Dear Campus Community:

Let me first say congratulations to everyone for surviving the first half of the fall 2020 semester, COVID-19, and yes, political ads. I know this has been an unusually challenging semester for many of us. We are Rockets and I know we will get through these tough times together. For sure, our mental, physical, and emotional well-being must be the priority. If you are a student and need to talk with someone about how you are feeling, please contact the University Counseling Services at 419.530.2426 between 8:15 a.m. and 5 p.m. or 419.255.9585 after hours. If you are a faculty or staff member and need to speak with someone, please contact the Employee Assistance Program or call 1-800-227-6007 (use “UT” as the username).

While some of the political ads and continuous conversations about the November 3rd election may be contributing to our stress and anxiety, I would like to encourage everyone to vote this election season. Whatever candidates represent your interests and values, vote for them. Whatever issues and proposals on the ballot speak to you and represent your interests and values, vote for them. But, please participate in the process. Also, let's keep in mind that we need to respect the outcome of the election, accept the results, and be kind to one another. Accepting differences of thought and perspective is central to our values of diversity and inclusion.

Our team in the Office of Diversity, Inclusion, and Equity remains committed to helping ensure our campus is diverse, inclusive, and equitable for everyone regardless of difference.

All the very best,

Dr. Willie McKether, VP for Diversity and Inclusion
Inclusive Wall of Honor

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.

**Racial Equity at UToledo**

One of the core values of the University is diversity. It is not enough, however, to state that we value diversity. We must also strive toward an inclusive and equitable campus environment. To support this work, the Office of Diversity and Inclusion has launched this page to serve as a resource to the campus community to support our efforts to move toward racial equity on our campus.

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**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 UToledo 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.
October is National Disability Awareness Month

Transportation to vote early for registered voters of Lucas County is available on Thursdays and Fridays from 3:00-4:30 p.m.

For more information, email omss@utoledo.edu or call 419.530.2261.

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
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, provide 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.

Multicultural Student Success Training

(UN)DOCUMENTED STUDENT ALLY TRAINING

With a rising undocumented student population on campuses around the country, it is important to recognize the needs of this group, as well as the institutional hurdles that exist. The training will help participants understand the unique challenges that these students face. It also focuses on campus and community resources that are available. Join us for this interactive session in which we will highlight ways in which this population of students experiences their higher education journey differently than others. Participants are required to have their camera turned on and to actively engage with each component of the training.

Virtual training will take place on Thursday, November 12th from 3:30 - 5:00 pm. Register HERE.
LGBTQA+ ALLY WORKSHOP

In this workshop, students, faculty, and staff will introduce terminology related to the LGBTQA+ community and receive tangible examples of how to support LGBTQA+ students on campus. Participants are expected to have their camera turned on and to actively engage with each component of the training.

The virtual workshop will take place on Tuesday, November 17th, from 12:00 - 1:00 pm. Register HERE.

Diversity, Inclusion & Equity Highlights!

MacArthur Foundation Safety + Justice Challenge, Lucas County

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, November 4, 2020** – 5:00pm – 6:30pm
- **Thursday, November 12, 2020** – 12:00pm – 1:30pm
- **Wednesday, November 18, 2020** – 5:00pm – 6:30pm
- **Wednesday, December 2, 2020** - 5:00pm – 6:30pm
- **Wednesday, December 9, 2020** – 5:00pm – 6:30pm
- **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](#).

### November Native American Heritage Month

![Native American Heritage Month Logo](image)

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 Indígenas!: The Native American Heritage Of Latinos. Find more information [ HERE ](#).
Multicultural Emerging Scholars Program has created a student organization called Change Makers. Change Makers' purpose shall be to engage and educate students about actively creating change and, strategically and tactfully, address the social issues within the University of Toledo, the city of Toledo, and in the United States.

This student organization meets once a month and is led by mentors and students of the Multicultural Emerging Scholars Program.

CATHARINE S. EBERLY CENTER FOR WOMEN

MAKE AMERICA CAKE AGAIN

November 3rd
11am - 1pm
Tucker Hall 0168
Danielle is a two-time graduate of The University of Toledo, with an undergraduate degree in Women’s and Gender Studies and Sociology and a master’s degree in Social Work. Danielle is currently pursuing an Ed.D. in Leadership Studies at Bowling Green State University. Outside the university, Danielle is engaged in activism surrounding social justice issues, including LGBTQ rights, women’s rights, and racial justice. Danielle can be found hiking, kayaking, and spending time with her partner and two dogs when not at work.
Ally Day is an associate professor of Disability Studies in the College of Arts and Letters. As a researcher, she explores how people navigate chronic illness at the intersection of gender, race, class, sexuality, and disability. As a teacher and activist, she is committed to ensuring all people have access to a meaningful education, comprehensive health care, violence-free housing and workplaces, and environmental justice.
Aleiah Jones, M.A., is a 2013 graduate from The University of Toledo’s College of Languages, Literature, and Social Sciences in Sociology. She is a first-generation Latina graduate and was born and raised in Toledo, Ohio. Her passion for working with college students is being fulfilled in her position as the Office of Multicultural Student Success Manager at The University of Toledo. She has also enjoyed teaching at both UT and Owens Community College. Aleiah has traveled abroad, serving on work teams in Chile and the Board of Directors for Chile’s Vision. She currently serves as the advisor for UT’s Latino Student Union, treasurer for the Latino Alliance of Northwest Ohio, and is involved in several other social and professional groups. When she is not serving the Toledo community, you can find her curled up reading a good book or watching Netflix.
Did you know that UT Toledo provides no-cost small business consulting?

UT Toledo 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@UToledo.edu.
Our mailing address is:
University Hall 3580 Mail Stop 925
2801 W. Bancroft Street
Toledo, OH 43606-3390

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