Toolkits

University wide Resources

ODI Scholarships and Supplemental Academic Services

<https://odi.osu.edu/scholarship-and-supplemental-academic-services>

This link provides additional financial and academic resources for students in the college who may be struggling in various manners. This would be a great resource to share with all students in the classroom.

National Center for Faculty Development & Diversity

<https://odi.osu.edu/resources/faculty-and-staff-resources/national-center-faculty-development-diversity>

The Ohio State University is proud to maintain an Institutional Membership with the National Center for Faculty Development & Diversity. NCFDD is a nationally recognized independent faculty development center dedicated to supporting academics of all backgrounds in making successful transitions throughout their careers. *(Description taken from website)*

Coping with Current Events

<https://ccs.osu.edu/urgent-assistance/coping-with-current-events>

Current events at the local, regional, national and global level have an undeniable impact on mental health. These are resources to help faculty and students at OSU with mental health and processing the impact of current events, such as war or politics. *(Description taken from website)*

How to Talk to Kids about Race

<https://ohiostateuniversityinspire.podbean.com/e/how-to-talk-to-kids-about-race/>

This podcast was created by experts from the College of Education and Human Ecology here at Ohio State. This podcast discusses some of the challenges that can come from having discussions about race with young individuals and provides some tips and ideas on how to approach these conversations.

Racial Reckoning: Black students tell their stories

<https://ohiostateuniversityinspire.podbean.com/e/racial-reckoning/>

Five Black Ohio State students tell the shocking stories of racism they've endured, and how "emotionally exhausting" being young and Black in America can be. How educators can help, and how these students intend to turn the tide through education. *(Description taken from website)*

Diversity and Social Justice Glossary

<https://cfaesdei.osu.edu/resources/diversity-glossary>

Developed by College of Food, Agricultural, and Environmental Sciences, this glossary aims to help individuals understand the various terms that are common within the DEI circles. Whenever you come across a term that is unfamiliar, looking it up in this glossary may help you better understand what it means.

Pronouns: What they are and why they matter

<https://www.youtube.com/watch?v=oVMKApFDDOo>

This video was created by the Office of Diversity and Inclusion at Ohio State. In this video, experts explain what it means to respect other's personal pronoun choices, as well as why this is important to fostering an inclusive and respectful environment.

College of Food, Agricultural, and Environmental Sciences Resources Page

<https://cfaesdei.osu.edu/resources>

The College of Food, Agricultural, and Environmental Sciences has developed an extensive resource page for multiple groups. There are resources and explanations for just about any group that you could want.

External

Anti-Racism Resources

bit.ly/ANTIRACISMRESOURCES

This document, which was compiled by non-OSU affiliated people, is intended to serve as a resource to people and parents to deepen anti-racism work. While less applicable to work of individual departments, this resource provides topics and issues to explore for one's individual development.

How to be an LGBTQ Ally

<https://cfaesdei.osu.edu/sites/diversity/files/imce/How%20to%20be%20an%20LGBTQ%2B%20ally.pdf>

This excellent resource, published by the American Bar Association's Commission on Sexual Orientation and Gender Identity, provides an extensive list of "do's" and "don'ts" for anyone striving to be an ally to LGBTQ+ people.

Talking about Race

https://healourcommunities.org/wp-content/uploads/2018/12/NDORH_ConversationGuide_2019_V6_12-10-18-FINAL_proofed.pdf

“Racial healing is a process that aims for wholeness in individuals, communities, and society; it repairs the damage caused by racism and transforms societal structures into ones that affirm the inherent value of all people. This process provides an opportunity to acknowledge and speak the truth about past wrongs created by individual and systemic racism and address present-day consequences for people, communities and institutions. Racial healing benefits all people because, regardless of background, we are all living in and impacted by the narratives and conditions present throughout this increasingly interconnected and racialized world. To appreciate our shared humanity, build authentic relationships capable of transforming communities and institutions while achieving justice and well-being for all children.

One way to participate is by inviting your friends, family, colleagues and neighbors to your home or in your workplace to have a conversation about the purpose of the day. Try to invite people you know well or not so well and those who may come from a different background or hold different perspectives. Many people would like to talk about the impacts of racism and the need for racial healing in our country, but don’t know where to start. Some worry that others won’t understand their points of view or what they say might be offensive to others. This guide created by the National Day of Racial healing can help you begin to have a conversation, despite these very real challenges.” *(Description taken from website)*

Center for Restorative Justice

<https://www.sandiego.edu/soles/centers-and-institutes/restorative-justice/>

Restorative justice is a global social movement with growth in a variety of settings including K-12 schools, higher education institutions, workplaces, community organizations, and criminal justice agencies. The USD Center for Restorative Justice prepares the next generation of diverse restorative justice leaders and provides research, training, and consultation in needs and projects within and beyond higher education. *(Description taken from website)*

BIG10 Resources

The below are some selected resources from other BIG10 schools. While these have been prepared for a context distinct from that of Ohio State, they may nonetheless present some important considerations or other resources that may be useful.

