



INCLUSIVE EXCELLENCE AT MIAMI

An Integrated and Structural Approach

Office of Institutional Diversity and Inclusion Report | 2021 - 2022



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.

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 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 2021-2022, the Office of Institutional Diversity and Inclusion focused on restructuring and reorganizing internally, and on centering university-wide efforts that contribute to **capacity-building, systemic change, and cultural transformation.**

One report cannot do justice to all the amazing initiatives, projects, and events made possible by students, faculty and staff across Miami. We are thankful for these efforts and accomplishments. Cultivating a diverse, inclusive, and equitable Miami is the responsibility of each of us, and we look forward to our continued work together as we grow stronger and make more change to strengthen our excellence, access, and sense of belonging for all.

As we hold ourselves accountable as an institution and individually, and we center transparency and accountability, we share this report to highlight some of the efforts within and from the Office of Institutional Diversity and Inclusion. We have organized the report into **ten areas** to reflect main areas of focus and areas of ongoing work and opportunity.

We are proud of the work accomplished this year, which builds on past progress and reflects new opportunities for implementation of best practices and innovation. As part of our steadfast commitment to diversity, equity, and inclusion and understanding that change must be systemic, we also acknowledge the work that remains to be done.

Thank you for making this work possible, and for continuing to push Miami forward. I look forward to continuing to share our progress and impact moving forward, and welcome your ideas and feedback as we work together towards an ever more inclusive Miami.



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

We have had significant developments in building the Office of Institutional Diversity and Inclusion (OIDI) Team this year. To start the year, on July 1, 2021, Dr. **Cristina Alcalde** joined Miami as **Vice President for Institutional Diversity and Inclusion**. In mid-Fall 2021, **Vicki Mumma** joined as the first full-time **Administrative Assistant** for the Office for Institutional Diversity and Inclusion. In February 2022, following a national search, **two Directors of Programming and Strategic Initiatives** joined the OIDI team as part of our efforts to strengthen and better reflect our Diversity, Equity, and Inclusion (DEI) commitments. Joining the Vice President of Institutional Diversity and Inclusion, the Directors help lead, coordinate, and support university-wide initiatives for students, faculty, and staff. Dr. **Hiram Ramirez** joins us from California State University Channel Islands, where he previously served as Director of Inclusive Student Services and Multicultural Dream Center. Dr. **Samuel Kwabong** joins us from Point Loma Nazarene University, where he previously served as Director of the Offices of Multicultural and International Student Services.

This year we also solidified plans for the OIDI team to include **graduate and undergraduate students**. Through collaboration with Academic Affairs and the Graduate School, and as a way to ensure graduate students play a role in planning OIDI university-wide efforts and have opportunities for professional development in the DEI realm, OIDI will now have two Graduate Assistants for 2022-2023. **Laura Carroll**, a Masters of Music, Vocal Performance student joined OIDI during 2021-2022 and will continue with OIDI next year and **Braelyn Bean**, a Sports Leadership and Management student will join OIDI in Fall 2022. We also have two undergraduate social media interns as part of the OIDI team. **Evelyn Morrison**, a Public Administration, Data Analytics, and Sustainability major and **Logan Harvey**, an Art & Architecture History and Data Analytics major, joined OIDI as social media interns this year.

Starting April 2022, **Spencer Izor**, Senior Director of Development, is lending her expertise to OIDI as the **first DEI Officer for OIDI in Advancement**. We are excited to collaborate with Advancement and Spencer as we create OIDI's first Advancement Plan to better support DEI efforts.

As we move forward, OIDI is excited to have this energized, innovative, and collaborative team focusing on university-wide efforts and cultural transformation systemically.



II. Educational Programming and Resources

HISTORY AND HERITAGE MONTH PROGRAMMING

An inclusive, welcoming environment includes programming that recognizes, values, and educates about the rich diversity of identities within the Miami community. This Fall, we launched [comprehensive month-by-month Heritage Month Programming](#) and an accompanying [website](#). The programming



recognizes, examines, and educates about a rich array of intersecting identities and experiences and is geared to students, faculty, and staff. Between September and November and February and March, OIDI hosted over **18 Heritage Month events**. In September, for example, we hosted Gabby Rivera, who spoke on “Empowering Young, Diverse Voices to Tell Their Own Stories,” in collaboration with Spectrum, Unidos, and Associated Student Government (ASG), as well as hosted a panel on what it means to be Latinx in 21st century higher education. For Disability Identity and Culture Month, OIDI partnered with the Miller Center for Student Disability Services to host Imani Barbarin, who spoke on “Ablets are Weird, Working Towards Disability Representation and Fighting Ableist Microaggressions,” and a panel on Communication Access and the Power of Transparent Masks. This Spring, with the addition of Director positions, OIDI was able to take this programming to the next level and has a robust plan in place for 2022-2023.

