

## 2016 D&I Incentive Grant Recipients

### **Academic Advising**

#### **Managing to Achieve Diversity & Inclusion**

A challenge that is commonly faced across the University of Cincinnati is a gap in how we prepare managers to lead with a focus on achieving diversity and inclusion. This is true across most areas of the university, including UC's 18 academic advising programs. Managers are often charged to lead personnel and student programs without the benefit of formal training or preparation for how to recruit, hire and lead a diversified workforce. Assistant deans and directors of advising influence the educational experience of every undergraduate across the university and well over 100 professional staff. While we have an excellent opportunity to create this leadership development initially for the advising community, this workshop-style course would be generalized and available to all UC managers and leaders. If we are serious about changing culture in our offices, we must intentionally prepare our leaders to do so.

### **Academic Health Center**

#### **AHC D&I Campaign**

The Academic Health Center's Diversity and Inclusion Campaign - Education, Collaboration and Transformation is a continuation of what began in the College of Allied Health Science in 2012-2013 and expanded to include all of the health affairs colleges in 2013-2014. As the need for diversity education has expanded, so has the need to educate individuals in an inter-professional environment. This campaign meets both of those requirements.

### **Allied Health Sciences**

#### **Diversity Enrichment Project (DEP)**

DEP is a collaboration between the School of Social Work, the Department of Communication Sciences and Disorders, and the Department of Analytical and Diagnostic Sciences - Health Informatics Program in the College of Allied Health Sciences (CAHS). The project will establish a pipeline for individuals from diverse backgrounds to successfully access and complete the graduate level educational training requirements to become a health professional in the fields of social work, speech/language pathology, or health informatics. DEP faculty will hold informational seminars at Historically Black Colleges and Universities (HBCUs) to recruit prospective students. Following the recruitment of prospective students, a two-day campus immersion experience will be held for prospects at UC. The DEP will also develop a model for maintaining a systematic climate assessment tool that is safe, innovative, and targeted for vulnerable and marginalized populations through photovoice and traditional quantitative methods.

### **A&S Africana Studies**

#### **Cincinnati Project Scholars**

The proposed project will fund the inaugural class of TCP Scholars. TCP is a new Arts and Sciences' initiative working for equity in Cincinnati through research-based engagement with the community. Research approaches include 1) classroom-based community-engaged research, 2) faculty community-engaged research, and 3) translation of faculty research to policy recommendations. All of the research efforts are focused on improving the lives of disadvantaged communities, and supporting the agencies that serve disadvantaged communities, in the Cincinnati metropolitan area. TCP's goals align the University of Cincinnati Diversity Plan by improving relationships with the local community and by improving the experience of faculty and students of color.

## **College of Nursing**

### **Enhancing Inclusive Excellence through Learning Opportunities and Education Development**

The College of Nursing (CON) has been successful in cultivating a culture of inclusive excellence through diversity and inclusion (D&I) edutainment events. While faculty/staff participation has been high, student attendance has been limited by demanding course schedules. Moreover, it is important that D&I is not just supported through supplemental events, but threaded throughout the curriculum. Indeed, increased cultural competency of healthcare providers is viewed as critical to patient outcomes. In 2015, the CON curriculum taskforce began requiring new and revised courses to include cultural competency terminology in at least one student learning outcome. Thus, the purpose of this project is to enhance inclusive excellence in the CON through expansion of learning opportunities and educational development around D&I. Specifically, we will expand edutainment events to include more offerings that yield high student participation. Secondly, we will evaluate how cultural competency is being diffused and adopted throughout nursing curricula.

## **ProPEL**

### **D&I in Experiential Learning Contexts**

The purpose of this project is to explore issues of diversity and inclusion in experiential learning contexts. ProPEL faculty and staff will partner with three campus organizations/units (LGBTQ Center, African American Cultural and Resource Center (AACRC), and Pre-Professional Advising Center STEMMD program) to engage underrepresented students in data gathering activities focused on issues of diversity and inclusion in experiential learning contexts. We will then use the data gathered to plan and facilitate World Café Workshops in which faculty, staff, students, employers and community partners will participate in critical dialogues about diversity and inclusion issues in experiential learning contexts. Ultimately, this project is intended to lead to the development of strategies for creating diverse, inclusive learning experiences for all students.

## **Student Affairs**

### **2016 Ohio Latino College Student Summit**

The purpose of this program is to connect Latino college students, student affairs and academic personnel with each other in order to facilitate and promote the creation of professional networks, community, and enhance the Latino student experience in the Tri-State area.

