



OFFICE OF DIVERSITY AND INCLUSION

utoledo.edu/diversity

FUELING TOMORROWS



Dear Campus Community:

As we are now four weeks into the fall semester, I want to say how proud I am of our staff, faculty, and especially our students for stepping up to the many challenges presented by COVID-19 and the social unrest throughout the country, state, city, and our University. We are Rockets, we are resilient, and we will get through this together.

The Office of Diversity, Inclusion, and Equity leads the way and collaborates with members of the university community to help ensure we are diverse, inclusive, equity-focused, and importantly that we educate our students to prepare them for the 21st century diverse workforce.

As we make our way through this and the next semester, I hope that you find value in this newsletter, which will highlight programs, initiatives, and people who help make The University of Toledo a world-class institution and a place we all proudly call home.

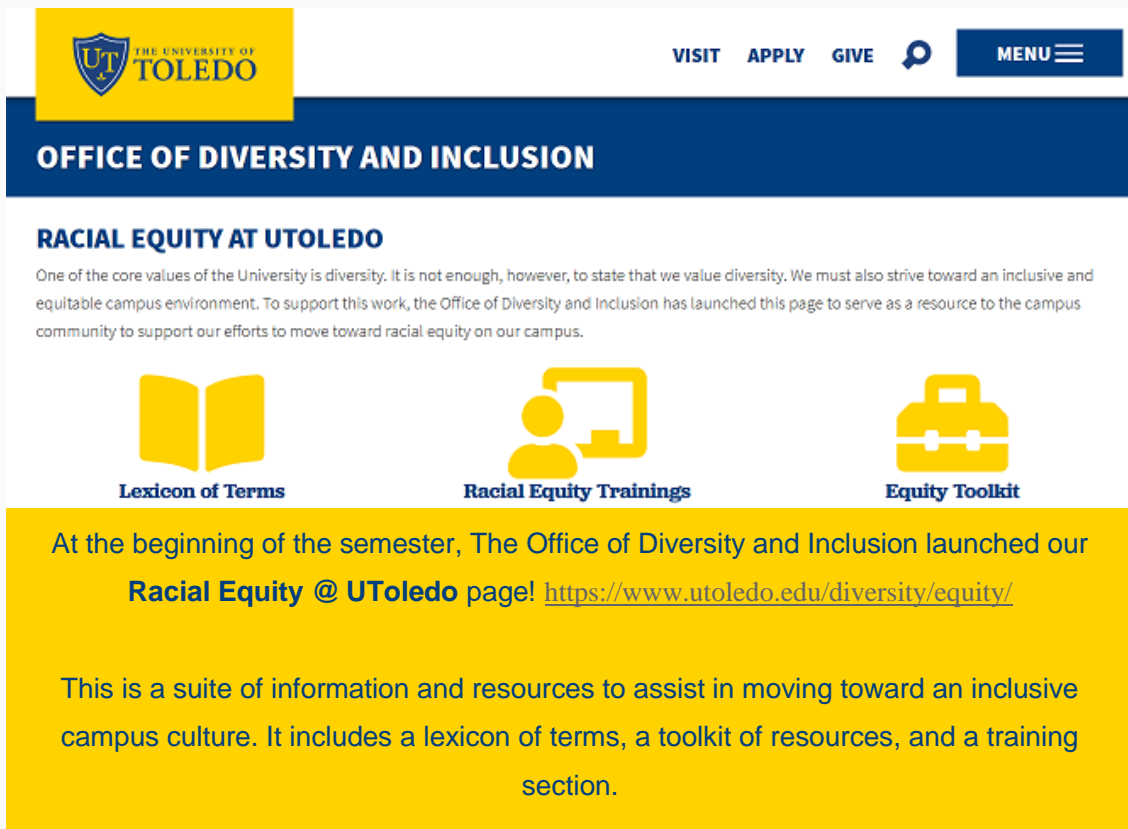
Well wishes,

Dr. Willie McKether, VP for Diversity and Inclusion

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](#)



The screenshot shows the top navigation bar of the University of Toledo website, featuring the university logo, links for VISIT, APPLY, GIVE, and a MENU icon. Below the navigation is a dark blue header for the "OFFICE OF DIVERSITY AND INCLUSION". The main content area is titled "RACIAL EQUITY AT UTOLEDO" and includes a paragraph about the university's commitment to diversity. Three yellow icons represent "Lexicon of Terms", "Racial Equity Trainings", and "Equity Toolkit". A yellow callout box at the bottom contains text about the newly launched "Racial Equity @ UToledo" page, including a URL: <https://www.utoledo.edu/diversity/equity/>. The callout box also states that the page includes a lexicon of terms, a toolkit of resources, and a training section.


UT THE UNIVERSITY OF TOLEDO


VISIT APPLY GIVE  MENU 


OFFICE OF DIVERSITY AND INCLUSION

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.