INCLUSIVE PEDAGOGICAL APPROACHES SERIES

In an effort to amplify and support inclusive pedagogies approaches as central to an inclusive environment, OIDI launched the first in our Series on Inclusive Pedagogical Approaches. Shauna Morgan, Ph.D., provided a [workshop](#) on [Beyond Diversity and Inclusion: A View Towards Decolonizing the Curriculum](#) on April 22 as a **lunch and learn** opportunity, with the co-sponsorship of the Center for Teaching Excellence. These experiences are a space for faculty to learn, discuss, collaborate on, and discover best practices to engage students from all backgrounds and reflect Miami’s DEI values and commitments.

OIDI WEBSITE

We invite all Miami community members to visit our revamped OIDI webpages, to learn more about the [OIDI team, initiatives, and resources](#), including a new [DEI Resource Page](#) to promote self-learning in areas of allyship, antiracism, and intersectionality for the Miami community. We have plans underway for [Diversity Dashboards](#), which OIDI is developing in collaboration with the Office of Institutional Research, and for a [One-Stop DEI Workshop and Trainings Webpage](#) with links to all available Miami DEI educational engagements, workshops, and trainings for faculty, staff, and students.



SOCIAL MEDIA

We invite you to follow OIDI on our newly launched social media. OIDI launched [three social media platforms](#) during Spring 2022 to improve lines of communication with students, faculty, and staff about DEI programming and initiatives across Miami University and to expand educational reach through silent programming. Our newly launched Instagram account now has 1,271 followers, and we look forward to sharing programming and updates with more Miamians. Follow us on Instagram ([@MiamiOH_OIDI](#)), Facebook ([@MiamiOH_OIDI](#)), and Twitter ([@MiamiOH_OIDI](#)).

RELIGIOUS OBSERVANCES AND INCLUSIVE SCHEDULING INITIATIVES

OIDI's new [Religious Observances and Inclusive Scheduling Initiative](#) and [website](#) serves as a resource for more inclusive scheduling. This resource complements the Academic Affairs calendar. This initiative will be expanded in the coming year, with tools, resources, and educational information to further strengthen our engagement with religious and spiritual inclusion at Miami.

FREEDOM FILM FESTIVAL

In November 2021, OIDI hosted the [Freedom Film Festival](#), a week-long movie and discussion program following the presentation of the Freedom Summer of '64 Award to Hollywood film producer Reginald Hudlin. Each evening of the Film Festival, which focused on Black representation on screen, one film was introduced and discussed by a Miami faculty member or featured guest. The Festival, which took place at Peabody Hall, included "A Patch of Blue", "Carmen Jones," "Imitation of Life," "Shaft," and "The Butler." Free copies of Wil Haygood's critically acclaimed book, [Colorization: One Hundred Years of Black Films in a White World](#) were available throughout the Festival and distributed to faculty, staff, and students.



III. Capacity-Building, Workshops, and Trainings

FACULTY RECRUITMENT AND SEARCH COMMITTEES

We have taken several steps to strengthen diversity and inclusion in faculty recruitment and retention. For example, OIDI added institutional memberships to [Insight into Diversity](#) and the [National Registry of Diverse and Strategic Faculty](#) to ensure a broader reach of Miami job postings. In September 2021, Miami launched a [new diversity statement requirement](#) for faculty candidates and [revised search committee evidence-based training sessions](#) to focus on implicit bias, strategies for mitigating bias, and the evaluation of diversity statements. As of Spring 2022, we are proud to have had [43 training sessions for 72 search committees with a total of 407 committee members](#) participate in the revised training sessions. We have complemented these structural and capacity-building efforts with [workshops on diversity statements for students](#) preparing to enter the job market.

