Dear Campus Community:

A Few Things to be Grateful For

Over the past nine months, the world, our country, our state, and our university has been negatively affected by the devastating health, economic, and social effects of COVID-19. To be sure, many of us know someone personally who has been stricken with the disease.

Despite the pain and frustration caused by Covid-19 like many of you, I have much to be grateful for in these difficult times. While I am most grateful for my family and reasonably good health, I am grateful for being gainfully employed and to work at an institution that embraces diversity and values inclusion and equity. I am grateful that I work with a wonderful population of faculty, staff, students, Inclusion Officers, Associate and Deans for Diversity across the university who make inclusion and equity efforts core to their work. I am grateful for my team of exceptionally talented staff who work in the ODI offices. I am grateful for a wonderful student body who chose The University of Toledo to further their education. I am thankful that I live in a democracy that permits me the freedom and opportunity to make individual choices. I could go on and on but I think you get the idea --- we have much to be grateful for.

Take great care, be safe, and I look forward to seeing you all in 2021.

Dr. Willie McKether, VP for Diversity and Inclusion
THE REV. DR. MARTIN LUTHER KING JR. SCHOLARSHIP

Reverend Dr. Martin Luther King, Jr. once said, “People who have stake in their society, protect that society, but when they don’t have it, they unconsciously want to destroy it.” Earn a scholarship provided by the MLK committee that honors the legacy of Rev. Dr. Martin Luther King, Jr.

Application Criteria:

* Undergraduate African-American, U.S. Citizen students enrolled full or part time at UT.
* A completed application must be submitted at utd.edu/financialaid/scholarships/webforms/mlkschapp.html
* One essay, essay question listed below, and one personal statement with your career objectives, personal and professional goals and academic achievements.
* A minimum of 30 credit hours completed by Dec. 7, 2020 application deadline.
* A 2020-2021 FAFSA on file in Financial Aid Office prior to the application deadline.
* Previous awardees not eligible to apply.

Essay Question:
What do you think is the most pressing social justice issue of today and how should it be addressed?
Essay must be 500-600 words.

DEADLINE: DECEMBER 7, 2020

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2020-2023 Diversity Plan

The university’s second Strategic Plan for Diversity, Inclusion, and Equity was approved at the June Board of Trustee’s meeting. The new plan is comprised of six goals and 77 strategies designed to improve the campus culture, improve student performance outcomes as well as increase student, staff, and faculty recruitment and retention. Many thanks to the 26-member ad hoc committee that contributed to the plan that will be our roadmap for the next three years.
Strategic Diversity Plan 2020 - 2023

At the beginning of the semester, The Office of Diversity and Inclusion launched our Racial Equity @ UToledo page! [https://www.utoledo.edu/diversity/equity/](https://www.utoledo.edu/diversity/equity/)

This is a suite of information and resources to assist in moving toward an inclusive campus culture. It includes a lexicon of terms, a toolkit of resources, and a training section.

The Center for Racial Equity and Black Student Excellence

The mission of the new Center for Racial Equity and Black Student Excellence is twofold. First, working in collaboration with the Office of Diversity and Inclusion, the Center will work to illuminate, disrupt, and dismantle racism in all its forms at The University of Toledo. We will do this through rigorous interdisciplinary research, high-quality professional learning experiences, and the production and wide dissemination of useful tools. Secondly, and critically important, the Center will work to address historical graduation equity gaps by improving the academic and social outcomes of UT Toledo African American students.

The Center is being established in partnership with the College of Arts and Letters and the Africana Studies Program. It is located in 2370 & 2380 University Hall.
November Native American Heritage Month

Please join us as we celebrate the continued contributions of Native Americans! Events will include an unveiling of the university’s new land acknowledgment, a screening of the documentary, MoreThan a Word, and our keynote speaker, Bobby González, will discuss: ¡Somos Indigenas!: The NativeAmerican Heritage Of Latinos. Find more information HERE.
Women of Color have been meeting weekly since the beginning of May, and haven’t stopped yet! This is a space of black, brown, women of color to bond, share, and support one another.

For WebEx link and information, email malaika-beauta.bell@utoledo.edu

Due to the Thanksgiving holiday, Sister Friend-Circle will be meeting on November 19, 2020, at 7:00 pm.

Sister-Friend Circle is a support group for any graduate student that identifies as a woman of color. The focus of Sister-Friend Circle is to be a circle of trust, support system, mentorship, and advocacy for graduate students. This group meets every 4th Thursday of each month at 7:00 pm via Zoom.

For meeting information or questions, contact Hala Abou-Dahech or Kyndra Gaines.
Dr. Monica Holiday-Goodman, College of Pharmacy and Pharmaceutical SciencesAssociate Dean of Student Affairs and Diversity and Inclusion, was a featured panelist in a virtual symposium entitled “Racism as a Determinant of Health” hosted by The University of Tennessee College of Pharmacy on Monday, October 19, 2020. Dr. Holiday-Goodman’s presentation was entitled “Social Determinants of Health: Impact on Health Outcomes in Minority and Underserved Communities.

The two additional panelists were Walter S. Gilliam, Ph.D., Elizabeth Mears &House Jameson Professor of Child Psychiatry & Psychology, Director, Edward Zigler Center in Child Development & Social Policy, Yale School of Medicine and Lakesha M. Butler, PharmD, BCPS, Clinical Professor, Department of Pharmacy Practice, Director of Diversity, Equity and Inclusion, Southern IllinoisUniversity Edwardsville (SIUE) School of Pharmacy, and past president of the National Pharmaceutical Association.

