



# INCLUSIVE EXCELLENCE AT MIAMI

Building an Inclusive Miami Together

Office of Institutional Diversity and Inclusion Annual Report 2022-2023  
June 2023



## LAND ACKNOWLEDGEMENT

Miami University is located within the traditional homelands of the Myaamia and Shawnee people, who along with other indigenous groups ceded these lands to the United States in the first Treaty of Greenville in 1795. The Miami people, whose name our university carries, were forcibly removed from these homelands in 1846.

In 1972, a relationship between Miami University and the Miami Tribe of Oklahoma began and evolved into a reciprocal partnership, including the creation of the Myaamia Center at Miami University in 2001. The work of the Myaamia Center serves the Miami Tribe community and is dedicated to the revitalization of Miami language and culture and to restoring that knowledge to the Myaamia people.

Miami University and the Miami Tribe are proud of this work and of the more than 140 Myaamia students who have attended Miami since 1991 through the Myaamia Heritage Award Program.

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## OFFICE OF INSTITUTIONAL DIVERSITY AND INCLUSION (OIDI)

### Mission Statement

To advance Miami University's inclusive excellence and promote a welcoming community for all by providing an integrated, holistic approach to diversity, equity, and inclusion (DEI) through structures, policies, initiatives, and programming.

### Vision and Purpose

To lead among peers as a diverse, equitable, accessible, and inclusive learning and working community representative of our broader society, and in which students, faculty, and staff feel connected, accepted, and valued.





## INTRODUCTORY MESSAGE FROM THE VICE PRESIDENT FOR INSTITUTIONAL DIVERSITY AND INCLUSION

M. Cristina Alcalde, Ph.D. (she, her, hers)

In the Office for Institutional Diversity and Inclusion (OIDI), we understand that to be excellent, we need to be intentionally inclusive. We work to operationalize our inclusive excellence approach in every aspect of Miami. Our Code of Love and Honor calls on us to “welcome a diversity of people, ideas, and experiences.” We are proud of our differences – across gender and gender identity, race and ethnicity, language, location, age, ability, and many other aspects – and of the diversity of experiences, trajectories, and backgrounds each person brings to the Miami community. All of these enrich our community.

During 2022-2023, we have focused our efforts on building an inclusive community for all to bring about transformational change through collaborative leadership, research, educational opportunities, and resource development. Our approach is holistic, so that we reach every dimension of our community. This past year OIDI continued its process of internal restructuring, welcoming Abbie Proeschel as our first ever Communications and Events Coordinator and Tekeia Howard as Director of Programming. With continued cross-collaboration from faculty, staff, and students across units and these additions in OIDI, Miami and the OIDI team are well-positioned to continue to center and move forward university-wide efforts that contribute to capacity-building, systemic change, and cultural transformation.

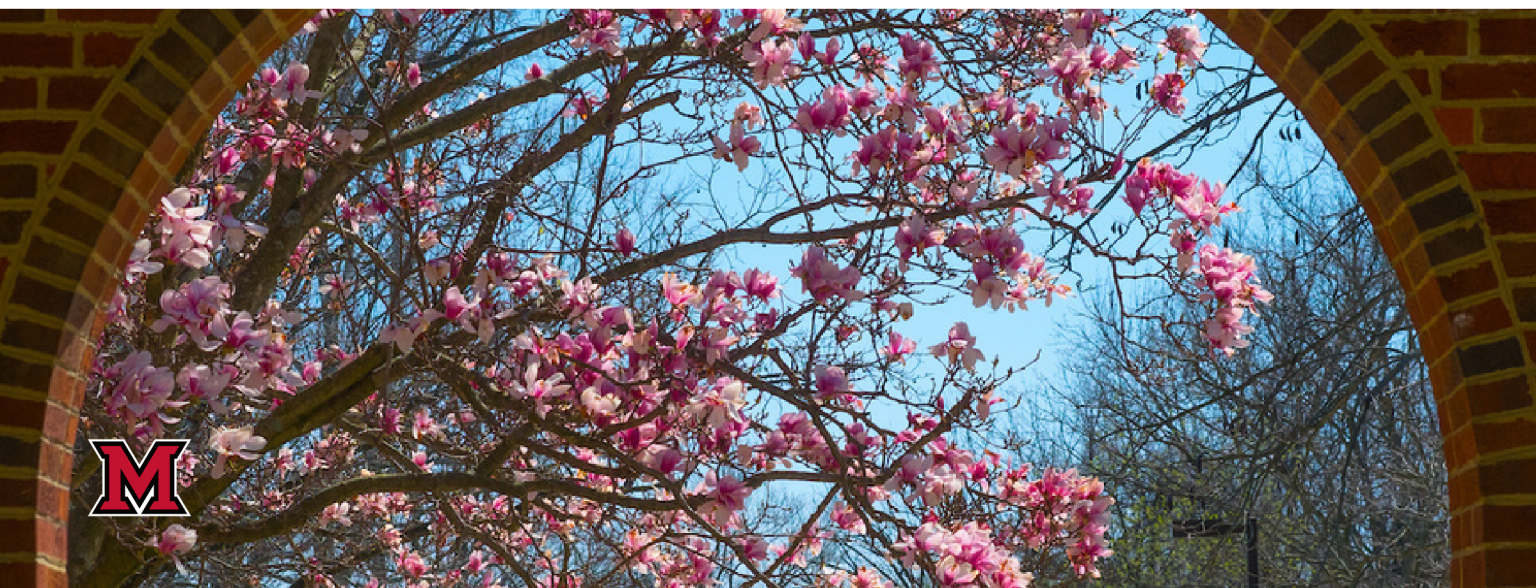
In this report, we highlight some of OIDI’s efforts over the past year, and selected accomplishments from partners across the university. We understand that one report cannot do justice to all efforts, and that all our efforts are intertwined. Transformational change is only possible when all stakeholders are involved, and we continue to recognize, amplify, and collaborate with faculty, staff, and student efforts across the university. We’re a stronger community, within and across units, because of these efforts.

We invite you to read about the continued professional development opportunities OIDI offers, which senior leadership, faculty, staff, and students continue to participate in to enhance our knowledge and competencies; our expanded DEI in Leadership Certificate, a new Building an Inclusive Miami facilitated discussion, and the upcoming launch of the Redhawks Equity Leadership Series (RELS), an online cultural competency certificate for undergraduate and graduate students; our annual Across the Divide conference, and a new upcoming collaborative conference with Kent State University and Ohio University; our holistic climate study approach, and planned next steps; social media programming and outreach, and our expanded [Religious Observances and Inclusive Scheduling](#) resource page; DEI Award recipients, and inaugural Inclusive Excellence Faculty Fellows; and much more. It’s been quite a busy year! The OIDI team is proud of the accomplishments across Miami this year, and excited to continue to collaborate to move forward systemic, transformational change to ensure Miami is an inclusive place for all.



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# I. Building the Team: Advancing Diversity, Equity, and Inclusion

This past year the Office of Institutional Diversity and Inclusion (OIDI) team has continued its reorganization to better serve the needs of the Miami community and lead efforts aligned with Miami's inclusive excellence approach and commitments. In Fall 2022 Hiram Ramirez became OIDI's Senior Director for Strategic Initiatives to more comprehensively address OIDI's strategic efforts across Miami. Also in Fall 2022, Abbie Proeschel joined the team as OIDI's inaugural Communications and Events Coordinator. In February 2023, Tekeia Howard joined the OIDI team as the Director for Programming.

