

2016–2017 Academic Year
ANNUAL REPORT
Office for Diversity and Inclusion





Dr. Shari Clarke

Vice Provost for Diversity and Inclusion

Dr. Alicia Chavira-Prado

Special Assistant to the Vice Provost for Diversity and Inclusion

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Executive Assistant to the Vice Provost for Diversity and Inclusion

Tyrone Carr

Director of Interlink Alliance /
Special Assistant to the Vice Provost for Diversity and Inclusion

Vice Provost Statement for the Year End Report

Enclosed please find a copy of the Office of Diversity and Inclusion’s Year-End Report. This report provides highlights and photos of multicultural initiatives, programs, services, and celebrations. It is a snapshot designed to capture moments in time. It is my hope that this report will serve to encourage you to continue to promote and increase all facets of diversity. Ohio University is committed to the value and intrinsic worth of each individual. Our commitment to the inclusion of all cultures and racial groups, socioeconomic groups, and traditional and non-traditional students is essential to the university. In its commitment to diversity and inclusion, Ohio University exemplifies the elements of culture, community, character, civility, citizenship, and commitment.

The Office for Diversity and Inclusion serves as a leader and advocate for awareness, understanding, and inclusion of all people. We encourage all who enter our portals to step outside of their comfort zones and get to know someone different from yourself. Enhance your knowledge through program participation, attendance at a Pride celebration, multicultural event or by taking a course that explores intersections of identity, Women’s Studies, or African American Literature. Ohio University offers you the opportunity to experience the richness of diverse people, cultures, communities, and societies through a culturally educated view of the world.

Shari J. Clarke, Ph.D.
Vice Provost for Diversity and Inclusion



PHOTO BY BEN SIEGEL

Multicultural Leadership Ambassadors

The Ohio University Multicultural Leadership Ambassadors Program, now in its fourth year, continues to grow its diverse pool of speakers. The Ambassadors are a select group of trained peer advocates who strive to eliminate stereotypes while building inclusive, understanding communities through interactive presentations. They share their own diversity narrative and help others understand the importance of diversity on campus and in our society. Dr. Shari Clarke, Vice Provost for Diversity and Inclusion created the program shortly after arriving on campus. A collaboration with Housing and Residence Life, the program gives residence hall students another contact point for diversity questions. “All of our students arrive on campus with their own lens of the world according to how they were raised. It is not unusual for students to believe false stereotypes and react to other students inappropriately because of them. The narrative changes when you actually interact with and know individuals who are different from yourself. It breaks down the negative stereotypes”, says Dr Clarke.

At Ohio University we strive to...

Improve the campus climate to foster the nurturing, acceptance, and respect of women, racial/ethnic minorities, Lesbian, Gay, Bisexual and Transgender persons and diverse individuals.

Ameliorate and eliminate barriers to students, faculty, and staff's interactions across gender, racial, ethnic and cultural boundaries.

Foster understanding, respect and appreciation of similarities and differences among multi- cultures, groups and religions.

Recruit and retain underrepresented diverse populations and racial minorities as members of the administration, faculty, staff and student populations.

Increase scholarships for racial/ethnic minority groups and support for faculty diversity

Enhance diversity throughout the university to include, but not limited to: university governance, colleges, departments committees, and administration.

Promote increased understanding and relations between the University and the community to enhance communication and appreciation of women, racial/ethnic and cultural groups in order to breakdown barriers.

Our Commitment...

Ohio University is committed to promoting an atmosphere where understanding and acceptance of gender, cultural and ethnic differences are ensured and valued.

Ohio University embraces a climate that respects different cultures and enhances the University's ability to provide all of its students with the experiences necessary to successfully compete and achieve in an increasingly diverse and complex society.

Ohio University believes in and recognizes that diversity of faculty, staff, students and curriculum represents Inclusive Excellence.

Goals

1. To cultivate Senior & Executive Leadership to promote, encourage and sustain a commitment to diversity and inclusivity in the recruitment and retention of faculty, staff and students.
2. To work with each academic college and campus to provide leadership in the recruitment and retention of underrepresented Faculty and Staff.
3. To create Campus climates that welcome and respect all people; values equality and worth for all individuals.
4. To insure that all Ohio University students have a working knowledge, understanding of, and appreciation for diversity and inclusion and that graduates of Ohio University will be prepared to lead inclusively in their places of employment, communities and society in a diverse and globally competitive society.
5. To increase domestic diversity among the student population on each campus.
6. To insure at least one candidate represents an underrepresented population in each interview pool and on each search committee.

Concluding Statement

The Office of Diversity and Inclusion (D&I) serves as a leader and advocate for awareness, understanding and inclusion of all people. Ohio University offers the opportunity to experience the richness of diverse cultures, communities, and societies through a culturally educated view of the world. The Office for Diversity and Inclusion is comprised of: The Women's Center, The Lesbian Gay Bisexual Transgender Center, The Office of Multicultural Student Access and Retention, The Multicultural Center-Multicultural Programs Office, Survivor Advocacy and Survivor Advocacy Outreach Programs. The work of inspiring and transforming community is reflected in both the individual and collaborative efforts of these offices both on and off campuses.