In an effort to streamline the [search committee composition approval and training process](#) and ensure transparency and efficiency, in collaboration with the Office of Equity and Equal Opportunity we have a [new form](#) to support a seamless experience. To facilitate planning and scheduling, we offer [pre-set dates](#) for faculty search trainings for the 2022-2023 academic year.

DIVERSITY STATEMENTS WORKSHOP

We complement the structural and capacity-building efforts made in Faculty Searches with [workshops on diversity statements for students](#). This new workshop offering supports both undergraduates and graduate students entering our increasingly competitive and diverse job market. The workshop will also include elements on developing a diversity statement for graduate programs, to support students aspiring for entry into graduate programs.

STUDENT EQUITY AMBASSADORS PROGRAM

As we move forward in inclusive hiring practices, we are proud to announce the [Student Equity Ambassadors Program](#). OIDI, alongside OEEO and the Academic Diversity Officers Leadership Council, has launched this new initiative to prepare and include students to serve on faculty search committees. Students go through rigorous training to prepare them for participation on search committees. Evaluation of the program as it continues to develop will help determine next steps.



PRESIDENT'S EXECUTIVE CABINET DEI TRAININGS

In line with best practices nationally and reflective of our DEI commitments, senior leadership groups at Miami, including the President's Executive Cabinet and Deans, have participated in [anti-racism sessions](#) this Fall and Spring. The PEC has also participated in [Safe Zone training](#) this Spring, and other senior leadership will be participating in this training during the coming academic year.

ANTI-RACISM WORKSHOPS

In Spring 2022, OIDI launched a new [Anti-Racism Workshop for faculty, staff, and students](#). Between its launching in March 2022 and May 2022, 71 Miamians across units participated in five workshops. Trainings will be hosted monthly, on an open enrollment basis. Unit-specific workshops are also available. Starting Fall 2022, an online option will become available.



FACULTY AND STAFF AFFINITY GROUPS

[Faculty and Staff Affinity Groups](#) are a vital component of enhancing a sense of belonging and providing a space for networking, support, and collaboration at institutions. OIDI provides funding to support groups' goals and programming, including speakers, workshops, and gatherings. This year OIDI also hosted a session on mental health well-being for the groups in collaboration with Dr. John Ward, Director, and Dr. Joshua Abraham, Coordinator of Multicultural Services, from Student Counseling Services. OIDI also developed a [one-page guide on affinity groups](#) to share with incoming faculty and staff.



IV. Leadership Recognition, Support, and Development

DEI LEADERSHIP COUNCILS

With so many great efforts across units, coordination and leadership become especially important in building sustainable DEI efforts university-wide. This Fall and Spring we have created three new DEI Leadership Councils: (1) **Academic Diversity Officers Leadership Council**, (2) **Divisional Diversity Officers Leadership Council**, and (3) **DEI Student Advisory Council**. These groups convene throughout the year to communicate about and collaborate on DEI efforts, needs, and goals ([link](#)).

WOMEN OF COLOR LEADERSHIP SUPPORT NETWORK

Reflecting our commitment to inclusion and diversity, OIDI has also launched a new **Women of Color Leadership Support Network** for faculty and staff.

Launched in [Spring 2022](#), the 2022-2023 cohort includes **eighteen participants** from Student Life, UCM, Myaamia Center, Advancement, CEC, Regionals, FSB, EHS, CAS, and EMSS. This experience will be an opportunity for participants to reflect on their leadership journey with others who have engaged in similar ways as women of color in leadership roles. It will be a space for community building, honest conversations, and support.



DEI MODULE SERIES

We are extremely proud of the [DEI Module Series](#), which highlights **Miami faculty and staff expertise on DEI** and just won a [Telly Award \(Bronze\)](#) in May 2022. 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. **Over 860 alumni, faculty, staff, and students** registered for the course and plans are underway to expand and relaunch the series. We are grateful to all who have participated in the Series, including the Miami Foundation Board, and look forward to expanding the reach of the series as a way to better serve the community. We are in conversations with Human Resources to feature this series on their new [Miami Learn platform](#) in 2022-2023, to increase its visibility and engagement with employees at the institution.