With these new roles in place, OIDI is well positioned to continue to support inclusive excellence while also innovating to make Miami University a more inclusive community for all.



## II. Educational Programming and Resources

### OIDI PROGRAMMING

During the 2022-2023 academic year, the Office of Institutional Diversity and Inclusion (OIDI) has engaged in a multitude of programmatic initiatives with academic and divisional units, as well as with student groups and leaders. These initiatives have entailed History and Heritage Month Programming, Interfaith Dialogue Series, University 101: Training for Freedom, and so much more.

### SOCIAL MEDIA

During 2022-2023, OIDI's social media saw a massive increase of both reach and impressions. We are excited to be one of the



47 Events      2,976 Attendees



highest yielding social media platforms at Miami University. In January 2023, OIDI launched our new Twitter account, and has had steady engagement with target audiences since its launch. Social media utilization and optimization have allowed for more streamlined communications with Miami students, faculty, staff, and community at large. By increasing OIDI's social media reach, we have been able to increase awareness of resources and programming offered by OIDI, along with educational opportunities through silent programming and promotion of partnered events.

## OIDI INSTAGRAM ENGAGEMENT

2,170  
Followers

4,951  
Profile Visits

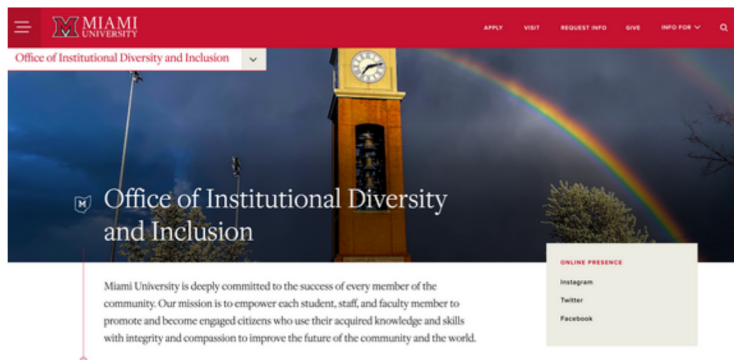
14,451  
Account Reach

205,945  
Account Views

5,752  
Content Interactions

## NEW WEBSITE

OIDI recently launched its new website. This process was completed after conducting an internal audit in collaboration with University Communications and Marketing. This process entailed understand the needs of the campus community in terms of online offerings and resources, so we could redesign the website to meet the communities needs. This



consultative process led to website optimization, allowing for a new layout and organizational method to be utilized on our new website. The new website centers transparency and ease of access of resources, programming, and policies in order to showcase our inclusive excellence approach.

## INCLUSIVE PEDAGOGICAL APPROACHES SERIES

During 2022-2023, the Office for Institutional Diversity and Inclusion partnered with the Center for Teaching Excellence to cosponsor the [ACUE Inclusive Teaching for Equitable Learning microcredential](#).

 22 Faculty  
Participants

Twenty-two (22) Miami faculty participated in this microcredential from October 1-December 15, 2022. This effort reflects our collaborative approach to ensuring an inclusive climate at Miami, including in classrooms, by providing necessary resources and tools for Miami community members to thrive.

## RELIGIOUS OBSERVANCES AND INCLUSIVE SCHEDULING INITIATIVES

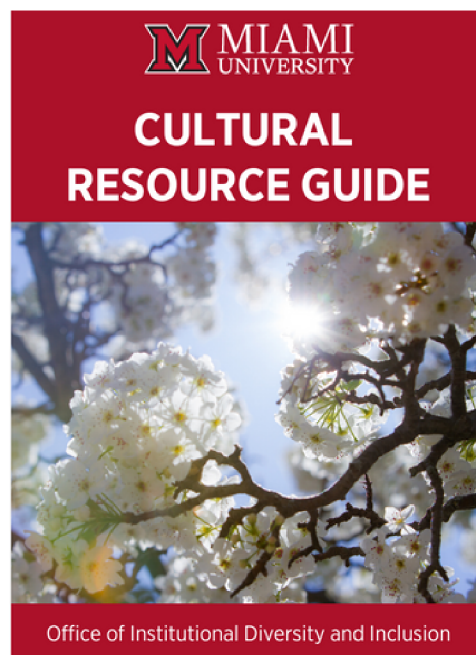
This past year we have expanded the [Religious Observances and Inclusive Scheduling](#) calendar to include more observances, expanded explanation of the holiday, how it is recognized, any possible work-related best practices, and customary greetings. This expanded schedule will also encompass three academic years - the current year and the next two years. With dates farther out, Miami University will be able to be more intentional in long-term planning as we continue to work towards being a more inclusive community.

## PILOTING NAME COACH

In Spring 2023, OIDI and Information Technology launched a new resource for faculty, staff, and students - NameCoach. This platform allows users to add an audio recording and phonetic pronunciation of their first and last names. At present the platform allows the community to use this resource in Canvas (for all our courses) and email signatures. We had 1460 names recorded for email and 3,179 Canvas courses using NameCoach (which can represent at least one individual in the class using NameCoach). To learn more visit this news article about [NameCoach](#).

## CULTURAL RESOURCE GUIDE

Based on initial findings from the Employee Stay Interviews conducted by OIDI, there was a disconnect between new employees and accessing culturally relevant resources in the local area. In an effort to alleviate the stress and additional labor new employees navigate to find grocery stores, beauty stores, religious spaces, cultural centers, and other resources, OIDI developed the [Cultural Resource Guide](#). This guide has been incorporated into all Faculty Search Committee sessions as a resource to provide candidates and is being introduced to Staff Search Committees as well. OIDI is also increasing the visibility of this tool for students, since this resource can be used by anyone in our community. In alignment with our inclusive excellence approach, a tool created to support a specific need now has universal utility among all of our community members. As OIDI continues to share the document, we encourage community members with recommendations for additions in this guide please email [OIDI@miamioh.edu](mailto:OIDI@miamioh.edu) so we can continue to expand this resource for our community.



## INTERFAITH DIALOGUE SERIES

The Interfaith Dialogue Series is an opportunity for the campus community to come together and discuss ways in which religion, faith, and spirituality intersect in our lives - workplace, home life, research, and relationships. This past year we hosted our [inaugural event, the Interfaith Relationships Panel](#). This event allowed a small group of attendees to openly discuss the ways in which interfaith manifests itself in the daily relationships with co-workers, family, loved ones, and others. OIDI is looking forward to partnering with META, the Interfaith Center, and other campus partners to host additional sessions next year to extend the conversations on campus about contemporary interfaith issues faculty, staff, and students are facing in our community.

# III. Capacity Building, Workshops, and Trainings

## SENIOR LEADERSHIP AND ONGOING COMMITMENT TO AN INCLUSIVE MIAMI

In line with best practices nationally and reflective of our inclusive excellence approach, senior leadership groups at Miami, including the President's Executive Cabinet and Deans, participated in continued discussions and learning opportunities connected to supporting an inclusive Miami for all. During 2022-2023, these discussions and learning opportunities included [Safe Zone sessions](#) and Building an Inclusive Miami, a two-hour facilitated discussion on inclusive leadership and organizational change.