Native American Outreach

With approximately 30,000 Native American people residing in the state of Ohio, the Office of Diversity and Inclusion is specifically targeting the recruitment of Native American students, faculty, and staff through developing relationships with Native people that respect and honor their traditions and history. D&I offers the Rankin Scholarship for students entering the university. Details can be found at ohio.edu/omsar/rankin/



Jamie Oxendine, Coordinator,
Native American Outreach

OHIO UNIVERSITY PHOTOGRAPHY



Ohio University President, Dr. Roderick McDavis, receives the 2016 Black Alumni Reunion Diversity and Inclusion Medal of Excellence during the gala dinner held at the Baker Center Ballroom on Friday, September 16, 2016.

OHIO UNIVERSITY PHOTOGRAPHY



Singers from Annoited Ministries perform for the Black Alumni Reunion Variety Show

PHOTO BY KAITLIN OWENS

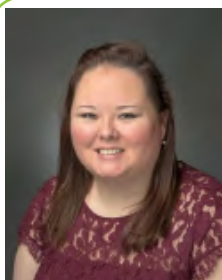


The Singing Sensations Youth Choir perform at the Martin Luther King Jr. Day brunch

PHOTO BY EMILY MATTHEWS

Multicultural Faculty in Residence Program

This program aims to increase diverse faculty presence and role modeling in the residence halls. Through formal and informal interactions and programs, underrepresented faculty experience current student culture and receive additional academic resources based on inclusivity. Outcomes include an enriched educational experience, strengthening of the academic community and workplace, and promotion of personal growth and a healthy society.



In April, [Christina K. Wright](#) was named the first Multicultural Faculty-in-Residence. Wright, who identifies as an Asian-American woman with Type 1 diabetes, has worked for five years in the College

of Business as teacher, academic course planner, student team coach, researcher and advisor. Dr. Clarke said: "This position will provide a seamless transition between the classroom and the residence hall environment and increase the presence of diverse faculty in our residence halls." "Too many times our conversations are around checkboxes," Wright said. "Are you male or female, white, ethnic minority or international. So much of the conversation should be 'we are all diverse and we all bring perspectives beyond these checkboxes.' Wright said she looks forward to helping students become successful adults who appreciate diversity.

The Ohio University SREB Doctoral Fellows Program

The Southern Regional Education Board (SREB) Doctoral Scholars Program provides members of underrepresented minority groups with support to pursue a Ph.D. Ohio University's vision is to become the nation's best transformative learning community. To that end, the university is strongly committed to academic excellence and views diversity and inclusiveness as being essential to its success in providing outstanding academic experiences that equip students for life in a diverse multicultural society. A collaboration with the Gladys W. and David H. Patton College of Education, this program provides tuition waivers and stipends, dissertation research support and professional development, counseling and advocacy, and participation in the annual Institute on Teaching and Mentoring.

Multicultural Junior Faculty Mentoring Program

The MCFMP provides support, advocacy, advice, and resource information to junior tenure-track faculty members to assist them in tenure and promotion, derive job satisfaction, and make Ohio University and its community their permanent home.

SIDE—Summer Institute for Diversity Education

The first program of its kind in southeastern Ohio, SIDE is a 30-hour curriculum session that uses intercultural communication techniques to promote cross-cultural learning and builds diversity education and facilitation skills.



SIDE facilitator Dr. Mark P. Orbe, Western Michigan University's School of Communications

PHOTO BY BEN SIEGEL

The Interlink Alliance

A nine member institutions partnership to work in the key areas of faculty development, student leadership, and fostering interest in attending college among students as early as middle school. The Alliance's central purpose is the development and preparation of African American students to learn, live, and lead in the 21st century.





Office for Multicultural Student Access and Retention (OMSAR)

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Dr. Marlene De La Cruz-Guzmán
Director

Bill Kennedy

Coordinator, Undergraduate Persistence and Transitional Success

Alison Moore

Assistant Director,
Multicultural Retention Services

Dr. Jacob Okumu

Coordinator, Student Outreach and Developmental Services

Thomas Raimondi

Assistant Director, Leadership and Scholar Development

Pat Bungard

Administrative Services Associate

From the Director

Welcome to the Office for Multicultural Student Access and Retention (OMSAR) at Ohio University's Athens Campus. OMSAR provides a wide array of programs and support services for underrepresented students. Students are assisted through each college transition: from first year enrollment to senior year commencement. Activities are guided by three standards: Academic Achievement, Leadership, and Service. By participating in a wide range of activities, OMSAR scholars develop behaviors that enhance their academic, leadership, and service skill set and empower them to succeed academically and professionally.

OMSAR Support Programs

Year 1:

LINKS: A first-year college transition and support program: ohio.edu/omsar/LINKS

Years 2, 3, 4:

Achieve, lead, and steward the OHIO Promise Program:

Support for upper-class students focuses on academic skill building, leadership development, and post-baccalaureate preparation.

