

Diversity, Equity, and Inclusion: College Approach

4th Annual Diversity in STEMM Meeting
The Ohio State University
May 7, 2020

Dr. Leo Taylor

Program Manager for Faculty and Staff Affairs
Office of Diversity, Equity, and Inclusion

CFAES



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

About CFAES

Strategic Plan

- Approach: Learning and alignment process instead of compliance requirement
- Reimagining process began in 2019 and continues
- DEI recognized as one of the top priorities

ONE **MISSION** *WE SUSTAIN LIFE*

GOAL



Transform CFAES to be a highly effective, relevant, efficient, and innovative college by focusing on four grand challenges:

1. Sustainability —simultaneously ensuring viable agriculture production, food security and safety, and environmental and ecosystem sustainability.
2. One health —studying the intersection and interaction among human, animal, and environmental health.
3. Rural-urban interface —exploring the tensions and opportunities created in the communities, industries, policies, economies, and communications between rural and urban residents.
4. Leadership —preparing the next generation of scientists and leaders.

HOW

**\$100
MILLION
UNDERWAY**

Refresh our Infrastructure by transforming the physical environment in all of our facility locations to support and inspire our work, as well as improving the way we work.



Recruit, Secure, and Retain Diverse Talent by designing and advancing talent practices which support CFAES in becoming a great organization to work with and for.



Leverage Student Engagement and Inclusion by designing and advancing programs to increase student engagement and immersion in the work of our disciplines, industry, and other learning environments.



Engage Communities integrating into all aspects of CFAES (core business and programming) - in relationships, decisions, policies, and practices with staff, grantees, community members, alumni, and partners.

All search committee members are required to attend a training on inclusive hiring practices.

We actively recruit URM and diverse students.

COLLEGE OF FOOD, AGRICULTURAL, AND ENVIRONMENTAL SCIENCES: **AT A GLANCE**

Successful Graduates

92% report employment or acceptance to graduate or professional school within 6 months

74% of employed graduates stay in Ohio

40% have participated in at least one education abroad experience

Over \$2 million annually in scholarship support awarded

Distinguished Faculty and Staff

37 college faculty members, recipients of the Alumni Award for Distinguished Teaching

49 staff members, recipients of the Distinguished Staff Award

Influential Alumni

39,700 living alumni

27,000 alumni living in Ohio

4,100

undergraduate and graduate students

ATI

Agricultural Technical Institute

96% employed or starting a **4-year degree** within **6 months**

The Ohio State University College of Food, Agricultural, and Environmental Sciences (CFAES) is a large, diverse college supporting **10** academic units, the Ohio Agricultural Research and Development Center, Ohio State University Extension, and two-year degree programs offered by the Agricultural Technical Institute. The college has campuses in Columbus and Wooster, and has a presence in all **88** Ohio counties. It serves as the home for **330** faculty, more than **4,100** undergraduate and graduate students, and **1,230** staff.

WATER QUALITY

Multi-college and multi-university initiative to ensure clean water

OARDC

The Ohio Agricultural Research and Development Center

Nation's largest university agbioscience research enterprise

Nearly **\$41 million annually** in sponsored research

Nearly **500 projects** at any one time

Linda Salf

Fellow of the National Academy of Inventors



Professor **Rattan Lal**, recipient of the Justus von Liebig Award and the Norman E. Borlaug Award

Professors **David Denlinger** and **Linda Salf**, National Academy of Sciences members

4-H YOUTH DEVELOPMENT

183,000 youth participants

22,000 adult and teen volunteers



FSR

Farm Science Review

One of the nation's largest agricultural outreach events

Nearly **130,000** attendees every year

OSU EXTENSION

More than **1.5 million** educational contacts each year

Brings **\$6.5 million** in federal funding for nutrition education to Ohio

\$10 million: Increased profits for Ohio farms and agribusinesses credited to Extension's C.O.R.N. Newsletter

The Nationwide and Ohio Farm Bureau 4-H Center

OHIO STATE'S **1ST LEED** CERTIFIED BUILDING

The Wilma H. Schlermeyer Olentangy River Wetland Research Park

A teaching, research and outreach center

The aquatic gateway to the Ohio State main campus

GREEN ROOF

OPEN TO THE PUBLIC

Howlett Hall

OUTDOOR LABORATORIES

Chadwick Arboretum
Secret Arboretum
Waterman Farm

9 research stations across the state



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CFAES provides research and related educational programs to clientele on a nondiscriminatory basis. For more information: go.osu.edu/cfaesdiversity. For Deaf and Hard of Hearing, please contact Ohio State University Extension using your preferred communication (email, relay services or video relay services). Phone 1-800-750-0750 between 8 a.m. and 5 p.m. EST Monday through Friday. Inform the operator to dial 614-292-6181.

cfaes.osu.edu

March 2017

Office of Diversity, Equity, and Inclusion

- Staff
 - Search for Assistant Dean/Director – finalists interviewed last week
 - Oversight by Tracy Kitchel, Associate Dean for Faculty and Staff Affairs



Dr. Tracy Kitchel

Our Team



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Ohio State University Extension



The Supplemental Nutrition Assistance Program Education: Nutrition Education and Obesity Prevention Grant Program (SNAP-Ed)

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Ohio AgrAbility

Ohio State University Extension



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UTILIZING ASSISTIVE TECHNOLOGY

Utilizing assistive technology concepts for farmers with a limiting or disabling condition.