**BUILDING**  
**an Inclusive Miami**  
Faculty. Staff. Students. Climate.

## BUILDING AN INCLUSIVE MIAMI

In the context of our commitment to an inclusive Miami community, the Office for Institutional Diversity and Inclusion (OIDI) developed “[Building an Inclusive Miami](#),” a two-hour facilitated discussion on inclusive leadership and organizational change for teams across Miami. This new offering became available during Fall 2022. The interactive facilitated discussion centers on the interconnections between individual identities, experiences, and system-wide practices, policies, and change. Through the lenses of organizational change processes, the facilitated discussion provides opportunities to individually and collaboratively identify components of an inclusive organization and apply this knowledge to the evaluation of policies and practices in units and the organization more broadly. It also provides an opportunity to identify plans for next steps individually and as a team within the framework of organizational change in the service of an ever more inclusive Miami.

## STUDENT WORKSHOPS

This past year we launched our Diversity Statements Workshop to support students navigate both graduate school applications and the job market when addressing diversity questions and/or statements. We also worked with the Graduate School to host diversity workshops during the Graduate Student DEI Professional Development Series. OIDI visited various classrooms to host workshops and facilitate conversations related to inclusive excellence. OIDI hosted 13 sessions with 333 attendees, with a total of 407 hours of training students to expand their cultural competency.



13 Sessions  
333 Attendees  
407 Hours of  
Training

## ANTI-RACISM WORKSHOPS

This past year we did intentional outreach to units and student groups to expand the reach of this initiative. To further extend the access to this training, we created an online module so individuals who could not participate due to scheduling conflicts or busy schedules would still have access to this invaluable information. As a result we had 15 in-person workshops, and 249 faculty, staff, graduate and undergraduate students who have gone through the training either in person or online. This is a total of 369 hours of training. Over the Summer 2023 we plan on modifying the training to streamline the experience and incorporate feedback provided by the community. This updated version of the training will be launched Fall 2024, alongside the updated online module.



## FACULTY AND STAFF SEARCH COMMITTEES

We are excited to continue to collaborate with the Office of Equity and Equal Opportunity (OEEO) to offer search committees resources to ensure inclusive practices. Due to the large volume of trainings, as well as the expansion of our search

committee trainings to

24

In-Person Trainings

472

Attendees

519.5

Hours of Training



created an online training module. This training will allow for greater efficiency, real-time updates for easy access to our search committee members, and flexibility in completing the trainings in an accessible and asynchronous manner.



# ACROSS THE DIVIDE CONFERENCE

The Across the Divide Conference is the premier conference for faculty, staff, and students at Miami University. The 2023 theme was "Leading Through Innovation and Creativity through Inclusion" with the goal to promote a deeper community understanding of the key issues related to inclusion, best practices, research, and community building to further the institution's core values.



**Across the Divide**  
Innovating Inclusive Excellence

This year's keynote speaker was Dr. Ronald A. Crutcher, a national leader in higher education and a distinguished classical musician, past President of the University of Richmond from 2015-2021. Dr. Crutcher is also President Emeritus of Wheaton College in Massachusetts. Prior to Wheaton, he was Provost and Executive Vice President for Academic Affairs here at Miami University. In August 2021, he was named a Senior Fellow at the Aspen Institute. During the conference, his keynote address was titled - I Had No Idea You Were Black: Navigating Race on the Road to Leadership.



The success of Across the Divide was made possible by our **strong partnerships with the Office of the President, College of Creative Arts, Performing Arts Series, Global Initiatives, and the Marcum Hotel and Conference Center.** The Office of the President supported us in hosting Dr. Crutcher. We also partnered with the College of Creative Arts and the Performing Arts Series to host four international artists and activists at the conference. These sessions spoke to the intersection of diversity, activism, creativity, and art. Global Initiatives coordinated their Cesar Chavez Celebration as part of the conference and open it up the day before the full conference. Lastly, The Marcum Hotel and Conference Center also sponsored all of the spaces used for the conference so we could host a robust and vibrant experience for the campus community.

257

Attendees

(65 faculty, 145 staff, 22 undergraduate and 25 graduate students)

46

Presenters

(faculty, staff, and students)

16

Conference Sessions



# IV. Leadership Recognition, Support, and Development

## LEADERSHIP COUNCILS

To advance a more inclusive Miami for all, [Leadership Councils](#) continued to meet with the Office for Institutional Diversity and Inclusion (OIDI) regularly during 2022-2023. These councils include the [Academic Diversity Officers Leadership Council](#), [Divisional Diversity Officers Leadership Council](#), and [Student Advisory Council](#). Academic and Divisional Councils meet monthly, and the Student Advisory Council meets twice a semester.

To end the 2022-2023 academic year, the Councils came together to participate in a Self-Care for Change Agents workshop. We are incredibly grateful for the work Miami faculty and staff leaders take on regularly to make Miami more inclusive, and recognize the significant efforts involved in this work.

## INCLUSIVE EXCELLENCE FACULTY FELLOWS

OIDI, in collaboration with the Provost's Office, launched a new Faculty Fellows Program. In recognition of the efforts and role of faculty in fostering a more inclusive Miami, this program is a professional development opportunity for faculty to deepen their knowledge and expertise as leaders in actively advancing change. Fellows collaborate with OIDI in the Fellow's chosen area, as well as collaborate more broadly on programs and initiatives, to advance Miami's inclusive excellence approach.



A call for applications opened in Fall 2022 and resulted in the selection of the three Faculty Fellows in Spring 2023. Inaugural Faculty Fellows - from left to right Dr. [Fauzia Ahmed](#) (Sociology and Gerontology), Dr. [Anita Mannur](#) (English), and Dr. [Haifei Shi](#) (Biology). Dr. Ahmed will work on community-building for international faculty while Dr. Mannur and Dr. Shi will focus on faculty mentoring programs as Faculty Fellows during the 2023-2024. We are excited to welcome them to OIDI and to support work on these important initiatives!

## WOMEN OF COLOR LEADERSHIP SUPPORT NETWORK

Reflecting our commitment to inclusion and diversity, OIDI launched a new Women of Color Leadership Support Network for faculty and staff. The first cohort, in 2022-2023, [included eighteen participants from across the university, including Advancement, CAS, CEC, EHS, EMSS, FSB, Myamia Center, Regionals, Student Life, and UCM](#). The group served as a space for community building, honest conversations, and support. The group met over the summer as a book club and monthly during the academic year for facilitated discussions and connected workshops to collaboratively discuss and learn more about inclusive leadership and the experiences and roles at Miami and beyond.

## FACULTY WOMEN OF COLOR IN THE ACADEMY CONFERENCE

Sponsored by OIDI, a cohort of five faculty attended the 11th Annual Faculty Women of Color in the Academy Conference. Helane Androne (English), Anita Mannur (English), Shawnieka Pope (Family Science and Social Work), Jinjuan She (Mechanical and Manufacturing Engineering), and Haifei Shi (Biology) networked and engaged in sessions and dialogues on topics ranging from mentoring to student success to work-life balance during the conference. The cohort met to debrief and discuss possible next steps for strengthening our inclusive community by using the knowledge learned at the conference. It was held at Virginia Tech and was coordinated by Miami alum Chatrice Barnes '17, the Director of Faculty Diversity and Community Engagement at Virginia Tech. Dr. Katherine Cho, formerly at Miami, provided the lunch Keynote talk at the conference and was introduced by Vice President of Institutional Diversity and Inclusion Cristina Alcalde. Miami joined several other universities as an official Sponsor for the conference, which hosted over 600 participants.

## NATIONAL CIVIL RIGHTS CONFERENCE

OIDI, in collaboration with the Honors College, were Platinum Sponsors of the annual National Civil Rights Conference in 2022. Faculty, staff, and students from Miami participated in the conference, and their registration was covered by the sponsorship. Participants engaged in panels, papers, and discussions centered on the conference theme of “Engage, Educate, and Empower” over two days in Baton Rouge, Louisiana.

