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Equity & Inclusion Matters - Issue 7

Otterbein University

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EQUITY & INCLUSION MATTERS

Otterbein's Office of Equity and Inclusion: Making the Invisible Visible



New Otterbein students march down Grove Street in the annual Clap-in to Convocation on Aug. 22, 2019.

OTTERBEIN WELCOMES STUDENTS TO CAMPUS

By Danielle DiMarzo

Otterbein University's campus is buzzing with activity as new students explore campus and returning students reacquaint themselves with campus. Classes for the 2019-2020 school year began on Monday, Aug. 26.

New students moved in on Wednesday, Aug. 21, and enjoyed a full schedule of activities designed to help them get acquainted with campus and each other.

The class of more than 720 first-year and transfer students is an extraordinary snapshot of the new American college class. New recruitment initiatives at Otterbein have resulted not only in a steady increase in first-year student enrollment, but also a trend of enrolling larger numbers of ethnically diverse students for six consecutive years. This year's class includes more than 160 students of color.

The new Opportunity Scholarship, which meets full need to tuition for Ohio residents whose families earn \$60,000 or less or who qualify for the Federal Pell Grant, has increased socio-economic diversity and resulted in 242 Pell-eligible students, or 34% of the entering student body — the most in school history.

Otterbein's Urban Districts Initiative, which provides additional aid and academic and social support for students from four central Ohio urban districts is bringing 112 students to campus this fall, almost 17% of the first-year class. That number includes 44 first-year students from Columbus City Schools, the largest entering class from the district ever.



Fifty-seven percent of the new students are from central Ohio, although the class has students from 21 states and Australia. Otterbein also enrolls international students from Brazil, China, New Zealand, Taiwan and the United Arab Emirates. ■

CALENDAR

SEP. 4

Leadership and Sports Session
4:30 - 5:30 p.m.

SEP. 18 (Campus Center)

Study Abroad Fair
11 a.m. - 3 p.m.

Oct. 16

Adult and Veteran Career
Transitions Panel
5 - 6 p.m.

Oct. 24

Lady Wrestler: The Amazing, Untold
Story of African-American Women in the
Ring
4 - 5:30 p.m.

Fall 2019

Otterbein and the Arts: Opening Doors
to the World

*Featuring Japanese/Japanese-American
Ceramics in all exhibition spaces
Located in Miller and Fisher Galleries



The Otterbein Community considers diversity a source of innovation, creativity and human flourishing.

—FROM THE OTTERBEIN DIVERSITY AND INCLUSION STATEMENT

WE ARE Inclusive.

OTTERBEIN UNIVERSITY
otterbein.edu/equity-inclusion

Otterbein Celebrates Pride

A group of eight Otterbein faculty, staff and students marched in the 2019 Stonewall Columbus Pride Parade on June 15 with the CardinalsOnTheGo van. This year, Otterbein’s t-shirt design featured the Pride flag with the addition of a black and brown stripe at the top, commonly referred to as the Philadelphia Pride Flag. The two new stripes are a way to celebrate and include people of color in the LGBTQIA+ community who have made and will make lasting contributions to inclusiveness. Cardinal marchers also handed-out to parade watchers a card with information about Otterbein’s commitment to equity and inclusion via financial aid, admissions initiatives, campus programming, student organizations and community resources.

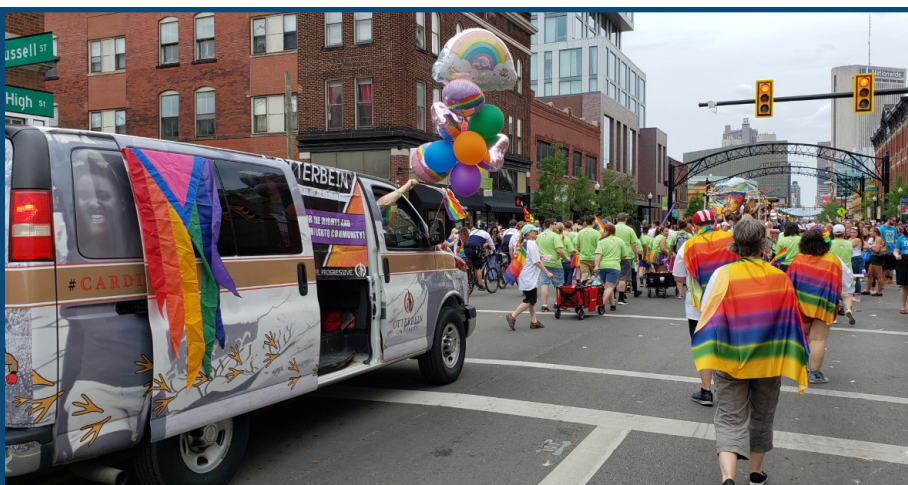
“We are proud to have a campus community that welcomes all as they are, and ensures that all are valued and welcomed.”
—John Comerford (Ph.D.), President, Otterbein University