## **UCBA**

### **Intercultural Development to Promote Cultural Diversity**

Research in intercultural development indicates that personalized experience, with reflection, over a sustained period of time is an effective method of broadening intercultural awareness. This project proposes to continue a diversity and inclusion community of practice into its second year. This community of practice involves personalized activities, a reflective eportfolio, and the Intercultural Development Inventory to measure intercultural awareness. Through these experiences, participants will describe their personal intercultural awareness and analyze the influences on this awareness. In addition, participants will evaluate new insights they have come to as a result of the experiences in this program and design intercultural awareness experiences for their students and colleagues. UC Blue Ash has a long tradition of professional development learning communities. Including this learning community on diversity and inclusion fits into our faculty's expectation of this type of professional development.

## **UCBA**

### **Inclusion with Intent in Health Care**

Building on existing strategies, with funding the Allied Health and Dental Hygiene Departments of UC Blue Ash College will collaborate to promote diversity awareness and inclusion within the UC Blue Ash health care community of faculty, staff, students, and clinical educators. We will offer a speaker series in the 2016-17 academic year featuring four expert presenters that will explore disparities in health care, especially ones created by race and language, mental health, and religion and spirituality. These presentations will serve as a springboard into an ongoing community-wide conversation on diversity and inclusion, especially as it relates to health care.

## **UC Clermont**

### **Obstacle Free in 2016**

The Clermont College Success Program (CSP) and Testing Services (TS) will join together to increase the enrollment of first-generation, low-income Appalachian students by offering a three day intensive summer bridge program. During this bridge program, the CSP will offer an academic and college readiness series aiming to remove the common obstacles presented by these diverse students. Through class time focusing on reading, writing, and math review, students will attain basic computer literacy and skills. The program will end with an opportunity for students to take Clermont College's placement test. Students who complete the program and enroll in UC Clermont will receive a scholarship for one course.

## **UC Clermont**

### **A Dialogue on Diversity to Accelerate Equality**

This interactive workshop is to engage and inform Clermont College community of the true meaning of 'diversity'. The participants will enter into dialogue on the matters of inclusiveness and social justice that are often difficult subjects for many to discuss. The findings of our recent diversity scan at the College will also be discussed and participants will try to collectively reach consensus on an action plan to embrace and celebrate diversity and equality in all aspects of our campus lives. Our well-informed and resourceful staff will provide strong support system for our students so that they can understand and embrace diversity and inclusiveness on our tranquil, rural campus located in the foothills of Appalachia.

## **UC International**

### **Study Abroad Proposal**

This huge lack of diversity in study abroad numbers has gained some national attention. In efforts to promote minority students studying abroad, many institutions have begun offering diversity scholarships. Financial incentive designed to help defray the cost of studying abroad for certain demographics is one of the best ways to help those individuals realize their goals and to build momentum for study abroad within that demographic. The University of Cincinnati has made its commitment to diversity and inclusion well known to those within our community and beyond. To continue in this tradition and in collaboration with UC Division of Student Affairs, we are proposing the establishment of a diversity study abroad fund. The goal of this scholarship is to promote diversity participation in study abroad. The scholarship application review committee will be comprised of staff members from The Division of Student Affairs and UC International

### **UC International Crossing Cultures**

UC International in conjunction with International Admissions seeks a Diversity and Inclusion Incentive Grant to help defer the costs of video production and print materials for a UC staff training to support employees in their work with international students. We will provide tips and tools to help guide staff, faculty and student groups through what can be confusing cultural differences. This training will enhance and further the University's goals of creating a more inclusive campus that welcomes and embraces diversity.

### **UC Technology Accelerator for Commercialization**

#### **Women and Underrepresented Minorities in UC Technology Commercialization**

UCTAC and UCLEAF are highly interested in generating and implementing programs to increase participation of women and minority faculty participation in innovation at UC. We aim to identify meaningful metrics to measure women and minority participation in innovation in order to determine how we can more effectively engage and support these participants in the innovation ecosystem. The outcome will, hopefully, inform the recruitment and retention of women and minority faculty. We also aim to empower more women and minorities at UC to participate and take leadership roles in all stages of transforming new discoveries to the market – without leaving UC. UCTAC and UCLEAF are uniquely suited to impact this issue at UC, and with this project they will start by identifying meaningful metrics to begin to shape the opportunities, pilot a commercialization fellowship program, and fund a specific female/minority faculty-led commercialization project at UC.