## DEI IN LEADERSHIP ONLINE CERTIFICATE

Following-up on the success of our award-winning DEI in Leadership Online Certificate, we have expanded and re-structured the offering. The series is designed for mid and senior-level leaders in corporate, nonprofit, and education sectors. The concise, 45-minute modules focus on knowledge and strategies and are facilitated by Miami faculty and staff content experts. We have added four modules, so that our 14 modules now include:

- Bias, Stereotypes, and Microaggressions
- Race and Anti-Racism
- LGBTQ+ Identities
- Ableism and Inclusion
- Cultural Intelligence
- Strategies for Workplace Inclusiveness
- Intercultural Communication in a Globalized World
- Healthcare Inequities and Inclusion
- Age and Ageism
- Indigenous Perspectives: Miami Nation
- Emotional Well-Being
- Masculinities in the Workplace
- Intergroup Dialogue



These topics reflect our inclusive and broad approach to diversity and inclusion. Modules have been organized into three tracks to better serve specific sectors. The tracks are Inclusive Workplaces, Coalition-Building, and Health Equity. The DEI in Leadership Certificate has appeared in *Insight into Diversity*, the *Cincinnati Magazine*, and through LinkedIn ads and is a great way to engage in professional development for leaders across sectors.

## INTERNAL DEI MODULE SERIES

All fourteen (14 modules) in our DEI in Leadership Online Course are now available free to all Miami faculty, staff, and graduate students through Canvas. Over 860 individuals registered for the initial offering of the course last year, and in this cycle 216 individuals have registered so far. Last year, it earned [bronze from the Telly Awards](#), the world's largest honor for video and television content across all screens, in the Online Series – Education and Discovery category.



## DEI AWARDS

We are honored to uplift and recognize the award recipients of [Fall 2022](#) and [Spring 2023 University Diversity and Inclusion Awards](#) with a total of 14 recipients of five award categories.

The first award, [Ray of Light](#), recognizes members of the Miami University community who have demonstrated, advanced, or promoted activities, programs, or actions that have supported campus efforts to help enrich the experiences for faculty, staff, and students. The recipients of this award were [Akanksha Das \(2022\)](#), [Fauzia Ahmed \(2022\)](#), [Laura Birkenhauer \(2023\)](#), [Jennifer Heston-Mullins \(2023\)](#), and [Darryl B. Rice \(2023\)](#).



The second award is the [Distinguished Service Award](#) which recognizes the creative/academic contributions of a unit steeped in a consistent record of service that has highlighted or supported diversity and inclusion or directly shaped and positively affected the meaning and understanding of diversity and inclusion on campus. The recipients of this award were [Miami University Libraries DEI Committee \(2022\)](#), [the Center for Career Exploration and Success \(2022\)](#), and [Student Counseling Service \(2023\)](#).

The third award category was [Diversity Event of the Year Award](#) which recognizes an individual or group who hosted an event or series that engaged the campus community in a meaningful diversity and inclusion experience. The recipients of this award were the [Annual Latin American and Caribbean UniDiversity Festival \(2022\)](#), [A Day of Reflection: 175th Anniversary of the Miami Tribes' Removal from their Homelands \(2022\)](#), and [QT-Con \(2023\)](#).

The fourth award category was [Diversity and Inclusion Student Advocate Award](#) which recognizes a current undergraduate or graduate student who has worked tirelessly on campus and/or the local community to advance diversity, equity, and inclusion. This is a new award as of Spring 2023 and the inaugural recipient of this award was [Kennedy Hughes \(2023\)](#).

Lastly, the final category was [Institutional Inclusive Excellence Award](#) which recognizes trailblazers on campus who have led or impacted a policy shift, innovative programming, or demonstrated scholarly opportunities for the Miami community to engage in diversity and inclusion activities directly on campus. The recipients of this award were [Rose Marie Ward \(2022\)](#) and [Jacky Johnson \(2023\)](#).

Each of these individuals and units have been instrumental in moving forward inclusive excellence initiatives at Miami University, and we look forward to recognizing all the great work taking place here by recognizing individuals, groups, and/or units every year.

# V. Accountability and Transparency

## DEI COMMUNICATIONS

The Office of Institutional Diversity and Inclusion (OIDI) transitioned from a Weekly Three email to a quarterly newsletter, The Miami Pulse. During the 2022-2023 academic year, four editions of the newsletter were published, featuring interviews of faculty, staff, student, and campus initiatives or individuals who are conducting DEI work for the community. Newsletter editions also included highlighting research publications of community members who have recent publications surrounding DEI, and information regarding OIDI's initiatives, announcements, and leadership opportunities. We are also excited to spotlight initiatives and Miami community members across the institution in every issue, and welcome [submissions for announcements](#).

OIDI created an internal Marketing and Communications Plan to outline the policies and procedures surrounding DEI communications across campus and with the community. This plan featured the integration of utilizing university-wide digital screen advertisements, both at Oxford and at the Regionals campuses, along with more streamlined communications with Regionals campuses as a whole. This plan also included the creation and distribution of monthly event calendars shared with both Oxford and Regionals campuses on A-frame posters featuring each month's DEI related programming and event information. OIDI's new Marketing and Communications Plan also included the continued building and solidification of partnerships across campus with key stakeholders. These partnerships have allowed for a wider-reach of educational content and a larger share of programmatic materials.

During the 2022-2023 academic cycle, OIDI placed a variety of external advertisements with both print and digital media outlets to share messaging surrounding varied initiatives. These outlets included the Miami Student (February 2023), The Dayton Jewish Observer (April 2023, September 2023, December 2023), NCRC Conference (June 2023), Faculty Women of Color in the Academy Conference (April 2023), Insight Into Diversity (January 2023, March 2023), REALM: The Journal for Queen City CEOs (April 2023), and Oxford NAACP Chapter (April 2023). In an effort to increase its visibility, OIDI continues to seek new avenues of communications with the community to have a wider reach and continued intentionality behind advertisements.

## BIAS INCIDENT REPORTING

In collaboration with the Office of Equity and Equal Opportunity and the Office of the Dean of Students, OIDI continues to support the campus community in exploring bias incidents and designing educational programming to expand the conversation on campus about inclusion. Our focus is on supporting all community members to learn from their experiences on campus and grow together as we all strive to make Miami an inclusive community for everyone.

## FREEDOM SUMMER OF '64 LEGACY AND ACTION

On September 22, 2022, Miami held the Freedom Summer of '64 Ceremony to honor the [National Underground Railroad Freedom Center](#) (NURFC) for its efforts in advocating for social justice. The ceremony and an accompanying symposium on "Race: A Necessary Dialogue in America" was held at the

NURFC, where President Gregory Crawford presented NURFC President Woodrow Keown, Jr., with the award. The accompanying symposium featured Wil Haygood, Joan Ferrante, and Cincinnati Mayor Aftab Pureval on a panel with Jeff Pegues '92 as the moderator. The event had over 150 faculty, staff, students, alums, and community members in attendance.