Academic Support Advising: One-on-one advising by OMSAR staff

Courses: Taken for academic credit, these classes rotate annually on topics pertaining to academic achievement, leadership, and community service.

OMSAR Scholars Programs

- Templeton Scholars Program
- Appalachian Scholars Program
- Rankin Scholars Program
- Urban Scholars Program
- Promise Scholars
- Ohio Reach Scholars

Templeton Scholars Program

A comprehensive scholarship program designed for academically talented students. It honors John Newton Templeton, Ohio University's first African American graduate (class of 1828) and his legacy of academic excellence, leadership, and campus and community involvement. Valuable educational opportunities provided include:

- LINKS
- A four-year renewable scholarship
- Full in-state tuition
- Double room in a scholars residence hall
- Twenty-meal weekly dining plan
- Community service opportunities
- OMSAR advising
- Co-curricular opportunities
- Academic Enrichment Courses
- Free tutoring

More information at: ohio.edu/omsar

OHIO Promise Scholarships

These four-year renewable scholarships are awarded to students from a variety of backgrounds and experiences who can contribute to the intellectual, cultural, and social diversity of Ohio University. Recipients have access to a variety of OMSAR student support services. More information at: ohio.edu/omsar

Harry and Ruth Rankin Scholarship Program

The Rankins provided this gift to fund a selective, merit-based scholarship program for members of federally recognized Native American tribes. The scholarship is awarded to academically talented students who can contribute to the intellectual, cultural, and social diversity of Ohio University. The Rankin Scholarship emphasizes academic excellence, leadership, cultural exchange, and community service. It includes:

- A four-year renewable scholarship including
- Full tuition, fees, and out-of-state surcharges
- OMSAR advising
- Double room in a scholars residence hall
- Twenty-meal weekly dining plan
- LINKS
- Academic Enrichment Courses
- Co-curricular opportunities
- Free tutoring

More information at: ohio.edu/omsar

1,209

active OMSAR scholars

3.075

average OMSAR scholar GPA

Urban Scholars Program

A prestigious merit and need-based scholarship program for high school graduates of urban school districts in Ohio. The program provides scholarship support to students with demonstrated financial need and academic achievement, coupled with the desire and motivation to succeed. It includes:

- A four-year renewable scholarship
- Annual book stipend
- OMSAR advising
- Free tutoring
- Leadership and community service experiences
- LINKS
- Academic Enrichment Courses
- Co-curricular opportunities

More information at: ohio.edu/omsar

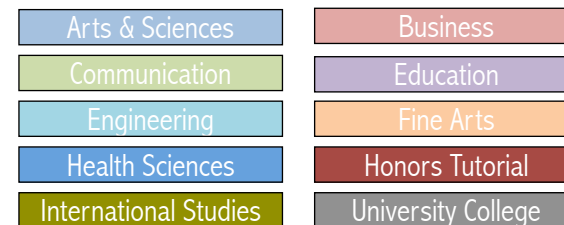
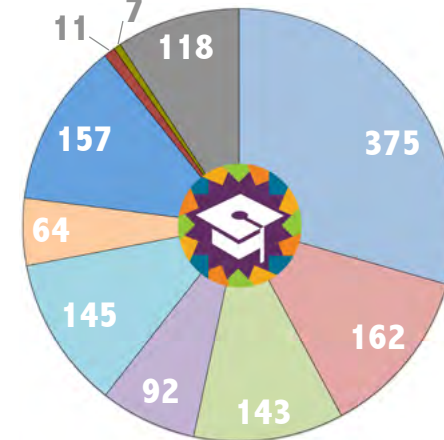
Appalachian Scholars Program

A prestigious merit and need-based scholarship program for high school graduates residing in one of the 32 Appalachian counties of Ohio. The program provides scholarship support to students with demonstrated financial need and academic achievement, coupled with the desire and motivation to succeed. It includes:

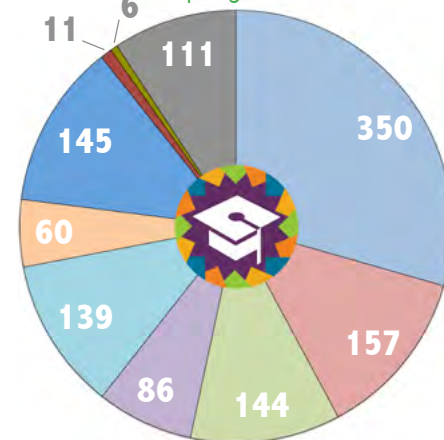
- A four-year renewable scholarship
- Annual book stipend
- OMSAR advising
- Free tutoring
- Leadership and community service experiences
- LINKS
- Academic Enrichment Courses
- Co-curricular opportunities

More information at: ohio.edu/omsar

All OMSAR Scholars by College
Fall 2016



All OMSAR Scholars by College
Spring 2017





OHIO UNIVERSITY PHOTOGRAPHY

LINKS participants 2016-2017

LINKS is a year-long transition, enrichment, and support program, committed to attracting and retaining high achieving students from diverse backgrounds, to maximize their academic, leadership, and service potential. For over 30 years, the **LINKS** program has been the cornerstone of support and assistance for first-year multicultural students at Ohio University.