Otterbein celebrates National Pride Month and welcomes, celebrates and supports members of our LGBTQIA+ Cardinal community. At Otterbein, LGBTQIA+ students will find:

- ✔ FreeZone! a student-led organization.
- ✔ Gender-neutral housing and restrooms across campus.
- ✔ The LGBTQ Resource House offers the opportunity to create a supportive, fun and welcoming environment for LGBTQIA+ students.
- ✔ Otterbein’s Lavender Graduation ceremony offers an open environment for friends and family to show their support and celebrate with their loved ones in the LGBTQIA+ community.
- ✔ Otterbein LGBTQIA+ \$1,000 Scholarship Consideration will be given to student(s) who identify as LGBTQIA+ on Otterbein’s supplementary undergraduate endowed scholarship application.
- ✔ Tau Delta, a gender neutral sorority.
- ✔ The Women’s, Gender and Sexuality Studies (WGSS) program and FreeZone! works to offer programming and opportunities for students to socialize and communicate about the issues that matter to them.
- ✔ Tri-Iota Honorary Society works to encourage and support scholarship and excellence in WGSS, as well as embody the values of plurality of thought, egalitarianism and social justice.



Learn more at otterbein.edu/equity-inclusion



from the DIRECTOR

Greetings

As tensions continue to elevate in the United States, our communities are experiencing the effects profoundly. As a university, our goal is to be an educational hub for community members of different identities such as faith, race, national origin, sexual orientation and gender identity. In addition, we must also make every effort to establish a working and learning environment that values acceptance, accountability and rigorous intellectual inquiry.

However, how do we accomplish this? So often, we talk about the finished product without talking about the process. Both are key to any successful endeavor. We must know where we need to go, but also formulate a blueprint on how to get there.

The first step for us as a country and as a community is to look in the mirror and be honest with our past and current condition. Harassment and prejudice of any type defies the core values that we have recognized as vital to our community’s success. Yes, that is still present on this campus. When our students are being told to go back to their countries, experiences disregarded, natural hair is called unprofessional and Muslim students are being asked “Are you going to blow us up?”; we are not living up to our aforementioned creed. Consequently, we are repeating the tragic mistakes of our past.

Secondly, we must take a critical look at what systems are perpetuating injustices. How are the people around me entering into the space that we share? This very broad and layered question deserves the proper attention and inquisitiveness. That attention and inquisitiveness starts with us, void of making stereotypical assumptions. Much of these topics are being facilitated around you. However, it takes your initiative to attend, participate and reflect.

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OTTERBEIN MAKING IMPACT IN HONDURAS

By Danielle DiMarzo

Otterbein University has made a huge impact in Honduras by training four Honduran nurse educators from three universities for real-life scenarios using simulations.

Healthcare providers in Honduras work with limited equipment and supplies and the educational programs lack technology to train their nurses with things only getting worse as aid from the United States has come to a halt. These three organizations decided to come together to improve these education challenges.

Over the weekend of May 17-19, these educators came to Otterbein where they received hands-on simulation training thanks to the support of the Central American Medical Outreach (CAMO) and equipment created by edgeThingZ. The nurses will take back what they learned to their communities and educate their peers while also taking gifts of cutting-edge, low-cost technology with them.

Otterbein is one of 46 local chapters of the National Association of Hispanic Nurses, which is the nation's leading professional society for Latino nurses. Their goal is to create a team of highly-qualified Latino nurses by advancing educational, professional and leadership skills and opportunities for their membership.

"Otterbein has always had such a dedication to service so this is an excellent opportunity to continue that tradition and what better than to a country that has so many needs and



that is so hungry for education," said Nancy DeVore, a volunteer with CAMO helping with grant writing and program development.

CAMO develops training protocols, raises money for nursing education equipment, and connects American nurses with their Honduran counterparts to improve education and services for the country's poor. Jeff Becker, chief maker at edgeThingZ, partnered with CAMO to provide the low-cost classroom technology they developed in partnership with Otterbein's Nursing Department.