DEI AWARDS

We are honored to uplift and recognize the award recipients of 2021 [University Diversity and Inclusion Awards](#). 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 at the University. The recipients of this award were [Sara Acevedo, Mecca Abdul-Aziz, Amber Franklin, and Carrie Chambers](#). 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 2021 recipients of this award were the [Farmer School of Business Student Organizations and Diversity \(Michelle Thomas\)](#) and the [Enrollment Management and Student Success Inclusive Excellence Committee](#). The final category was Institutional Excellence Award which recognizes an individual whose leadership has led to or impacted a policy shift, innovation programming, or demonstrated opportunities for the Miami community to engage in diversity and inclusion activities directly on campus. The 2021 recipient was [Gillian Oakenfull](#). Each of these individuals and units have been instrumental in moving forward DEI 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

STRATEGIC PARTNERSHIPS

OIDI intentionally utilizes its expansive network across divisions to connect partners in different divisions to support cross-collaboration, amplify DEI initiatives, and facilitate bridge-building opportunities for programming, policy development, and climate improvement. In addition to the [three new Councils and to the Council on Diversity and Inclusion \(CODI\)](#) and to VP of IDI communications with partners, in OIDI each Director ensures regular communication with units, departments, and student groups that have a specific role in DEI or influence DEI initiatives through regularly scheduled meetings. These action-oriented meetings are a space for identifying strengths, strategic areas for collaboration and improvement, and opportunities for synergizing efforts.

DEI COMMUNICATIONS

OIDI has provided weekly updates on events, programming, and initiatives to the Miami community through its "[Weekly Three](#)" communications for the past two years. Starting Spring 2022, OIDI added three new [social media platforms](#) to the way it disseminates information. As OIDI continues to develop new initiatives and coordinate across units, and with newly established forms of communication and coordination in place, OIDI will be moving away from weekly updates and to a [more robust newsletter format](#). We are following the DEI Taskforce Recommendations to have a communications staff person focus on DEI communications and look forward to further expanding and strengthening OIDI communications and DEI communications more broadly.

ACROSS THE DIVIDE CONFERENCE

In [October 2021](#), Miami held the [Third Annual Across the Divide Conference](#). This fully hybrid conference featured Miami DEI expertise, accomplishments, and areas of continued focus. The conference had [134 in-person attendees](#) and [444 live-stream views](#).



PRESIDENTIAL DEI TASK FORCE AND PROGRESS REPORT

Since the [Presidential DEI Task Force](#) presented its 44 recommendations to the President and the President's Executive Cabinet in September 2020, Miami University has taken proactive and intentional steps to address these recommendations. Many of the completed and ongoing initiatives and efforts span various divisions, departments, and units. Based on these initiatives, OIDI put together the [Spring 2022 DEI Task Force Progress Report](#), which showed an overall completion rate across all 44 recommendations of 91.9%. It truly has been a community effort, and we are so grateful to everyone who has contributed to moving Miami forward. Many of the efforts accomplished during 2021-2022 directly addressed recommendations and built on those.

FREEDOM SUMMER OF '64 LEGACY AND ACTION

Miami proudly honors the legacy of the civil rights movement and its champions, represented by the Freedom Summer of '64, which took place at the Western College for Women (Miami University Oxford campus). OIDI is committed to honoring the Freedom Summer of '64 by educating about it and continued need for action. During 2021-2022, the virtual Martin Luther King Jr. Program, "[Honoring the Legacy](#)," featured the events of the Freedom Summer of '64 as a central theme in the program. In November 2021, the Freedom Summer of '64 Award, created to honor champions of civil rights and social justice, was awarded to [Reginald Hudlin](#), and OIDI organized an accompanying [Freedom Film Festival](#) focused on Black representation on screen. To ensure the Freedom Summer of '64 is part of what incoming Miami students learn about, in Spring 2022 OIDI has been in conversations with Student Life, Libraries, and the Provost's Office to explore possibilities for providing incoming students opportunities to watch and engage in critical discussions about the [Training for Freedom documentary](#) on the Freedom Summer of '64, which aired on PBS in Spring 2022.

EXPANDED DIVERSITY, EQUITY, AND INCLUSION "BEHIND THE SCENES" TOWN HALLS

OIDI hosts "[Behind the Scenes](#)" Townhalls to provide insights and details of how DEI is embedded in the decision-making processes and practices of each division. In Fall 2021, OIDI invited the Miami community to join an expanded DEI Behind the Scenes Townhall Series featuring College Deans.