LINKS helps first-year students navigate the college experience by focusing on issues of access, retention, and student success, while promoting the educational benefits of diversity and inclusion at Ohio University. The **LINKS** program is highly successful, boasting a 91% fall to spring retention rate, and an 85% retention rate from year 1 to year 2 of enrollment.

The **LINKS** program consists of Pre-Matriculation, an intense 2-day program, and Academic Year Enrichment that involves academic monitoring and tracking, academic and professional development workshops, leadership and workforce development, community service, and enrichment sessions. All students in the **LINKS** program receive free tutoring throughout the duration of their enrollment at Ohio University.

Year 1 to 2
Retention Rate
2015-2016:

OMSAR
85%
OU overall
81%

6,000

one-on-one
peer mentoring meetings
between first-year and
upper-class students

7,619

community service hours

valued at
\$175,161



President's Reception for Urban
and Appalachian Scholars

PHOTO BY KAITLIN OWENS



Service Learning abroad with OMSAR

OMSAR has created three study abroad programs by partnering with the Office of Global Opportunities, the College of Arts and Sciences, and University College.

Service learning with OMSAR makes academic and professional enrichment available to its scholars. Among the benefits provided are international cultural competence, field experience, improved written and oral communication skills, networking opportunities, cultural, historical, and literary knowledge of the post-colony, and a new understanding of themselves as global citizens committed to academic excellence, leadership, and service. OMSAR Study Abroad programs are affordable in part because OMSAR staff take no salary, helping underrepresented students to take advantage of such a high impact experience.

Literature, Culture, and Service Learning in BELIZE

University College or English Junior Composition requirement course over Winter Break

Experiential Learning in Colonial MEXICO

Tier II Arts & Sciences History class in Mexico over Spring Break

Community Engagement in JAMAICA

University College service learning course over Spring Break



Jacob Okumu, Ph.D.
2017 Advisor of the Year
Golden Key International
Honour Society

PHOTO BY KAITLIN OWENS



Patricia Bungard, B.A.
Women's Achievement
Hidden Gem Award



Alison Moore, M.B.A.
Women's Achievement
Outstanding Female Mentor

PHOTOS BY EMILY MATTHEWS



Thomas Raimondi, M.Ed.
2017 Rookie District Chief of the
Year for Beta Theta Pi Award

OHIO UNIVERSITY PHOTOGRAPHY

Awards and Recognitions

Dr. Marlene De La Cruz-Guzmán was awarded an 1804 Grant as Co-Principal Investigator for a \$20,000 grant to start a **Summer Coding Academy** at Ohio University in 2017. She was appointed by the American Association of University Women (AAUW) to serve on the **National AAUW Diversity and Inclusion Task Force** and her chapter received the **AAUW Daffodil Diversity Award** for her recruitment efforts. Dr. De La Cruz-Guzmán is also the president of the AAUW Athens branch. The Ohio University Student Research Exposition once again had an **OMSAR Award for Best Research in Diversity and Inclusion**. First place award: Corey Hayes. Second place award: Gabriella Clarke and co-presenters.



Women's Center

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Dr. M. Geneva Murray
Director

From the Director

In the 2016-2017 academic year, the Women's Center unveiled **Women Leading OHIO**, an early career faculty and staff development program, and officially launched **She Leads OHIO**, a series of professional and leadership training for students. We tripled the number of participants in the **Women's Mentoring Program** and formalized training of the mentors in the **Young Women Leaders Program** through offering the first C-designated course on campus (PCOE 2301C). The Women's Center organized a **Women in Graduate School Day Conference**, and created a new partnership with the Women's Panhellenic Association and the Positivity Project to offer a week-long series of programs for **Love Yourself Week**. In partnership with Sigma Lambda Gamma National Sorority, Inc. and Order of Omega, we created the **Women's Achievement Dinner**. As part of the **Race, Gender and Culture film series**, we brought in two speakers: Hend Nafea, featured in 'The Trials of Spring', and Renee Tajima-Peña, director of the documentary 'No Más Bebés'. Additionally, the Women's Center began to host a post-abortion support group, which is affiliated with a pro-life organization, as part of our outreach to work with both pro-life and pro-choice groups. The Women's Center continued to offer monthly brown bag lunch and learns, rebranded as **Thirsting for Knowledge Thursdays**, and coffee hours, rebranded as **highly caffeinated themed conversations**.

Vision

Ohio University's Women's Center strives to be an integral part of the university's transformative learning community, and a national leader in its own right. The Women's Center promotes inclusion, honors difference, and works with faculty, staff, students, and the larger Athens community, to promote academic achievement, active global citizenship, and substantive leadership positions for women in all professional fields, as well as building confidence within women's personal lives, by using an intersectional, though gendered, lens.