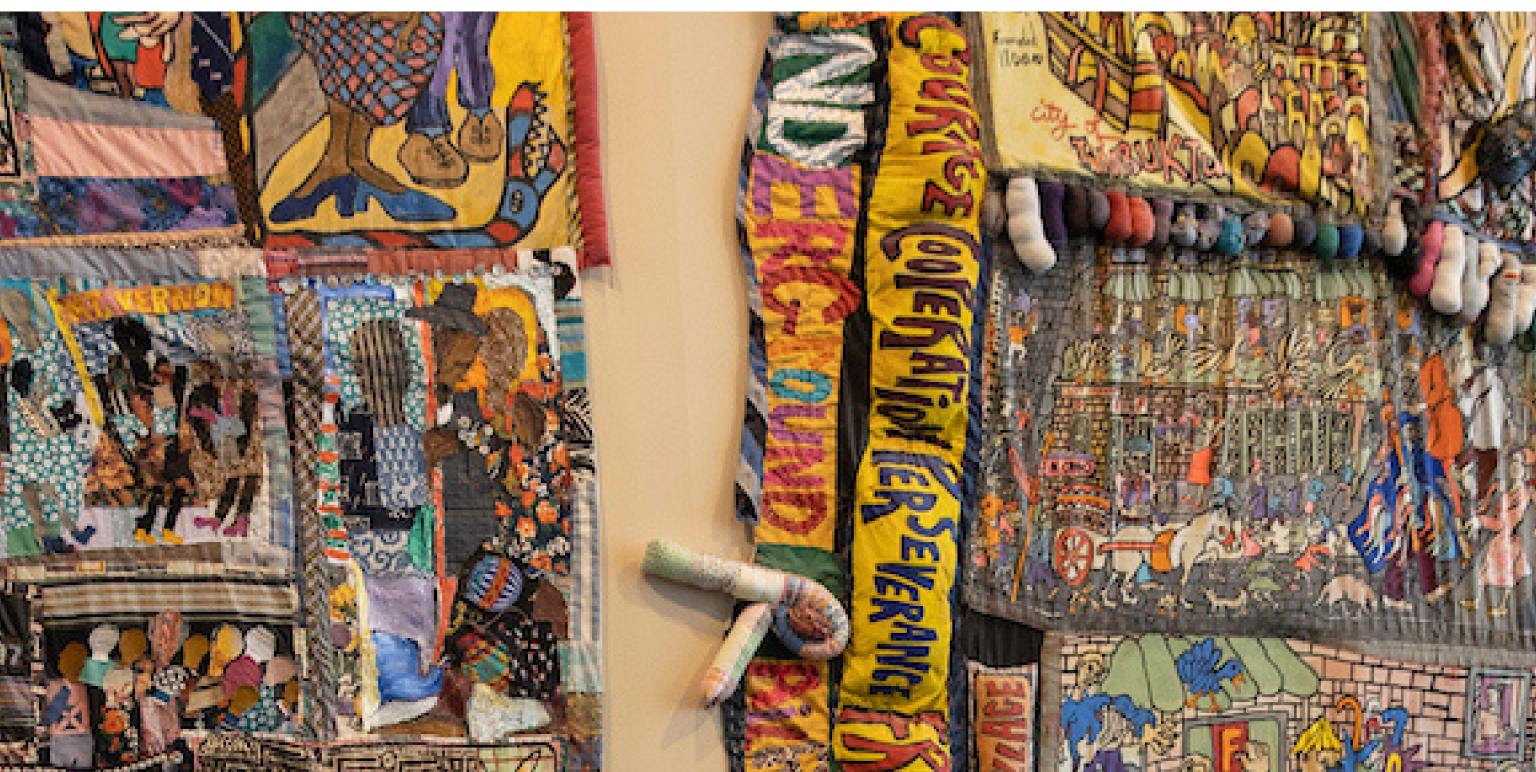
## **FREEDOM SUMMER OF '64 TRAINING FOR FREEDOM DOCUMENTARY AND UNV 101**

In an exciting new partnership, OIDI and UNV 101 came together to provide incoming students with the opportunity to watch and discuss Training for Freedom as one of the diversity, equity, and inclusion options for UNV 101 students. There were three sessions hosted in the Peabody Auditorium, where participants of the Freedom Summer trained and worked together in 1964. We had 75 students participate in this experience and discuss the importance of Miami's rich history and how we can learn from those experiences today.

# **VI. Data and Strategic Planning**

## **EMPLOYEE STAY INTERVIEWS**

Over the past year, the Office of Institutional Diversity and Inclusion (OIDI) has endeavored to recruit racially minoritized faculty and staff at the institution to share their lived experiences on campus. This project is part of the larger Campus Climate Initiative. Data from the interviews will allow the university to better understand the experiences of community members, identify and amplify existing best practices that support the retention of faculty/staff of color, and develop new strategies and approaches. To date we have interviewed 40 faculty and staff across various units at Miami. We plan to analyze interviews starting summer 2023.



## CAMPUS CLIMATE SURVEY

In Spring 2023, OIDI launched “Your Voice, Your Miami” Campus Climate Survey 2023. The purpose of this survey was to more fully understand the perceptions and experiences of students, faculty and staff, evaluate progress on climate issues, and identify next steps for Miami. We partnered with INSIGHT Into Diversity Viewfinder® as our vendor for the survey. The survey was open over a [5-week timespan](#) (January 25 - March 1) and prizes were connected to these five weeks to incentivize faculty, staff, and student participation. The result was a total of 4423 respondents, 1785 faculty and 2638 students. We plan to have an executive summary of this survey in early Fall 2023. Through the survey the institution will be able to explore strengths and growth opportunities to support the institution’s commitment to being an inclusive community for everyone.