BIAS INCIDENT REPORTING

In collaboration with the Office of Equity and Equal Opportunity and the Office of the Dean of Students, OIDI has streamlined, revamped, and clarified bias reporting processes and resources. While many of the updates are on the web page and form, we continue to examine ways to further improve the process and will be collaborating with these offices throughout the coming year on this ([link](#)).



VI. Data and Strategic Planning

CAMPUS CLIMATE STUDY

During Spring and Summer 2022, OIDI has been intensely preparing to launch a university-wide **Climate Study during Fall 2022**. OIDI staff examined and edited questions from our selected vendor, ViewFinder, and drafted new questions to address Miami-specific areas of interest and focus, based on the Recommendations from the Presidential DEI Taskforce, MiamiRise, meetings between the VP of IDI and Chairs, the 2017 climate survey results and recommendations, and discussions with existing OIDI DEI Councils and more broadly. The study includes questions on the experiences of specific populations (e.g. military/veterans, people of color, people with a disability, individuals who identify as LGBTQIA+, international individuals) and categories (i.e. race/ethnicity, gender, gender expression, sexual orientation, political views, religious/spiritual/beliefs, age, disability status), to better understand the climate and areas in need of improvement across Miami. All draft questions have been sent out to content and area experts across the University for input. During Summer 2022, the climate study is being piloted with Miami community members for additional feedback on the survey instrument.

STAY INTERVIEWS

As part of our climate study approach, OIDI is conducting stay interviews. We are focusing on racially minoritized faculty and staff to identify retention-related practices to prioritize and develop, and to identify specific actions Miami can take to strengthen the retention and overall climate for employees. Stay interviews also allow us to identify strategies and resources needed to support employees' professional goals.

DIVERSITY DASHBOARD

In an effort to support capacity-building efforts across the institution, and to facilitate accountability, transparency, and tracking of DEI progress, OIDI is partnering with OIRE to include **Diversity Dashboards** on the [OIDI web page](#). This effort, which began in Spring 2022, will result in a new easily accessible Dashboard that includes employee and student population data starting summer 2022.



VII. On The Horizon: Additional Projects and Initiatives We Are Looking Forward to Launching in 2022-2023

CAMPUS CLIMATE STUDY

All employees and students are invited to participate in a [climate study](#) to be launched [October-November 2022](#) to provide Miami with feedback on DEI climate, approaches, and initiatives. Results from the survey and [stay interviews](#) will be used to inform Miami's first [DEI Strategic Plan](#).

STAFF SEARCHES

OIDI is collaborating with Human Resources and the Office of Equity and Equal Opportunity to embed Miami's DEI inclusive excellence approach in the staff search process. This effort is the result of discussions with staff and faculty affinity groups, CODI, the three new DEI leadership Councils, and UPAC and CPAC leadership teams. Similarly to faculty searches, staff searches will include DEI training sessions and information about diversity will be embedded in application and interview processes to support a more inclusive search process.

FACULTY/STAFF RECRUITMENT AND RETENTION HANDBOOK

The Faculty/Staff Recruitment Handbook is an initiative spearheaded by OIDI to align institutional policies with DEI best practices in the recruitment, hiring, and onboarding experiences of employees. Handbooks will intentionally spotlight approaches and strategies that search committees can engage in to support a more inclusive hiring process.

CULTURAL RESOURCE GUIDES

Cultural Resource Guides will be a valuable tool for faculty, staff, and students to learn about various cultural resources in the Oxford and greater Cincinnati area. The guide will include campus resources, local restaurants, ethnic grocery stores, beauty shops, non-profits, and other points of interest. These guides will provide new community members with a starting point as they enter the Miami community to learn about spaces that may make them feel more comfortable or at home while they transition into Ohio and Miami University.



CET-OIDI PARTNERSHIP: ACUE INCLUSIVE TEACHING FOR EQUITABLE LEARNING COURSE AND FLC

OIDI is excited to partner with the Center for Teaching Excellence to sponsor the ACUE Inclusive Teaching for Equitable [Learning Course and FLC](#) Fall 2022. This initiative also complements OIDI's Inclusive Pedagogical Approaches Series. The Association of College and University Educators (ACUE) Inclusive Teaching for Equitable Learning (ITEL) FLC is an asynchronous online micro-credential course that focuses on developing a deeper understanding of implicit bias, microaggressions, stereotype threat, and imposter syndrome in an effort to continuously improve the ability to create inclusive and equitable learning environments that ensure every student has the opportunities necessary to succeed. The microcredential modules are complemented by five required face-to-face meetings with Miami colleagues.