She Leads Ohio Program

This structured professional development and leadership program takes into consideration the particular hurdles that women face in the workforce. Students who complete all aspects of the program receive a certificate of completion after completing an online form documenting their program attendance and demonstrate their learning. The program may be completed at any time during one's enrollment at Ohio University. She Leads Ohio requires the completion of four Women's Center programs and two CLDC services as detailed on our website.

Mission

The mission of the Ohio University Women's Center is to act as a catalyst to promote awareness, education, and advocacy about women, gender, and diversity, among faculty, staff, and students at Ohio University and its surrounding communities.

In fulfilling its mission, the Center provides students, faculty, and staff with information, services, and programs that address matters of particular concern to women - while exploring the connections among gender, race, economic status, sexual orientation, culture, religion, political views, and other significant elements in relation to women's individuality and collective identity.

Women Leading OHIO

In its inaugural year, a small cohort of 12 participated weekly in this training for early career faculty and staff. Participants were provided with mentors and an opportunity to job shadow others on campus, and completed weekly sessions including:

- build a professional leadership network through weekly workshops with their cohort
- engaging in mentoring and job shadowing with on-campus leaders
- participate in team building activities
- engage with community and campus leaders
- discuss styles of leadership and supervision
- investigate gendered issues in higher education
- reflect on the meaning of diversity and inclusion within the workplace, and integrate intercultural knowledge into their workplace or syllabus
- learn from leaders about career advancement
- attend the Celebrate Women Conference at OU Lancaster

Young Women Leaders Program

A collaboration between the OHIO University's Women's Center and Athens Middle School, the Young Women's Leader Program (YWLP) is an innovative mentoring program designed to empower middle school girls and college women to be leaders and to make positive choices based on their interactions as mentors and peers. Participants meet weekly for trainings and group discussions at the middle school. YWLP was founded in 1997 by Edith "Winx" Lawrence, PhD, and Kimberly Roberts, PhD, and is sponsored by the University of Virginia Women's Center and the Curry School of Education. Ohio University is a proud sister site of this program.

Women in Grad School Day Conference

Workshops and discussions at the February 2017 conference covered 'Personal Branding and Networking', 'Facing "isms" in the workplace', 'Budgeting in Grad School', and 'Careers after Grad School'. Award-winning author on impostor syndrome, Dr. Valerie Young, was the keynote speaker.





Dr. Murray and participants at the Women in Graduate School Coffee Hour in the Women's Center in September 2016

PHOTO BY KAITLIN OWENS



Megan Wren performs at the International Women's Day Festival in March 2017

PHOTO BY KAITLIN OWENS



Women's Achievement Dinner, March 2017

PHOTO BY EMILY MATTHEWS



Women of different nationalities during International Women's Day Festival

PHOTO BY KAITLIN OWENS

More than:

110
events

3,260
attendees

1,560
visitors

The Women's Mentoring Program

This is an opportunity for sophomore, junior, and senior students at Ohio University to connect with a female mentor in their personal and professional fields of interest. Mentors offer guidance and encouragement, assisting students in reaching their personal and professional goals. Participating students and mentors have the opportunity to attend programs and activities focused on career and professional development. In 2016-2017, 72 mentees were paired with professional mentors in the Athens area.

Awards and Recognitions

Dr. Murray, Director of the Women's Center, was selected to serve as a Member-at-Large of the **Executive Board of the Women's Network Ohio (WNO)**, an affiliate of the American Council on Education (ACE) Women's Network. Dr. Murray was also featured on the cover of an edition of ohiowomen magazine. She accepted the International Leadership Association's Women and Leadership Affinity Group's award for **Outstanding Practice with Local Impact** at their conference in New York in June 2017. The Women's Center awarded Gabriela Clarke with the **Women's Issues Leadership Award** at the Leadership Awards Gala.



Reem Al-khalqi helps Nancy Mitchell adjust a hijab on World Hijab Day in February 2017

PHOTO BY CAROLYN ROGERS

Programming Highlights 2016-17

- July 26-27 • Residence Hall Director Diversity Training
- August 9 • Resident Assistant Training: Gender 101
- August 10 • Resident Assistant Training: Eating Disorders
- August 22-29 • Mentoring Program Training
- September 14 • Speaker: Princess Harmony Rodriguez
- September 26-30 • Love Yourself Week with Speaker Jennifer Cassetta
- October 6 • Thirsting for Knowledge Thursdays: Breast Cancer
- October 26 • Race, Gender, and Culture Film Series: Menstrual Man
- November 12 • Elect Her: Campus Women Win
- November 14 • Race, Gender, and Culture Film Series: The Trials of Spring with speaker Hend Nafea
- November 28,30 • AAUW Start Smart Salary Negotiation
- December 1 • Thirsting for Knowledge Thursdays: Self-Care and Wellness
- January 30 • Race, Gender, and Culture Film Series: MIND/GAME
- February 1 • World Hijab Day
- February 2 • Thirsting for Knowledge Thursdays: Myths vs. Realities
- February 4 • Women in Grad School Day Conference
- February 23 • National Eating Disorder Awareness Week Film: Embrace
- February 25 • Celebrating Women: Leaders on and off the court
- February 27 • Race, Gender, and Culture Film Series: Anita, Speaking Truth to Power
- March 2 • Women's Achievement Dinner
- March 16 • Women within the Wizarding World: The Witty Quiz Game for Wizards
- March 19 • International Women's Day Festival
- March 22 • Race, Gender, and Culture Film Series: No Más Bebés with Renee Tajima-Peña
- March 22 • Women's History Month: Lois Whealey
- March 29 • Breaking Barriers: A Case Study in Lt. Col. Layla Sweet
- April 6 • Thirsting for Knowledge Thursdays: Fat Activism
- April 12 • Meditation Workshop
- April 19 • Women in STEM Coffee Hour