University of Illinois Urbana-Champaign

Diversity Reports

<https://diversity.illinois.edu/about/diversity-reports/>

This link contains several reports prepared by the Office of the Vice Chancellor for Diversity, Equity & Inclusion. These reports can provide insight into how DEI is discussed and evaluated at the University of Illinois Urbana-Champaign.

Indiana University

Inclusive Campus Environment Toolkit

<https://diversity.iu.edu/diversity-education/campus-environment-toolkit/index.html>

This toolkit is intended to serve as a reference guide to information and resources to support Indiana University community members as they address situations, to offer strategies for action, and provide steps you can take to help build safe and inclusive campus communities.

External Career Resources

<https://diversity.iu.edu/career-services/external-resources/index.html>

These are resources compiled by the Vice President for Diversity, Equity & Inclusion in order to help students from underrepresented minorities prepare for the workforce. Not all resources are limited to those in Indiana, so some students from Ohio State would benefit from these resources as well.

University of Iowa

The Engagement Framework

<https://diversity.uiowa.edu/division-access-opportunity-and-diversity/building-cultural-competency>

This framework prepared by University of Iowa operationalizes and provides a theoretical framework to understand how DEI initiatives can be implemented and measured at the university level.

University of Maryland

Advancing Holistic Review in Graduate Admissions

<https://umd-grad.catalog.instructure.com/courses/2024-2025-advancing-holistic-review-in-graduate-admissions>

The Advancing Holistic Review in Graduate Admissions at UMD module is designed to inform graduate school admission reviewers about holistic admissions techniques and methods, particularly in light of affirmative action rulings. This is an open learning course that can be completed for free and at one's own pace. This may be useful for those who are engaged with any level of graduate recruitment or admissions.

University of Michigan

DEI 2.0

<https://record.umich.edu/articles/dei-2-0-outlines-u-ms-diverse-inclusive-future/>

This is a link to an overview of University of Michigan's second five-year strategic plan for implementing DEI initiatives on campus, called DEI 2.0. DEI 2.0 has three main objectives. The first one focuses on people, to promote an ever-more-diverse student, faculty and staff community. It strives to ensure that people have the support and opportunities they need to be successful. The second objective centers on process, to develop policies, procedures and practices that work to create an inclusive and equitable environment that welcomes and supports all community members. The third goal is products, reflecting efforts to ensure that diversity, equity and inclusion are foundational aspects of U-M's educational programs, teaching methodology, service and scholarly research. *(Description adapted from website)*

Michigan State University

Inclusive Resources

<https://inclusion.msu.edu/campus-resources/inclusive-resources.html>

This is a list of resources that are broad and overarching several different themes and groups. Some of these events are synchronous workshops, but others are online asynchronous toolkits. For one good example, see the link “**DEI in Action: Developing, Planning and Facilitating Educational Programs and Events**” which presents several considerations for planning events and programming with DEI considerations in mind.

University of Minnesota

Systemwide and Campus Resources

<https://diversity.umn.edu/resources/systemwide-and-campus-resources>

This is a list of resources that are broad and overarching several different themes and groups. The categories are “Student Resources,” “Faculty and Staff Resources,” “Educational Opportunities,” and “Collected Resources for Instructors.” Each of these categories compiles resources from within the University of Minnesota as well as external resources.

University of Nebraska-Lincoln

Racial Equity Resources

<https://diversity.unl.edu/racial-equity-resources>

This website compiles various media that are relevant to the topic of racial equity from an academic and personal development perspective. If you are seeking to deepen your understanding on what DEI means, these are some great starting points for reading. Some resources are academic and others are popular media.

Implementing Inclusive Excellence into Virtual Learning Environments

<https://diversity.unl.edu/implementing-inclusive-excellence-virtual-learning-environments>

Since the COVID-19 pandemic, online learning, in both synchronous and asynchronous formats has remained popular. However, the experience and treatment of students in these modalities is not equal. This link provides some considerations for promoting inclusive excellence while designing these online learning environments.

Northwestern University

Borders & National Belonging and Space & Place

<https://www.northwestern.edu/diversity/education-engagement/education-resources/borders-national-belonging-space-and-place.html>

This article brings together some important articles that discuss how space and belonging intersect and are important topics on both a national and personal level. Divided into two categories: Borders & National Belonging and Space and Place, these articles are thought provoking and well worth a read.

University of Oregon

Cultural Humility Toolkit

<https://inclusion.uoregon.edu/cultural-humility-toolkit>

“Cultural humility is a practice of self-reflection on how one’s own background and the background of others, impacts teaching, learning, research, creative activity, engagement, leadership, etc.” In this toolkit you will learn how to implement these ideals into your own life. *(Description taken from website)*

Pennsylvania State University

Strategic Planning for DEIB

<https://equity.psu.edu/equity-at-penn-state/strategic-plan/diversity-strategic-planning>

This links to Penn State’s strategic planning for DEIB at their university. While not all resources are available to the public, it is still beneficial to understand an alternative context of what DEIJ initiatives may look like.