EQUITY-MINDED SUPERVISION

In partnership with Human Resources, OIDI will create workshops to engage supervisors in conversations and best practices to ensure DEI is practiced in supervisory processes and a culture of inclusion is fostered across the institution. Supervisors will be able to attend workshops for specific strategies and tools to ensure that the supervisory styles and approaches across campus reflect the institution's investment in DEI.



INTERFAITH DEI DIALOGUE SERIES

In recognition of religious diversity in our society, including those who do not practice a religion, OIDI will launch an Interfaith DEI Dialogue Series during 2022-2023. OIDI will develop an Interfaith Dialogue Series centered around understanding of religious diversity and inclusivity.

GRADUATE STUDENT DEI PROFESSIONAL DEVELOPMENT SERIES

In an effort to increase, sustain and support diversity within our graduate students OIDI will be providing DEI professionalization opportunities to graduate students this upcoming Fall semester. Graduate students will participate in 11 weeks of professional development, four of which will focus on diversity, equity and inclusion. The students will go through workshops on Bystander Allyship, Antiracism, Diversity Statement, and Safezone.

DEI EDUCATIONAL ENGAGEMENT OPPORTUNITIES WEBPAGE

As OIDI continues to offer different workshops for the university, we will be creating a web page listing all the workshops and opportunities for community participation. This webpage will include all workshops currently offered under OIDI (and future engagements). We will also include workshops from DEI partners across campus. For all workshops offered under OIDI, we will have both in-person and online versions. This webpage will be launched in fall 2022.

ACROSS THE DIVIDE CONFERENCE IS MOVING TO SPRING!

As we expand the reach and topics in the [Across the Divide Conference](#), we are excited to announce that the Across the Divide Conference is moving to Spring and will be held Friday, **March 31, 2023**. More details will be shared in Fall 2022.

FREEDOM SUMMER OF '64 AWARD CEREMONY AND "RACE: A NECESSARY DIALOGUE IN AMERICA" SYMPOSIUM

On **September 22, 2022**, Miami will hold the Freedom Summer of '64 ceremony to honor the [National Underground Railroad Freedom Center](#) for its efforts in advocating for social justice. The ceremony and an accompanying symposium on "Race: A Necessary Dialogue in America" will be held at the NURFC, where President Gregory Crawford will present NURFC President Woodrow Keown, Jr., with the award. The accompanying symposium will feature Wil Haygood, Joan Ferrante, and Cincinnati Mayor Aftab Pureval.



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

OIDI is excited to partner with UNV101 to provide incoming students with the opportunity to watch and discuss Training for Freedom as one of the DEI options for UNIV 101 students. We are excited about this pilot year and look forward to building on these efforts.



VIII. Partner Highlights

ENGAGEMENTS/EVENTS

- Athletics hosted the first professional hockey player to come out as a member of the LGBTQ+ community, Brock McGillis, in the Step into the Arena IV- Empathy and Allyship event.
- Through Athletics and the Myaamia Center, the university celebrated the 50th anniversary of partnership between the Myaamia Tribe and Miami University.
- The IT department hosted the annual Diversity Film Festival and invited the community to participate through film screening and discussions afterwards.
- The International Student and Scholar Services hosted Global Friendship Day. 50 students made up of both international and domestic students participated in Global Friendship Day.
- 551 individuals visited the Patient No More exhibit and data shows 97% of participants gained new knowledge of US Disability Rights History.
- The UniDiversity Festival celebrates the valuable contributions of the Latin American, Latino, and Caribbean peoples and cultures in our community.
- The Farmer School of Business successfully organized DiscoverU Business, Mini Exploration Day, and Passport Program as part of their efforts to support underrepresented students.