Lesbian, Gay, Bisexual, Transgender Center (LGBT)

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Athens, OH 45701
ohio.edu/lgbt
740.593.0239



delfin w. bautista
Director

From the Director

The LGBT Center's most prominent aspect of work in the 2016-2017 academic year is to continue to create an environment that is inclusive, supportive, safe, diverse, and educational for students regardless of their sexual orientation, gender identity, or level of being out. The need for an LGBT Center stems from the marginalization of queer people in different levels of society; the center advocates for their equality on campus and off campus providing opportunities for education and advocacy on sexual and gender diversities. This year we have placed emphasis on looking at events and issues through an intersectional lens. The LGBT community has different identities further than just being queer: we are our nationalities, race, class, religious affiliations, immigration status, political affiliations, educational level, abilities/disabilities, personal interests, and more. The Center collaborates with different student organizations and campus centers/offices on a variety of events as one way of engaging and affirming all aspects of the lives of students, faculty, staff, and members of the community.

Mission

The Lesbian, Gay, Bisexual, Transgender (LGBT) Center advances the diversity mission of Ohio University by creating a university environment and community inclusive and supportive of sexual orientation, gender identity, gender expression, and queerness. We focus on the unique academic, cultural, and social needs of LGBT students, faculty, staff, alumni, and members of the wider community. As an academic support unit, we strive to enhance students' learning and engagement as well as increase the retention of LGBT students. Our broader influence emerges from providing resources, educational opportunities, social gatherings, and LGBTQ justice initiatives to all students, faculty, staff, alumni, and community members at Ohio University and beyond.

Outreach

This year, the LGBT Center has reached thousands with outreach and education on various topics related to sexual and gender diversities. **SafeZone** trainings were presented in over 50 locations including classrooms, learning communities, campus mental health and healthcare staff, housing staff, administrative spaces, and community organizations within Southeast Ohio and beyond. The goal of these presentations is to educate on different aspects and needs of the LGBT population. **SpeakOut** panels were also vital in reaching more students, faculty, and staff through the power of story sharing. The Center participated in over 30 panels through which individuals shared personal experiences about being a LGBT person and/or ally to the community. In addition, Center staff guest lectured on a variety of topics and facilitated workshops at conferences in Ohio as well as other parts of the country.

LGBT Numbers:

2748
newsletter subscribers

2287
Twitter followers

Awards and Recognitions 2016-2017

delfin bautista, Debra Benton, and Ohio University were awarded the **Equity & Inclusion Award** from the Ohio College Personnel Association for their work on name and pronoun policy. The General Assembly of the State of Ohio extends **special recognition** to delfin bautista for work on university name and pronoun policy. delfin bautista is awarded **Top OHIO Faculty Newsmaker** by University Communications and Marketing for the second most number of media mentions university wide. Gabriela Godinez-Feregrino, LGBT center student staff, receives the **Social Justice Award** from United Campus Ministry. Ohio University is named **2017 Top 25 LGBTQ-Friendly Online Colleges** and the **2017 25 Most Affordable LGBTQ-Friendly Online Colleges**. Patricia Palmer, Administrative Services Associate for the Multicultural Center and the LGBT Center, is honored at the **Women's Achievement Dinner**.



Pride Graduation, April 2017



Student conference attendees, Chicago, February 2017



Ohio University community members participate in a vigil on College Green as a show of solidarity with the City of Orlando and the LGBTQ community near and far

PHOTO BY BEN SEGEL



OHIO mascot Rufus at Columbus Pride

Event Highlights 2016-17

- October 7 • National Coming Out Day SpeakOut Rally
- October 12 • Screening of 'Documented'
- October 27 • Queer Self Defense Workshop
- November 16 • Trans Empowerment Week: 'Exact Change' by Christina Howey
- January 26 • Keeping the Rainbow Alive: Self Care in New Political Reality
- January and February • New Series – Breaking the Silence: Queerness and Dis/Ability
- February 21 • Visiting Artists: Snake Talk – Lunch and Talk
- April 15 • Pride Graduation
- June 9-11 • Athens Pride Fest (first pride celebration for SE Ohio)

FaceBook followers:

54
Out Grads

920
OU LGBT Center

603
Out & Proud Athens

552
OU LGBT

356
Open Doors

96
Asterisk

Presentations

The LGBT Center director and staff presented at various conferences and community groups including:

July • Campus Pride's Advisor Academy at the University of North Carolina, Charlotte (faculty)

July • 'Tammy Fay's Final Audition' by Merri Biechler, Dublin, Ohio (panel)

September • Seminar on Religion and Transgender Lives, Butler University (panel)

October • Inclusivity in the classroom – Scripps Pedagogy Professional Seminar

October • Ohio Association of Collegiate Registrars and Admission Officers Annual Conference (breakout session)

October • SafeZone presentation at OU-Southern

October • Transgender Spectrum Conference at Washington University, St. Louis (panel, keynote)

November • Social Work and LGBT identities

January • Behavioral Health Conference (keynote lunch panel, breakout session)

February • Scripps PRSSA Diversity panel

February • Kognito Ohio K12 – Webinar on Suicide Prevention

March • Spirituality and Inclusive Recreation: Religion and Sports

March • Stories from the Clinic: Transgender Health Experiences (panel moderator)

April • SafeZone presentation for Fairfield County Job and Family Services

April • SafeZone presentation for Athens Children and Family Services

May • Appalachia Rising! Camp's workshop on Microaggressions and Cultural Appropriation

June • SafeZone 201: Challenging Microaggression and Privilege

June • Diversity Panel for Southeast Ohio: Hugh O'Brian Youth Leadership Seminar

June • Stuart's Opera House – Diversity presentation



OHIO Students, faculty and staff gather to celebrate National Coming Out Day Speak Out Rally, hosted by the LGBT Center, on College Green

PHOTO BY BEN SIEGEL



Students pose for a photo with guest speakers J Mase III and Vita E during Pride Week 2017



Office of Multicultural Programs Multicultural Center

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Dr. Winsome M. Chunu
Strategic Director for Diversity
and Inclusion and Multicultural
Programs and Initiatives

Patricia Palmer
Administrative Services Associate

From the Director

Our aim is to familiarize the campus community with the contributions and histories of African American, Hispanic/Latino, AsianAmerican/Pacific Islander and Native American cultures. During the 2016-2017 academic year, our office hosted 55 programs and events, collaborated on a total of 90 events, with a cumulative attendance of about 14,000. This report features just a few highlights. Achieving an open, respectful, diverse, connected community is what we strive for.

MC Numbers:

55
programs and events

90
event co-hosted

14000
cumulative attendance

The Office of Multicultural Programs

is committed to supporting and promoting multicultural awareness. It develops educational, recreational, social, and cultural programs and opportunities that increase understanding and appreciation of cultural differences.

The Multicultural Center

serves as a place where cultural teaching and learning are the focus of all programs and activities. Its focus is intercultural, and provides a place where members of the university community, representing a variety of backgrounds, participate in programs and activities. All programming in the Center is designed to increase human understanding through the study and expression of culture. Located on the second floor of Baker University Center, the center houses a state-of-the-art conference room, multipurpose room, computer lab, library and casual lounge.

The **Outstanding Programming Award** was established in 1986 and recognizes student organizations for conceiving, planning, and implementing outstanding programs on the Ohio University campus. In Fall semester 2016, it was awarded for the Blackburn-Spencer Pageant.

The **Division of Student Affairs Excellence in the Workplace Scholarships** was awarded to Matthew Kinlow.

The **John Newton Templeton Outstanding Senior Leader Award** was awarded to Jeffrey Billingslea.

Hispanic and Latino Student Union

The Hispanic and Latino Student Union was organized to promote higher education, cultural events, brotherhood and sisterhood within the Latino community. The organization can be contacted by emailing latinosu@ohio.edu

Native Peoples Awareness Coalition

The Native Peoples Awareness Coalition (NPAC) is a student/community organization that comes together to honor the cultural value and beliefs of Native Peoples, and to support those who preserve and share this heritage. The organization is open to both Native and Non-Native American students alike. It is also here to give those of Native heritage an opportunity to discuss issues unique to their experience.

Programming Highlights 2016-17

- August 25 • Multicultural Student Organizations Fair
- September 15 - October 15 • Hispanic Heritage Month
- October 8 • Blackburn-Spencer Scholarship Pageant
- November • American Indian Heritage Month
- November 30 • Pre-Kwanzaa Celebration
- December 1 • K is for Kwanzaa
- January 16 • Martin Luther King Jr. Day Brunch
- February 1 • National Black HIV/AIDS Day
- February 3 • Sib's Weekend Variety Show and After Party
- February 4 • Sibs Weekend Concert
- February • Black History Month
- March • Women's History/Asian American History Month
- April 1 • Mom's Weekend Expo
- April 4 • Holocaust Remembrance Program
- April 28 • Kushinda / Ritos de Pasaje



Bobcat Unity Walk 2017



OHIO UNIVERSITY PHOTOGRAPHY

Jeffrey Billingslea speaks during the Black Alumni Reunion in September 2016

Black Student Cultural Programming Board



The office formally advises the Black Student Cultural Programming Board. The BSCPB provides social, cultural, educational and recreational programs for all students at Ohio University. In

addition, they seek to expose others to the culture, thoughts and perspectives of African Americans throughout the University community as well as the Athens community. Membership is open to the public. If you would like to join this organization, they can be contacted by email at bscpb@ohio.edu or by attending their weekly meeting on Wednesdays at 6:00 pm in the Multicultural Center.