**Your Voice.  
Your Miami.**

UNIVERSITY-WIDE  
CAMPUS CLIMATE  
SURVEY

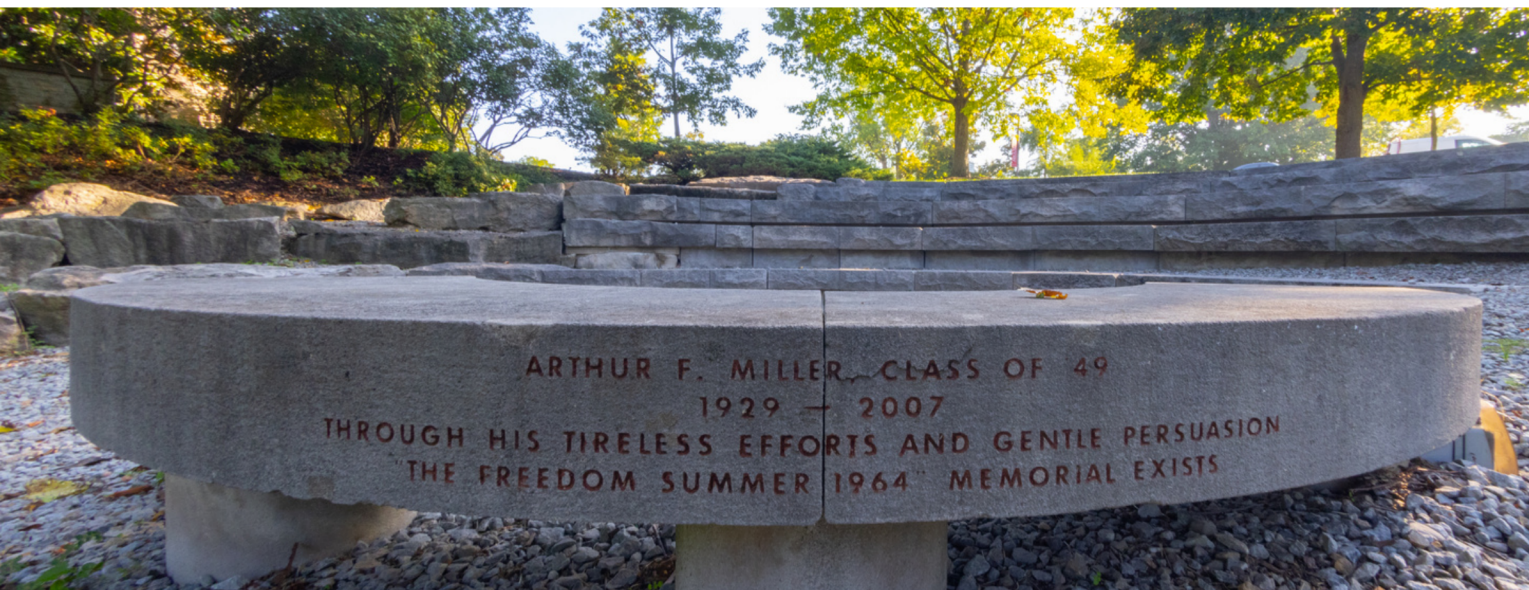
January 25-March 1

Complete the survey  
and be heard!

## VII. On the Horizon: Additional Projects and Initiatives We Are Looking Forward to Launching in 2023-2024

### EQUITY-MINDED SUPERVISION

In partnership with Human Resources, the Office of Institutional Diversity and Inclusion (OIDI) will create cohorts of supervisors to engage in conversations on best practices on inclusive supervisory processes, so that a culture of inclusion is fostered across the institution. Supervisors will be able to join a cohort with similar supervisory responsibilities (i.e. Directors group, Coordinators group, etc.) for specific strategies and tools to ensure that the supervisory styles and approaches across campus reflect the institution’s investment in inclusive excellence.



## REDHAWKS EQUITY LEADERSHIP SERIES

Over the past year, we have gotten feedback from the student body that students would like an easily accessible training experience to enhance their skills as inclusive leaders. To support this need on campus, we will be launching the Redhawks Equity Leadership Series (RELS) - an online cultural competency certificate for undergraduate and graduate students. This initiative will be recruiting students in the summer and go live September 2023. This initiative will tap into the faculty and staff expertise at Miami University to advance our students' understanding of themselves, our community, and to gain strategies they can implement both on and off campus.



## Redhawks Equity Leadership Series

## NEW REGIONAL CONFERENCE PARTNERSHIP: REIMAGINING THE ACADEMY

Miami University, Kent State University, and Ohio University have joined forces to form a collaborative conference: Reimagining the Academy: Building Communities for Access and Transformational Change. Previously, each university held an annual conference on topics related to diversity, equity and inclusion. This new alliance will allow the universities to come together for one conference to share expertise and leverage their strengths. Reimagining the Academy will take place October 18-19, 2023 in the Kent Student Center. Virtual engagement opportunities will also be available. The keynote speaker, Carol Anderson, Ph.D., will speak on October 19th. Dr. Anderson, a Miami alum, is a professor of African American Studies at Emory University and is the author of several bestselling books including *The Second: Race and Guns in a Fatally Unequal America* (2020), *One Person, No Vote: How Voter Suppression Is Destroying Our Democracy* (2018) and the critically-acclaimed #1 bestseller *White Rage* (2016).







## INSTITUTIONAL IMPACT AND COMMITMENT TO INCLUSIVE EXCELLENCE

### VIII. Partner Highlights

#### ENGAGEMENTS / EVENTS

- The Miller Center for Student Disability Services hosted Disability Identity and Culture Month during October 2022 reaching over 500 campus community members. Highlighted events included a common reading experience and keynote speech featuring alumna and author Kala Allen Omeiza, a partnership with the Office of Institutional Diversity and Inclusion and AccessMU.
- The Graduate School successfully ran two [book clubs](#) with associated panel discussions that focused on thriving as a Black, Indigenous and People of Color (BIPOC) student at a Predominantly White Institution (PWI).
- Miami Athletics celebrated Mid-American Conference DEI Week hosting a series of events including nationally recognized inclusive excellence speaker Dr. Derek Greenfield, a RealTalk Panel of Diverse Coaches and Staff, Equality and Inclusion Basketball Games in collaboration with Rising Coaches and a Meet and Greet with the Center for Student Diversity and Inclusion.





- Miami Athletics hosted the 50th Anniversary of Title IX: A Legacy of Love & Honor. A special evening and panel discussion with five outstanding Miami affiliated individuals who shared their journeys as they experienced the passage of Title IX and the continual pursuit for equity and equality in higher education and sports. All Miami University female student-athletes and coaches attended with countless other special guests, alumni, and staff.



- In February 2023 the College of Engineering and Computing (CEC) hosted the first CEC DEI Employer Showcase. It was a career fair style event open to CEC majors. Twelve companies participated and the event was attended by approximately 200 students. Companies recruited for interns and full-time employees from among all CEC disciplines. Four student organizations (Out in STEM, Society of Women Engineers, National Society of Black Engineers, and Society of Hispanic Professional Engineers) partnered with the event to raise funds for their organizations.



- For the second year, Miami University Performing Arts Series brought Black Joy and Radical Hospitality to the campus and community with the Electric Root Festival. The event exceeded the organizer's goals in drawing over a 1000 attendees from five generations who engaged with the Radical Hospitality Tent, Make and Take Art stations, main stage performances, a bouncy house, an info expo, a wishing tree, and more. The key to this free arts and cultural event for all is the strong partnerships the Series have formed with Student Life through Miami Activities and Programming, Professors in the College of Creative Arts through experiential learning opportunities and International artistic curators, producers, and facilitators Electric Root.



- Miami University Performing Arts Series were truly honored to partner with the Office of Institutional Diversity and Inclusion on their Across the Divide Conference this past spring. The Series worked with longtime artistic collaborators Electric Root to develop a conference track exploring activism, and social justice through artistic expression. Harold Green, spoken word poet, led a workshop, Ode to Self, where attendees explored how they would describe themselves through poetic devices. Shariffa Ali, theater maker, and Jono Gasparro, producer and facilitator, ran a Radical Hospitality Workshop giving participants insights into the practice of Radical Hospitality in DEI efforts. And Michael Mwenso, Black Roots Music expert and musician, led attendees in a Listening Session where active listening as a group to examples of Black Roots Music brought connections between the human condition now and then.