AWARDS/RECOGNITIONS/SCHOLARSHIPS

- The College of Engineering and Computing (Dr. Kumar Singh) was awarded \$1.49 million grant from the National Science Foundation to help students with financial need obtain degrees in STEM-related fields.
- The Miami University Alumni office was honored with a nomination for the Case Platinum Award in 2021 for "Black Alumni Social Media Profiles".
- For implementing an original or highly effective Indigenous Student Affairs program or practice on our campus, the Myaamia Center was awarded the ACPA Indigenous Student Affairs Network Innovative Practice Award.
- Miami University's College of Engineering and Computing received Bronze-level recognition for the American Society for Engineering Education (ASEE) Diversity Recognition Program.
- The Farmer School of Business Student Organizations and Diversity (Director Michelle Thomas) received the Diversity and Inclusion Distinguished Service Award for 2021.



WORKSHOPS/INITIATIVES

- The Farmer School of Business created The Center for Kickglass Change and all FSB first-year students completed in-class lectures and activities and out-of-class assignments. Students performed over 15% higher on post-tests measuring their growth on 3 dimensions: knowledge, strategy, and action.
- In Fall 2021, 31 doctoral students were matched with 33 faculty/staff mentors in the Graduate School's Cross-Cultural Mentoring Program.
- Approximately 477 people have taken Safe Zone training this past academic year. In addition, 366 community members have taken the LGBTQ+ Allyship training. This is more participation than the last four academic years combined. Also the entire Miami University Police Department participated in the Safezone training and were able to work with Center for Student Diversity to better address the needs of LGBTQ+ students.
- 30-40 active members participated in the International Graduate Student Association events and meetings throughout the year.
- This past year, The Center for American and World Cultures presented eight cohorts of Voices Intergroup Dialogue for students and two cohorts of ChangeMakers Intergroup Dialogue for faculty and staff. The CAWC also provided thirteen interactive workshops to faculty and staff through partnership with community members.
- During the 2021-2022 academic year, Miami's Diversity, Equity & Inclusion Certificate Program was offered to 18 Faculty, Staff and Administrators. Participants were from 11 different departments/units. Some of the signature projects that emerged out of this certificate program include Diversity, Identity and Re-entry Study Abroad Experience, Accessibility Improvement Recommendations to incorporate in the new King Library design to enhance the experience for Miami students with disabilities and a diversity audit of courses in the Department of Spanish and Portuguese.



COMMUNITY SERVICE/PIPELINES

- Miami University Libraries joined other institutions in the community in an initiative designed to introduce students from underrepresented backgrounds to career opportunities in librarianship, information studies, and data sciences.
- The College of Engineering and Computing established a K-12 Outreach program in 2021-2022 and reached 500 students. The program educates and inspires a diverse group of future engineers and computer scientists through innovative thinking, problem solving, and career awareness.

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.

JUNE 2021

[Katherine Cho on critical race theory](#)

Inside Higher Ed.com, June 9

[Miami hosts the National Civil Rights Conference](#)

Fox WXIX Ch. 19, June 21

[Cristina Alcalde named vice president of Institutional Diversity and Inclusion](#)

NPR WVXU, June 15

July 2021

[Miami student-led investment fund adds pair of startups to portfolio targeting diversity, equity and inclusion](#)

Cincy Inno, July 8

[Tammy Kernodle on Black music shaping the aspects of society across the world](#)

Essence Magazine, June 25

AUGUST 2021

[Jason Lane on Miami Teach program](#)

Columbus Dispatch, Aug. 18

[94% of Ohio's teachers are white. Could that change any time soon?](#)

Cincinnati Enquirer, Aug. 19

SEPTEMBER 2021

[Colleges and universities team up to improve equity in Greater Cincinnati higher education](#)

Spectrum News, Sept. 15

[Ohio, Kentucky Join Moon Shot for Equity Effort](#)

Higher Ed Highlights, Sept. 23

OCTOBER 2021

[Miami University holding a Day of Reflection to mark the 175th anniversary of the Miami Tribe's removal from its homelands](#)

NPR WVXU, Oct. 8

Additional reports on this topic appeared in:

- [Miami University holding a Day of Reflection to mark the 175th anniversary of the Miami Tribe's removal from its homelands](#)
 - Our Community, Oct. 8
- [Day by day of the removal](#)
 - Aacimotaatiiyankwi, Oct. 11

[Wil Haygood on his book Colorization: One Hundred years of Black Films in a White World \(Part 1\) \(Part 2\) \(Part 3\)](#)

NPR WGBH (Boston), Oct. 3

[The Burnout is Real—But This is Nothing New for Women of Color](#)

Ms. Magazine, Oct. 28

NOVEMBER 2021

[Miami lands \\$2.5M grant to teach education students to better serve non-English speakers](#)

Journal-News, Nov. 4

Additional article on this topic:

- [Miami lands \\$2.5M grant to teach education students to better serve non-English speaker](#)
 - Yahoo News, Nov. 4.