Purdue University

Faculty and Staff Resource Toolkit

<https://www.purdue.edu/diversity-inclusion/resources/Faculty%20and%20Staff%20Resources/Faculty%20Resource%20Toolkit.html>

This toolkit includes background information about Purdue's Office of Diversity, Inclusion, and Belonging, collaborative partnerships, and institutional research that support Purdue's mission and values. It shares details of many college-level initiatives as well as hiring and accessibility resources to support faculty engagement and advancement. *(Description taken from website)*

Rutgers University-New Brunswick

Speak Up! University wide Bias Prevention Campaign

<https://diversity.rutgers.edu/speakup>

Speak Up! aims to address the bystander effect in matters of bias. It provides educational materials as well as resources to promote bystander intervention. It is a very helpful toolkit for all to work through and adapt to life at Ohio State.

Unpack Hate

<https://diversity.rutgers.edu/unpackhate>

Another useful toolkit from Rutgers University is the Unpack Hate initiative. This toolkit tries to unpack what motivates bias against certain groups and how we can combat this bias. It also provides links to several different resources, such as talks or books, that explore this topic in further detail.

University of California Los Angeles

EDI Toolkits

<https://equity.ucla.edu/edi-toolkits/>

This website from UCLA provides extensive toolkits for all different sort of groups and communities. This website is extensive and should be a critical tool for anyone interested in learning more about any DEI topic.

University of Southern California

Principles of Community

<https://diversity.usc.edu/usc-principles-of-community/>

This link provides language on how USC argues for the principles of community at the university. It provides a good example for how to discuss these topics from both the theoretical point as well as actionable items. This is a good resource for any department or unit attempting to craft a statement.

University of Washington

Office of Tribal Relations

<https://www.washington.edu/tribalrelations/>

The University of Washington is one of the forefront institutions that exemplify how modern institutions can continue to foster relations with indigenous tribes and heal historical rifts. This resource offers less actionable items but instead more of an exemplar of how one could proceed.

University of Wisconsin-Madison

Inclusion Resources

<https://diversity.wisc.edu/inclusion-resources/>

This list of inclusion resources provides information about workshops, conferences, lunch & learns, initiatives, and other activities that have served the campus community in support of equity and inclusivity. Some events have passed; some are ongoing. *(Description taken from website)*

Corporate

D&I LEADERS

<https://dileaders.com/reports/>

This link from Diversity & Inclusion Leaders compiles several reports from partner institutions. This provides insight to how D&I is being discussed in the industry and corporate context—what the trends are. It is valuable to understand the broader future directions.

Past ASC Events

DEIJ-Centered Student Organizations Workshop: The DEIJ Office organized and hosted a workshop for student organizations in the college that are department or school based whose aims are DEIJ-centered. DEIJ Office Graduate Student Assistant Paul Cockrum led the workshop alongside support from the DEIJ Office Undergraduate Student Marie Dapash and the rest of the DEIJ office.

Cultivating a Culture of Success Workshop: The aim of this workshop was to provide our departments and schools tools and insights on fostering an environment of success for faculty, with a particular focus on the success of new, junior underrepresented faculty.

Link to videos (ASC-affiliated individuals only):

Part 1, Hackworth:

<https://mediasite.osu.edu/Mediasite/Play/774055360e0d40faa941de78f5b12c111d>

Part 2, Krivo/Peterson:

<https://mediasite.osu.edu/Mediasite/Play/f0abecef145843839eead6c6fd3692001d>

Equity and Justice Symposium: On January 26th, 2024, the ODEIJ initiated, organized, and hosted the inaugural Equity and Justice Symposium. This event brought together faculty, staff, students, alumni, and community members across the state of Ohio in a day that was focused on how one's individual research can intersect and promote DEIJ initiatives. This event consisted of several panels by faculty, alumni, and students. Additionally, the event hosted "E&J Spotlights" which allowed for the involvement of ASC artists.

BIPOC Leaders Forum: The DEIJ Office initiated, organized, and hosted the second annual BIPOC Leaders Forum dedicated to the experiences of BIPOC staff and faculty leaders at The Ohio State University, this event was primarily hosted by the College of Arts and Sciences, but also was a cross-college initiative with participation from the Fisher College of Business and the College of Engineering. Though it centered on the BIPOC people who are or who aspired to be leaders in academia, the forum was



open to all. We are grateful that two outside speakers came to share their insights and wisdom with us.

Graduate Student DEI Workshop: In April 2024, the DEIJ Office hosted a graduate student DEI workshop. This event, attended by college students across the college, created a sense of community amongst students involved in DEIJ work. One of the primary concerns of this event was to emphasize how work promoting DEIJ serves as service for the purposes of job searching. This event was entirely run by the DEIJ Office Graduate Student Assistant, Paul Ueda.

DEIJ Unit Grants: The DEIJ Office implemented a seed grant for DEIJ efforts within the college. These grants were aimed at supporting efforts that may otherwise not find support within traditional budget constraints. However, the DEIJ Office also emphasized the importance of department involvement by designing this grant to be matching funds for these programs. This year, the DEIJ Office has awarded 4 grants for events and initiatives to take place during FY25.