"It's a way that our educational process can touch so many more than just on campus and in central Ohio," said Dean of Professional Studies Barbara Schaffner. "We are creating a safe environment for the Honduran nurses to learn which will, in an indirect way, help the quality of health care."

Professor Stephanie Justice and the

Otterbein Nursing Program assisted with the innovation that led to the product and who led the educational visit by the Honduran nurses. Justice has led a collaborative team of interprofessional colleagues to achieve innovative learning with cleverly designed portable simulation devices.

"It's a great experience and a great opportunity. We don't have this type of training opportunity in Honduras so I want to thank Otterbein for this," said Kenia Calderone, nursing supervisor at Hospital De Occidente. ■



Meet the New Veterans Recruiter

Beginning this Fall semester, Otterbein will have a new veterans recruiter position. Senior History and AYA Social Studies major Chris Roberts will be taking on the role. Chris joined Otterbein in 2015 thanks to forming a relationship with former Dean of Students Bob Gatti. Chris is an eight-year U.S. Marine Corps infantry veteran with three combat deployments: two to Iraq and one to Afghanistan. He has been coaching high school



football for five years and spent one year as an assistant coach at Otterbein. He currently is an assistant coach at Olentangy Liberty High School. Chris and his wife have two children. Chris looks forward to being active in the Cardinal community and Central Ohio area helping veterans who would like to seek a college education at Otterbein. ■



Active listening with cultural sensitivity

By James Prysock

How to Have a Meaningful Conversation

1. Take a Time Out. If you are feeling angry, defensive and reactionary – you are in a state that may cause you to fight, flight or freeze. Since these three things will not help to have a productive conversation, do not engage in one until you feel you are in a better place to do so.

2. Listen. Honestly, most of us are horrible at truly listening to another person with a lens that is objective and non-judgmental. We need to be able to listen in order to have a productive conversation. a) Listen closely to their point of view. b) Ask curious open questions to better understand where they are coming from. c) Repeat back to them in your own words your understanding of their position. d) Ask if your understanding is correct. e) Continue this process until you get a response like this: "Yes! That's correct." "Yes! You totally get me!" ONLY THEN, can you go to step three:

3. Share your position.

Now that you have heard and understood the other person, you can clearly express your perspectives and realities. To allow yourself to be heard:

a) Be aware of your energy. When someone thinks that you are wrong, dumb or foolish, you can certainly feel that energy. All of us have had a time when we have experienced someone's words being nice, but their energy was saying something completely different. Keep your energy open and curious.

b) Keep your language positive. Stay away from name calling, labeling, or using sweeping generalizations. • Name calling: "Those people are bums" • Labeling: "That is a _____ agenda", "It is ridiculous to ____" • Sweeping generalizations: "All Republicans think _____", "Liberals always _____", "Christians are _____."

c) Use expansive words. Avoid using "absolutes" such as "always" and "never" that limit possibilities.

d) Do not use sarcasm. Sarcasm can frequently feel condescending.

e) Do not direct your argument against the person, remember to direct it at the position they are maintaining.

f) Check-in. Ask people to repeat in their own words what you have said so that you can make sure that no miscommunication has occurred.

Remember, you cannot force someone to agree with you. However, you can share in an open and vulnerable way and listen to others with the intent to understand them.

For more information: <https://www.noomii.com/articles/7599-how-to-have-a-conversation-with-someone-who-has-an-opposing-viewpoint>

from the DIRECTOR cont.

Lastly, once you have objectively done the first two steps, find a way to stay involved. What good is being civil if you are silent when it truly matters? Continue the dialogue and turn it into action. Whether it is helping to organize a social justice project or educating your networks about social inequities, find your place in the progress.

We must believe our very differences strengthen our relationships, understanding and community. The tapestry of life is most effectively woven by the intersection of people from all backgrounds. We must be committed to human dignity and social justice. As a result, we should have zero tolerance for anything that falls short of those ideals.

Wishing us the best moving forward,



James E. Prysock III

International Students

One way that the Office of International Admissions communicates with Chinese students is through a social media channel called WeChat.



In China, they don't have access to Facebook so an Otterbein WeChat was created by a former Chinese student. It is helpful for us to have a current Chinese student send information about Otterbein in Chinese to potential students, and then they can chat back and forth, asking questions, guiding them through the application process.

“China is the number one place of origin of international students in the USA. According to the 2018 Open Doors Report, in 2017-18 the number of Chinese students studying in the USA was 363,241 followed by India at 196,271.”

- Office of International Admissions.