[Indigenous History in Indiana: Treaties and the Complexity of Language Preservation](#)

Indiana Historical Society, Nov. 15

[Freedom Film Festival](#)

Spectrum News, Nov. 5

Additional article on this topic:

- [Miami bestows Freedom Summer Award on film producer and director](#)
 - Author and Artists Magazine, Nov. 5

DECEMBER 2021

[Strategies for increasing representation of girls in STEM & IT](#)

Science Meets Business, Dec. 6

[She Supported Her Child Being Trans. So the State Separated Them](#)

New York Magazine, Dec. 15

[Colleges must redefine leadership](#)

Inside Higher Ed, Dec. 17

JANUARY 2022

[Tammy Kernodle talks about developing the Harlem Renaissance Festival](#)

Dallas Art Dealers, Jan. 8

[Only Ten Disability Cultural Centers Exist in the U.S. Institutions](#)

Diverse Issues in Higher Education, Jan. 27

FEBRUARY 2022

[How these 4 US STEM universities are using diversity to create success](#)

Study International, Feb. 9

[‘Faculty Unhinged’ aims to help Miami Regionals staff, students think differently](#)

Journal-News, Feb. 16

MARCH 2022

[Inclusive Marketing, Front and Center](#)

Volt, March 9

[The Kissing Bug: The True Story of a Family](#)

Spectrum News, March 20

APRIL 2022

[Miami University helping improve high school education](#)

WXIX-CIN, April 8

[Opinion: We have met the enemy and, sadly, it’s us](#)

Cincinnati Enquirer, April 25

MAY 2022

[One model of tribal and university relations](#)

Diverse Education, May 17

Additional article on this topic:

- [One model of tribal and university relations](#)
 - EdTechHub, May 18

[At Taco Bell, the Drag Brunch Goes Corporate](#)

New York Times, May 27

X. Institutional Awards

During 2021-2022, 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.

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 2022, Miami University was awarded a 4 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.



GRAND GOLD CASE CIRCLE OF EXCELLENCE AWARD

Miami University is excited to announce that it has received the GRAND GOLD CASE Circle of Excellence Award this year.

Each year the CASE Circle of Excellence Awards recognize hundreds of institutions whose talented staff members advanced their institutions last year through innovative, inspiring, and creative ideas. This year they received a record-setting 4,511 award submissions, with fewer than 1% of entries (a total of 41 across all categories of the

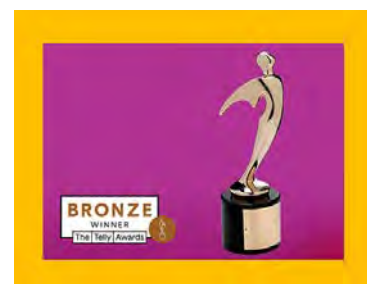
contest) receiving the GRAND GOLD. The awards acknowledge superior accomplishments that have lasting impact, demonstrate the highest level of professionalism, and deliver exceptional results. Some winners are showcased on the CASE website, in Currents magazine, and at various CASE conferences.

The award was given in the Special Events category for A Day of Reflection: 175th Anniversary of Miami Tribe's Removal. This initiative was led by various units throughout the institution. In particular, UCM developed the concept and led the execution of the event. While the Myaamia Center provided an immeasurable amount of guidance on the event and managed all communications with the Miami Tribe. As well as the Office of Institutional Diversity and Inclusion which assisted with the planning of the event. Physical facilities, campus services, procurement, Campus Police Department, Athletics, IT Services, the Art Museum, Regionals, Advancement, and Student Life all played crucial roles in the execution of this event as well.



THE TELLY AWARDS - BRONZE

Miami University's online [Diversity, Equity, and Inclusion course](#) 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](#). The self-paced, online course seeks to empower individuals to lead and support diverse, equitable, and inclusive workplaces and communities by providing fresh insights and best practices from experts. The breadth and depth of the modules, which range from microaggressions to anti-racism to ableism and to ageism, reflect Miami's holistic and intersectional approach to diversity.



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 2021 and 2020.



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