## AWARDS / RECOGNITIONS / SCHOLARSHIPS

- [Camber Hayes](#) (Women's Soccer) won the Diverse: Issues in Higher Education, National Female 2023 Arthur Ashe Jr. Sports Scholar of the Year Award.
- Brian Zapp became the [first out baseball student-athlete](#) in Division I baseball and shared his story with the Toronto Blue Jays.
- The College of Arts and Science received a \$1 million donation from alum David Koschik '79 and his wife Izumi Hara for its new LEADS Institute, an Academic Excellence and Leadership Accelerator, to support high-achieving underrepresented and diverse students, create a new Dean's STEMM Scholars Program, new Koschik and Hara Summer Bridge To Success Bootcamp, new pre-professional Arts and Science Multicultural Association (ASMA), expand existing Humanities and Social Science (HASS) Scholars programming, and provide support for peer mentoring, study away and abroad opportunities, and experiential learning outside the classroom.
- Bruce E. Drushel (Professor & Chair, Department of Media, Journalism, and Film) was the recipient of the 2022 Leroy F. Aarons Award. Given by the LGBTQ Interest Group, the Leroy F. Aarons Award recognizes one individual for their career achievement in education and research affecting the LGBTQ community.
- At the 2023 Miami Louis Stokes Alliance for Minority Participation (LSAMP) year-end recognition for seniors, Cecily Pryor (Microbiology) received top honors as the 2023, Louis Stokes Trailblazer Award recipient, which is given to one scholar who is actively involved in STEM research, internships, and/or volunteering and demonstrates active leadership on campus and in the community.
- Fauzia Ahmed (Associate Professor, Department of Sociology and Gerontology and the Women's, Gender, and Sexuality Studies program) and Akanksha Das (Doctoral student, Department of Psychology) both received the "Ray of Light Award" at the University Diversity and Inclusion Award ceremony. This award recognizes members of the Miami University community who have demonstrated, advanced, or promoted activities, programs, or actions supporting campus efforts to help enrich the experiences for faculty, staff, and students.
- The "Diversity Event of the Year Award" at the University Diversity and Inclusion Award ceremony went to the UniDiversity Festival organized by Jacqueline Rioja Velarde (Associate Director, Center for American and World Cultures).
- Nyah Smith (Public Health) and Jules Jefferson (Biochemistry) were elected Miami University Body President (NS) and Vice President (JJ) for the 2023-2024 academic year, making Miami history as the first elected all-Black ticket.





- College of Arts and Science (CAS) celebrated National First-Generation Day 2022 by recognizing first-generation students, including Petrina Duffour (Biology major/Premedical Studies co-major) who received the 2022 Outstanding First-Generation Student Award and faculty/staff advocates and allies, including Professor of Chemistry and Biochemistry, Dominik Konkolewicz who received the 2022 Outstanding First-Generation Advocate Award.



- The magazine INSIGHT Into Diversity bestowed its 2022 Inspiring Programs in STEM award on Miami University's Louis Stokes Alliance for Minority Participation (LSAMP) program. Funded by the National Science Foundation Miami LSAMP aims to significantly increase high-achieving underrepresented minority student recruitment, retention, and attainment of four-year STEM degrees from Miami University, subsequent graduate and professional schools, and future entry into STEM careers. This was the second time Miami LSAMP has won this prestigious award.



- Performing Arts Series Student Employee Jazmine Williams won the President's Distinguished Service Award in large part for her work on the Electric Root Festival for the past two years.



- Gwenmarie Ewing, Assistant Director of the Performing Arts Series won a College of Creative Arts PRIDE award for her work, including the Electric Root Festival.



- College of Creative Arts, Performing Arts Series received Outstanding Campus Collaboration (Large Campus) from the National Association of Campus Activities, Social Justice Educational Program Award from the National Association of Campus Activities, and the Miami University SEAL Award for Event of the Year 2023.



- Information Technology (IT) Services received 8th place for DEI in midsize companies in Computerworld's 29th annual Best Places to Work in IT report.

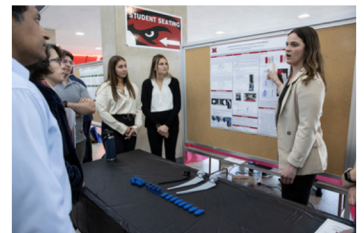
- IT's Elizabeth Parsons was nominated for the Ray of Light award.
- Dr. Genesis Ross won the University's Award for: Outstanding Advising Diversity, Equity, and Inclusion Initiative of the year.

## WORKSHOPS / INITIATIVES

- The Miller Center for Student Disability Services hosted the second annual Mastering Disability Access at Miami pre-semester program including a new peer mentor component. 100% of surveyed participants said the experience helped them understand how to use their services and prepare to engage with faculty. A peer mentor shared: "I really enjoyed being a peer mentor. It was nice to be able to share my experiences with other students and to work with them to help them understand how to have the best experience in college."



- The Graduate School established the [Graduate Student Diversity, Equity, and Inclusion Advisory Board](#).
- In August 2022 CEC hosted its first Inclusive Teaching Workshop for faculty and staff. The workshop was led by Dr. Ann Haley Mackenzie, Associate Professor of Science Education in the College of Education, Health, and Society. The workshop focused on four main topic areas: demographic statistics in STEM, identity and implicit bias, culturally responsive teaching, and inclusive teaching strategies. Attendees were able to connect with other educators and learn easy-to-use, evidence-based strategies in order to foster welcoming learning environments that promote student success.
- Annual IT Diversity Film Festival: Each year, the IT Services Diversity Committee hosts a film festival where we invite someone from the Miami community to join us in watching a film and facilitating a discussion afterward. In previous years, we have discussed films about using native imagery in sports mascots, comparative religions, and racial inequality. For our most recent film festival, we invited University archivist Jacqueline Johnson and theater faculty Dr. Ann Elizabeth Armstrong to discuss *Training for Freedom: A Freedom Summer Documentary* and *Songs for Freedom: The Music Behind the Freedom Summer Trainings*.
- This past year, the IT Services Diversity Committee organized two information sessions about Ramadan and Diwali. For each, we invited members of the IT Services community who observe these religious holidays (the former a student worker; the latter several folks in IT Services, along with input from the Indian Student Association) to come give a presentation about traditions and family events taking place during this time.
- Dr. Genesis Ross has uniquely contributed to an inclusive Miami through opportunities for underrepresented MU populations. She reimagines academic success-experiences, supportive-networking, and community-building. She has a unique perspective as someone who has engaged on campus as a student, faculty member, and staff, at Miami University (Oxford & Regionals). In 2022-2023, Dr. Ross: organized equity-based advising services, developed the initial rollout of programming for the newly launched EHS Success Center which included parent programs, Accessibility and Construction projects, lead the cultivation of a BIPOC support space for EHS which welcomes students across Miami University (Oxford and Regionals) and encourages students to practice leadership skills. Developed and provided students wellness retreats at no cost, with free services delivered by underrepresented professors across the nation, and created/ing opportunities for underrepresented students to think about their majors beyond the classroom and institution as a means to - career readiness, career goals, and build their confidence.





- Lived Experiences: Race at Miami University - The Libraries collaborated with faculty, professional staff, students, and community members across the disciplinary, racial, geographic, and socioeconomic barriers that typically divide us to develop an online archive that begins to tell the story of race at Miami and in the surrounding community. It includes oral histories, documentaries, and digitized archival documents from and about Black alumni, students, faculty, and staff at Miami University. The website with all of its rich resources can be found at [livedmu.lib.miamioh.edu](http://livedmu.lib.miamioh.edu).
- OhioLINK Luminaries Program - For the second year, the Libraries participated in the OhioLINK Luminaries Program, an initiative designed to introduce students from under-represented backgrounds to career opportunities in librarianship, information studies, and data sciences. The program offers students a unique, paid opportunity in academic libraries not available in traditional internships or part-time campus employment that focuses on resume-building activities and hands-on experiences. This year, the Libraries expanded the program to include a second year, allowing for a more in-depth exploration of two library departments.

## COMMUNITY SERVICE / PIPELINES

- College of Arts and Science faculty, staff and students were involved in several Pipeline Programs and led engaging workshops, modules, and panels for 160 young high school women who participated in Careers Involving Quantitative Skills (CIQS), 180 diverse high school students visiting Miami through the Bridges Program, and 100 students (6th-9th graders), teachers, and coordinators who participated in the Cincinnati Summer Experience camp organized by Dr. Rodney Coates.