[READ MORE >](#)



Ohio 4-H

LGBTQ+ SUMMIT



Kayla Oberstat

Adult Professional Development Day: **86 attendees**

- Youth Summit: **54 attendees**
- **15 States** represented at Summit:

California, Colorado, Delaware, Florida, Indiana, Iowa, Maine, Michigan, Minnesota, Ohio, Pennsylvania, Virginia, Washington DC, West Virginia, Wisconsin

- **94% of adult respondents** indicated the event “Met” or “Exceeds Expectations”
- **97% of adult respondents** and **100% of youth respondents** agreed this event should take place again in the future

CFAES

Faculty and Staff Initiatives (Leo)

- Inclusive Excellence training for search committees
- Professional development workshops and webinars
 - Implicit Bias
 - Power and Privilege
 - Gender Identity and Sexual Orientation
 - Employee Assistance Program Overview
 - Mental Health Awareness (neurodiversity includes mental health)

Student Initiatives (Leo)

- Professional development workshops and webinars
- Mental health support group for graduate students (all OSU)
- Co-host w/PDA mental health support group for postdocs (all OSU)
- Soon: mental health support group for DEI professionals
- Cultivating Change – student organization for LGBTQ Agriculturalists (chapter of nat'l foundation)





Student Initiatives (Pamela)

- MANRRS – Minorities in Agriculture, Natural Resources & Related Sciences (chapter of nat'l society)
- SROP – Summer Research Opportunities Program
 - Partnership with grad school designed to help historically underrepresented students explore opportunities for graduate study and academic careers
- LSAMP – Louis Stokes Alliances for Minority Participation
 - Program to increase URM recruitment, retention, persistence, and attainment of STEM degrees
- Panama Program – study abroad program targeting barriers faced by low-income, first-gen, and multicultural students

OSU+ Community Initiatives (Leo)

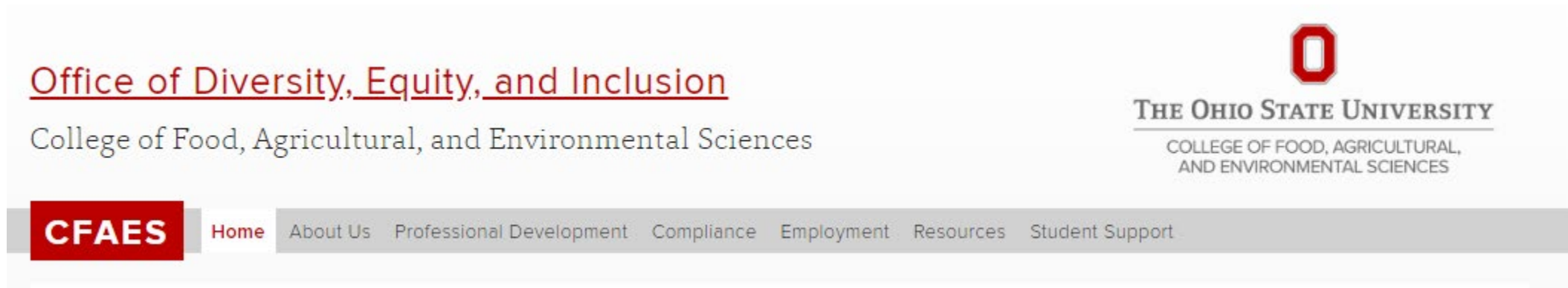
- Professional development workshops and webinars
 - Gardening with physical limitations webinar
 - Multi-generational Workforce (May 18)
- Anti-Asian Bias Coalition
 - Collaboration with MCC, OIA, CCS, API Alumni Assoc, AAA student org, multiple community mental and public health professionals, and OPAWL
 - Implicit bias/bias intervention workshop with emphasis on AAPI issues
 - Programs by AAPI for AAPI for mental health support
 - Series of webinars on historical oppression and resilience of AAPI individuals in the U.S.

Moving Forward

- Remodeling 2nd floor space in Agricultural Administration to create a noticeable DEI office presence (date TBD)
- Restructuring/reorganization now that office has two Program Managers with some overlap and will have new Assistant Dean/Director soon
- New Assistant Dean will be responsible for creating more cohesive college-wide approach to DEI efforts – currently many efforts, but somewhat siloed
- Discussion about creating a DEI certification program for faculty and staff much like the one offered by the College of Engineering

For more information

<https://equityandinclusion.cfaes.ohio-state.edu/>



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