PHOTO BY EVAN LEONARD

Sigma Alpha Gamma performs at the Multicultural Student Expo



PHOTO BY EVAN LEONARD

President Nellis poses with Alpha Kappa Alpha



PHOTO BY EMILY MATTHEWS

Martin Luther King Jr. brunch 2017

Holocaust Remembrance Program

In collaboration with Hillel, Jewish student organizations, and community members and organizations, our Holocaust program intends for students to remember and discuss this major genocide, and also to shed light on other acts of genocide around the world, such as in Rwanda and Sudan. One lesson is to realize that, no matter the time period, inequality should never go unchecked in any society. Noah Lederman, author of the poignant memoir "A World Erased", was this year's featured speaker.

Kushinda/Ritos de Pasaje

Kushinda/Ritos de Pasaje enjoyed a record participation this year with 115 students registered. The ceremony was established in 1997 as two separate programs for African American and Latino students. Kushinda is an African word meaning "to win" and Ritos de Pasaje translates as "rite of passage" in Spanish." The celebrations have since been joined. The Kushinda/Ritos de Pasaje Graduation Celebration is an intimate gathering for family, friends and members of the Ohio University community to celebrate the culture and accomplishments of the multicultural undergraduate graduating class.

K is for Kwanzaa

Kwanzaa is an African-American holiday that combines aspects of different African tribes' "first fruit" (harvest) celebrations. The official holiday is celebrated Dec. 26 through Jan. 1. The Pre-Kwanzaa celebration gives students the opportunity to celebrate together while still on campus. The BSCP/MCC Cultural Arts team gave an in-depth history on the origins of Kwanzaa as well as the evolution of BSCP's observation of the holiday. Every year, we host 2 large and impactful events surrounding the holiday in the OU community. At "K is for Kwanzaa", we invite local elementary school students to the Multicultural Center and teach them of the 7 principles of Kwanzaa through interactive stations within Baker University Center. At the Kwanzaa dinner, a host of student performers and professional storytellers from Cleveland are featured.

American Indian Heritage Month



Speaker

Anton Treuer, executive director of the American Indian Resource Center, spoke about the realities of insensitive sports mascots. He addresses this topic in his book,

"Everything You Wanted to Know About Indians but Were Afraid to Ask." Treuer grew up on the Leech Lake Ojibwe Reservation in Minnesota and has Ojibwe roots. He has earned more than 40 prestigious awards and fellowships for his work in history and the humanities.

The Blackburn Spencer Scholarship Pageant

Through the combined efforts of the Black Student Cultural Programming Board (BSCP), several sponsoring Ohio University student organizations, and contestant fundraising, the annual Blackburn Spencer Homecoming Pageant is the largest fundraising initiative for the Blackburn Spencer Scholarship. In 1976, BSCP coined the event to honor the legacies of Martha Jane Hunley Blackburn, the first African-American female to graduate from the university in 1916, and Donald A. Spencer Sr., the first African American chairperson of the Ohio University Board of Trustees who served from 1974 - 1983. Over the course of 40 years, BSCP has raised close to \$300,000, awarding and presenting over 290 scholarships and achievement awards to students. Created by students, the scholarship and achievement awards reflect the ideal and spirit of students helping students. At the 40th anniversary, BSCP hosted over 350 students, administrators, faculty, family and friends, generating funds from nearly 1,000 alumni, students, family members, and friends. We also honored Dr. McDavis at the event, and exceeded our fundraising goal, awarding 11 scholarships at the annual Leadership Gala.

PHOTO BY KAITLIN OWENS



Dr. Winsome Chunnu-Brayda presents the Blackburn Spencer Scholarship Awards at the 34th Annual Leadership Awards Gala

2017 MCC Awards at the Annual Leadership Gala

More than 40 student leaders and exemplary organizations were honored with awards and scholarships at this year's Leadership Awards Gala on April 5. 2017 Awards from the MCC include:

The **Latino Heritage Achievement Award** recognizes outstanding students of Latino descent with at least 24 completed credit hours and a 2.75 cumulative grade point average. The 2017 recipients are Salvador Gomez, Madison Lopez, and Emily Morello.

The **Martha Jane Hunley Blackburn and Donald A. Spencer Scholarship and Achievement Awards** go to selected recipients based on a combination of financial need, academic performance, and outstanding contributions to Ohio University. The 2017 Blackburn-Spencer Achievement Award recipients are Elsie Ansong, Lauren Cartwright, Justine Johnson, Matthew Kinlow, Victoria Lewis, Kaleb Russell, and Alexandria Stewart. The 2017 Blackburn-Spencer Scholarship Award recipients are Yasmine Agyekum, Randi Bateman, Aissatou Boye, and Crystal Vincent.