## IX. In the News

We are fortunate to have so many faculty and staff with DEI expertise at Miami. Through UCM's efforts to track and document when faculty and staff are featured in the news, we highlight just a few within the past year to showcase the tremendous work around DEI our faculty and staff are doing across various industries and disciplines.

### APRIL 2023

- [Hayes named the 2023 Arthur Ashe Jr. Sports Scholar \(4/4/23\)](#)
- [Miami University Faculty Scholars and Junior Faculty announced 4/13/23\)](#)
- [Six festivals over five days: Enjoy music, art, poetry, food and more April 25-30 \(4/19/23\)](#)
- [Three Miamians offered Fulbright awards to conduct research or teach abroad \(4/19/23\)](#)
- [Career Exploration and Success earns national award \(4/26/23\)](#)
- [Miami honors faculty, staff, and students who promote diversity and inclusion \(4/27/23\)](#)

## MARCH 2023

- ['An Incredible Experience': Escala represents Czech Republic at WBC \(3/3/23\).](#)
- [Promotion and tenure granted to 38 \(3/3/23\).](#)
- [Miami earns third Straight Seal of Prevention \(3/14/23\).](#)
- [Transforming energy systems, paving the pathway to carbon neutrality: a Q-and-A with Malcolm Drane, director of Energy Systems \(3/16/23\).](#)
- [Myaamia Center, IT Services win 2023 CIO 100 Award \(3/28/23\).](#)
- [Prestigious art award shines spotlight on Regionals faculty member \(3/31/23\).](#)

## FEBRUARY 2023

- [Miami students get involved with Cincinnati area food insecurity initiatives \(2/1/23\).](#)
- [Phantom Power podcast journeys into "The sound world of Harriet Tubman" 2/1/23](#)
- [The Lee and Rosemary Fisher Innovation Center celebrates grand opening \(2/16/22\).](#)
- [Miami makes its award-winning online DEI leadership course available to on-campus and external audiences \(2/22/23\).](#)

## JANUARY 2023

- [Miami University, Oxford community to commemorate Martin Luther King Jr. Day \(1/12/23\).](#)
- [Miami graduate realizes dream as U.S. ambassador \(1/13/23\).](#)
- [Take Campus Climate Survey 2023 to tell about your experience \(1/19/23\).](#)
- [Social justice interns challenged in real-world solutions of social inequality \(1/23/23\).](#)
- [Name Coach provides accurate audio name pronunciation \(1/31/23\).](#)
- [Miami University's FOCUS program brings prolific storyteller to campus on Feb. 8 \(1/31/23\).](#)

## DECEMBER 2022

- ["We're not done" \(12/12/22\).](#)

## NOVEMBER 2022

- [Miami University, Miami Tribe of Oklahoma celebrate 50th anniversary with 'Two Miamis' event \(11/9/22\).](#)
- [Latina Entrepreneur Academy welcomes new graduates \(11/9/22\).](#)
- [Through the Lens: The Two Miamis: Celebrating 50 years \(11/17/22\).](#)

## OCTOBER 2022

- [Dinish and ILA Paliwal help advance Miami with \\$2 million gift to Engineering and Computing \(10/5/22\)](#)
- [Three exhibitions explore the 50-year relationship between the Miami Tribe and Miami University \(10/6/22\)](#)
- [Effort to recover Indigenous language also revitalizes culture, history and identity. \(10/10/22\)](#)
- [Miami University honors those who promote diversity and inclusion \(10/22/23\)](#)
- [Celebrating Miami: Tribe and University Week on campus from Nov. 6-13 \(10/27/22\)](#)

## SEPTEMBER 2022

- [Miami University, BCRTA partner to celebrate 50th anniversary of relationship with Miami Tribe of Oklahoma \(9/8/22\).](#)
- [Miami University Symphony Orchestra film selected for the International Diversity Film Festival \(9/8/22\).](#)
- [Miami University to honor the National Underground Railroad Freedom Center \(9/8/22\).](#)
- [Miami receives Higher Education Excellence in Diversity \(HEED\) Award for INSIGHT Into Diversity magazine for third straight year \(9/13/22\).](#)
- [Miami's annual Latin American Caribbean UniDiversity Festival is Sept. 30 \(9/20/22\).](#)
- [Miami makes third straight appearance on 'Best Employers' list \(9/22/22\).](#)
- [Miami University student sells her skincare products on Amazon \(9/28/23\).](#)
- [Nicole Fleetwood circles back to Miami \(9/29/23\).](#)

## AUGUST 2022

- [Myaamia Center receives \\$472,397 Robert Wood Johnson Foundation grant \(8/9/22\).](#)
- [Miami's LSAMP program receives national award honoring its support for underrepresented students \(8/17/22\).](#)

## JULY 2022

- [Daryl Baldwin testifies about importance of NEH funding and technology in helping to support endangered Indigenous languages \(7/21/22\).](#)
- [Miami Regionals announces new community and alumni engagement director \(7/26/22\).](#)

## JUNE 2022

- [President's Diversity, Equity, and Inclusion Task Force spurs change across campus \(6/6/22\).](#)

# X. Institutional Awards

During 2022-2023, Miami received national and international recognition across various areas of ongoing work; here we highlight a few of these awards. We are grateful for the work within the Miami community that made these possible.

## HIGHER EDUCATION EXCELLENCE IN DIVERSITY AWARD

The INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED) Award recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. Miami University received this award in 2022, 2021, and 2020.



## Campus Prideindex CAMPUS PRIDE INDEX SCORE

The Campus Pride Index sets the bar higher for LGBTQ-inclusive policies, programs and practices. The index is owned and operated by [Campus Pride](#), the leading national nonprofit organization for student leaders and campus groups working to create safer, more LGBTQ-friendly learning environments at colleges and universities. The index is supported under the Campus Pride Q Research Institute for Higher Education as well as benefits from strategic partnerships with professional organizations in higher education and related LGBTQ nonprofit organizations. In 2023, Miami University was awarded a 4.5 out of 5 Stars overall, in the Campus Pride Index. This rating is based on a review of the institution's policy inclusion, institutional support and commitment, academic life, student life, housing and residence life, campus safety, counseling and health, and recruitment and retention efforts.

## CIO 100 AWARDS

The CIO 100 Awards celebrates 100 organizations and the teams within them that are using IT in innovative ways to deliver business value, whether by creating competitive advantage, optimizing business processes, enabling growth or improving relationships with customers. In 2023, the Myaamia Center and the IT Services department received this award.





## 2022 INSPIRING PROGRAMS IN STEM AWARD

The INSIGHT Into Diversity Inspiring Programs in STEM Award is a measure of an institution's individual colleges' programs and initiatives that encourage and support the recruitment and retention of women and underrepresented students into all STEM fields. These include, but are not limited to, science and research fields, technology, engineering, and all math fields. In 2022, LSAMP received this award.



## 2023 COMPUTERWORLD: BEST PLACES TO WORK IN IT

Computerworld publisher Foundry conducted its 29th annual survey to identify the best places to work for IT professionals. Organizations must excel in six areas to receive the Best Places to Work award: DEI, Employee Engagement, Hybrid Work, Benefits, Career Growth, and IT Growth. In 2023, Miami University's IT services received this award.



## ASEE DIVERSITY RECOGNITION PROGRAM, BRONZE

The ASEE Diversity Recognition Program (ADRP) was created to publicly recognize those engineering and engineering technology colleges that make significant, measurable progress in increasing the diversity, inclusion, and degree attainment outcomes of their programs. In 2022 the College of Engineering and Computing received this award.



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