 **Lexicon of Terms**

 **Racial Equity Trainings**

 **Equity Toolkit**

At the beginning of the semester, The Office of Diversity and Inclusion launched our **Racial Equity @ UToledo** page! <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

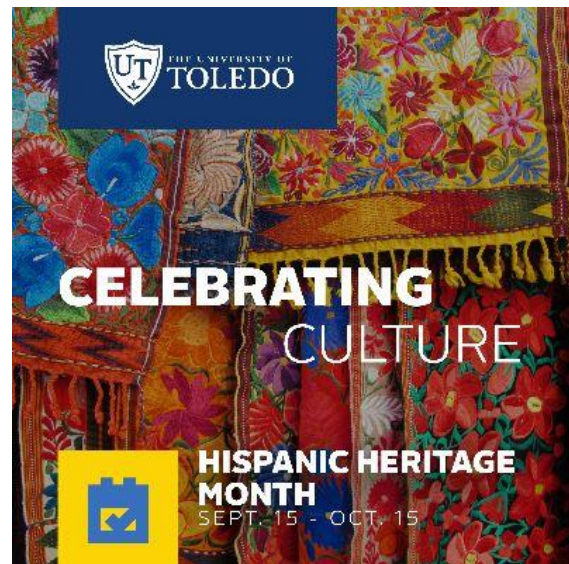
The mission of the new Center for Racial Equity and Black Student Excellence is twofold. First, working in collaboration with the Office of Diversity and Inclusion, the Center will work to illuminate, disrupt, and dismantle racism in all its forms at The University of Toledo. We will do this through 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 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.

Diversity, Inclusion, and Equity Events!

Hispanic Heritage Month highlights the contributions of Hispanics/Latinx people in history and contemporary society by bringing awareness to emerging issues, from September 15 to October 15 every year. [View full](#)

[calendar now](#)





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](#).



Dialogues on Diversity

The Office of Diversity and Inclusion has hosted bi-weekly virtual panel discussions since the murder of George Floyd was killed in Minneapolis when a police officer knelt on his neck for nearly nine minutes, sparking protests against systemic racism across the country. Hosting discussions centering black men, black women, black LGBTQA+, black Americans and COVID-19, and black UToledo students.



ECW Suffrage Celebration

In honor of the 100th anniversary of the 19th amendment, the Eberly Center is hosting a series of virtual programs to celebrate and inspire women's political participation. Events include panel discussions with UToledo historians, voting rights advocates, and elected women. [Get the event details at our website.](#)

ECW Spotlight Series

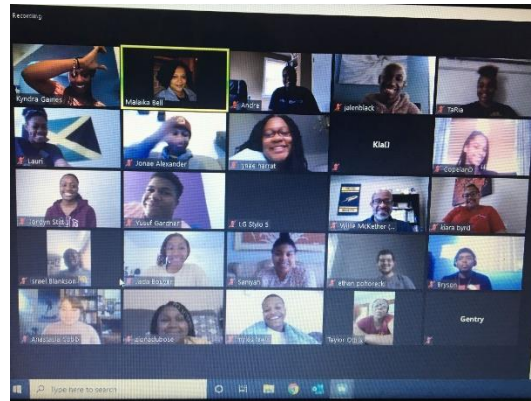
The Eberly Center is showcasing the amazing research and activism women are doing on campus and in the community. [Our next spotlight is on Black women, eco-womanism, and the American Dream with Dr. Carla Pattin on Tuesday, September 29.](#) If you have a research or activist project that you want to share, fill out our [interest form](#) and we will reach out to you to schedule your virtual presentation with the Eberly Center.

Please [visit our website](#) to learn more about the other programs and initiatives out of the Eberly Center for Women.

Diversity, Inclusion & Equity Highlights!

Multicultural Emerging Scholars Program

This summer, we welcomed the sixth cohort of MESP scholars to campus through the summer bridge and living-learning community. Although the pandemic limited our interactions to virtual, we were able to provide the student with a robust online experience during the six weeks of their summer program.



We will continue to encourage, engage, and connect with these students with the help of our graduate assistant; Kyndra Gaines, and the Peer Mentors; Myles Lewis, Taylor Ottrix, and Jakia Trice.

UToledo HOPE '20

The University of Toledo is lucky to have been the choice of 17 (almost 30%) of the Scott High School HOPE scholarship recipients! The Office of Diversity and Inclusion has played an integral role (in collaboration with Admissions, the Division of Student Affairs, and Financial Aid to name a few) in the recruitment, onboarding, and support of these students as they make their transition from high school to college.

Inclusive Wall of Honor

The purpose of the Inclusive Wall of Honor is to honor and highlight the contributions underrepresented minority faculty, staff, administrators, and alumni

including individuals with disabilities and members of the LGBTQ community from the University of Toledo. The Inclusive Wall of Honor will honor both first individuals in various roles and individuals who have made significant contributions to The University of Toledo. Nominee applications will be open from October 12, 2020, till November 6, 2020.

For inquiries, please contact Kyndra Gaines, Graduate Assistant of The Office of Diversity and Inclusion at kyndra.gaines@rockets.utoledo.edu.

Student Highlight: Maura Graves

Maura got her first publication accepted into the Journal of Biological Chemistry just recently. It's a great journal, and we are quite proud of her!

Maura did her BSc here at UToledo, and is now working towards her PhD. She hopes to go on to Medical School here at UToledo.

Maura's research focuses on how the epithelial cells that line the surface of your intestine create specialized structures known as 'microvilli' that act like vacuum cleaners to suck up all the nutrients from the food that we eat.

Maura discovered that a protein called ANKS4B plays a critical role in making sure that these epithelial cells create their microvilli. She used high-resolution microscopy to discover a particular sequence within ANKS4B that allows the protein to localize correctly within the intestinal epithelial cells in order to create microvilli. The information gathered from her study will be useful to understand the molecular basis of conditions like Crohn's disease, in which these microvilli do not form properly."



**Welcome, Stefanie Bias, to The Office of
Diversity and Inclusion!**

Stefani is the office's new Executive Assistant. Send
Stefanie a warm welcome via email at
Stefanie.Bias@utoledo.edu.

All staff are currently working virtually and can be
reached by email.



Ohio

**Minority Business
Assistance Centers**

Toledo

Did you know that UToledo provides no-cost small business consulting?

UToledo 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.



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