Over 400 University of Tennessee students, faculty, and alumni were in attendance.
Lucas County hosts virtual community engagement meetings for funded micro-grant projects to reduce racial and ethnic disparities in the county jail population.

The ninety-minute session will focus on input from you – neighborhood residents, community stakeholders, business owners, organizations, and individuals who live, work, have interest or investment in Toledo zip codes 43604, 43607, 43608, and 43610.

Residents, advocates, and stakeholders who live in Lucas County but are located outside the targeted ZIP codes are invited to participate. Anchor institutions and community service organizations with operations in the targeted Toledo zip codes, including those directly impacted by crime and violence, are encouraged to participate. We encourage neighborhood groups, community action agencies, and advocates to participate as well.

Virtual community listening sessions take place on the following dates and times:

**Wednesday, December 2, 2020 - 5:00pm – 6:30pm**
**Wednesday, December 9, 2020 – 5:00 pm – 6:30 pm**
**Wednesday, December 16, 2020 – 5:00pm – 6:30pm**

To register for a session, please visit the Lucas County Safety + Justice Challenge website by clicking [here](#).
Point of pride:

Congratulations to Malaika Bell for her promotion from Program Manager to Director of the Office of Diversity and Inclusion. Malaika will oversee the office operations. Send Malaika congratulations via email at:
Malaika-beauta.bell@utoledo.edu

CATHARINE S. EBERLY CENTER FOR WOMEN

Eberly Center Director launches Utoledo Council on the Status of Women

Faculty, staff and students working together to advance women and promote equity at The University of Toledo through advocacy, data collection, and policy change. Council members meet once a quarter as a full council to address issues impacting women on campus. Council task forces meet throughout the year to collect data, analyze policies, and prepare the annual council report. The Eberly Center for Women is accepting applications for the 2021-2022 Council cycle until February 1.

Learn more and apply at:
https://www.utoledo.edu/centers/eberly/institute/council.html
Recognizing Women in STEM

The Eberly Center and the Women in STEM Coalition concluded the fall 2020 semester with WISE Week in recognition and celebration of women in STEM on The University of Toledo campus and in the greater Toledo community. The “I am a Woman in STEM” photo backdrop will be up until Monday, January 25th as the Eberly Center works on a collage of Utoledo Women in STEM to be released on International Day of Women and Girls in Science on February 11, 2021. Women in STEM are invited to stop by and snap a photo in front of the “I am a woman in STEM” backdrop.

Thank You Eberly Center Student Staff!

During the Fall 2020 semester, the Eberly Center would not have been able to do all of the work we did without our student staff! Our team of interns, ambassadors, and our graduate assistant carried us through a successful semester of virtual programs! An extra special thank you to our Women in STEM Intern, Rebekah for her work in building a base for Women in STEM programs! And a HUGE congratulations to our returning ambassador Ahana on graduating in December 2020 with her BS in chemical engineering!

Eberly Center is Shining the Light on Women’s Activism & Research

The Eberly Center is putting a spotlight on the amazing research and activism women are doing on campus and in the community. If you have a research or activist project that you want to share, fill out our interest form and we will reach out to you to schedule your virtual presentation with the Eberly Center.
Natural Sciences & Mathematics Faculty Highlights

Dr. Qin Shao

The principal organizer of the Data Science Seminar launched in the spring of 2019. The purpose of the seminar is to introduce this exciting burgeoning area to a general audience, explore interdisciplinary collaboration opportunities in education and research, and enrich the students' education at UT.

This semester the Data Science Seminar is hosting a series of talks about COVID-19 devoted to the role of data analysis in understanding the COVID-19 pandemic. Earlier COVID-19 seminars included data analysis of Ohio’s mortality rate by Dr. Shao, an
overview of statistics about the transmission of the disease, the effectiveness of social distancing and masks, by Dr. Sadik Khuder from the Department of Medicine, and identifying drugs that are potential candidates for treating COVID-19, by Dr. Robert McCullumsmith.

Emanuela Gionfriddo, Ph.D.
Assistant Professor,
Department of Chemistry and Biochemistry

Points of pride:
1) Appointed as a member of the Scientific Advisory Council.
2) Elected as Counselor to serve in Executive Committee of the American Chemical Society, October 2020-2022
3) Founding member of the Dr. Nina McClelland laboratory for Water Chemistry and Environmental analysis.

Rafael Garcia-Mata
Associate Professor
Department of Biological Sciences

Points of Pride:


2) NIH-R01 (Equipment Supplement), Total: $150,024, 7/1/2020-6/30/2021, “Regulation of epithelial junctions and lumen morphogenesis by the Scribble/SGEF/Dlg1 complex”, Garcia-Mata (PI).


Luis Cedeño-Rosario

PhD Candidate

Department of Biological Sciences

Point of pride:

1) Recipient of the 2020 LSMRCE Tony Quinn Inclusive Excellence Award
2) Selected to give a talk in a Minisymposium session at the 2020 ASCB national meeting (Cancer Cell Signaling, issemination, and Therapy Minisymposium)
3) SACNAS registration scholarship award
4) Selected to give a talk at the 2020 SACNAS National Conference
Did you know that UToldeo provides no-cost small business consulting? UToldeo received a grant from the State of Ohio to fund a regional Minority Business Assistance Center (MBAC). The center offers professional no-cost consulting by Certified Business Advisors for those interested in starting a business or growing an existing business. Although the center markets its services toward ethnic minorities, women and veterans, services are available to any Ohio resident business, including students. For more information visit our webpage at: https://www.utoledo.edu/incubator/mbac/.

To request assistance, please register here: http://odsa.force.com/mbac/ or email us at nwoMBAC@UToldeo.edu.