Diversity OnCampus
United We Stand

Monthly Newsletter
August 2020 Edition

To Campus
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Everyday Bias for Health Care Professionals

OK Catalyst

Contact Us

Care
about diversity, equity, and inclusion at the University of Oklahoma?

Want
to contribute to making OU a better experience for all?

Want
to be a catalyst and an active change agent by making sure our campus is open and welcoming to all?

Help
create the home away from home experience for others.

Become a D.O.V.

Diversity Outreach Volunteer
pronounced "dove," and join a community of care that is passionate about diversity, equity, and inclusion-related matters on campus and beyond.

Who can volunteer?
Students, faculty, and staff

How do I sign up?
Complete a quick survey (https://bit.ly/2DjTWzN) to be added to the D.O.V. list.
Always Be Willing

IN UNCERTAIN TIMES, CHOOSE HOW YOU WANT TO ACT

By Belinda Higgs Hyppolite, Ed.D.
Vice President of Diversity, Equity, and Inclusion and Chief Diversity Officer

As the university prepares to return this fall, our nation is at a crossroads. Now more than ever, we will need to pull together as an OU community to support each other in these unprecedented times. We are facing the biggest health crisis of our time, while the country continues to grapple with racial injustice, high unemployment, return to work and school decisions for families, the political culture across the world, and an outcry for systemic change. As a leader, I am aware that there are many challenges and opportunities before us.

"Now more than ever, we will need to pull together as an OU community."

This note is to encourage you to walk into the fall semester with a positive outlook, prepared to embrace change. I won't quote a cliché with the hopes of trying to make you feel better, but what I will say is, we will all need to keep perspective this fall and have a willingness to be flexible and agile as we wade into the unknown together. No one will have the right answer, and there will be countless solutions that emerge to the many challenges we will face.

I am a new leader here at the University of Oklahoma, but I am not new to uncertain times or immune to facing new challenges. How I choose to show up daily and engage with others help to determine how I feel at the end of the day. I want to encourage you to choose joy over sadness, to choose to be positive versus focusing on the negative, to choose to encourage yourself and someone else versus being a part of the negative crowd. Altogether, be always willing.

"Choose to encourage yourself and someone else."

As I pen this article, I am writing to encourage each of you, as I encourage myself to take each day, one moment at a time. To choose positive thoughts over negative ones, and to be nimble and flexible as no one can predict the future. Welcome to a fall semester full of new opportunities and possibilities.

Fall 2020, The University of Oklahoma
The Surprise of Discovering Who We Are

By Paola Conte, Research Assistant

Nature surprises us with its vivid colors and powerful sounds, and so does human nature. When the colors and the sounds of words surprise us, we can't keep them for ourselves. We need to share. So did Julia Rouse, a manager with the Norman Human Resources office. When Julia fortuitously encountered Ifrah Mansour’s rhythmic voice reciting the poem *I am a refugee*, she decided to put it in our hands so that we could also partake in her surprise.

As destabilizing as uncertainty may be in our lives, it may also become an opportunity for self-discovery. At the Office of Diversity, Equity, and Inclusion, we are navigating today’s ever-changing circumstances by keeping awareness, education, and advocacy at the forefront of our fall schedule.

Guided by our mission, we have developed a rich and engaging plan listing popular programs such as the Diversity Ally workshop series, the #WeAre webinars, faculty symposia, cultural heritage month events, and common read community engagements. But it also incorporates novel experiences:

**For Students, Faculty, and Staff:**
- Drive-in night
- Presidential speaker series
- Renovated website
- Email newsletter

**For Undergraduate Students:**
- First Year Diversity Experience online workshop
- Three-hour credit course on diversity and inclusion

**For Faculty and Staff:**
- Rooted in Diversity, Equity, and Inclusion: Change Starts With Me workshop series

Fall 2020 may be the time to embark on self-discovery. If you decide to engage in this rewarding path, the Office of Diversity, Equity, and Inclusion encourages you to monitor the [event calendar on our website](#) and register.

“I am a refugee and I challenge humanity,” says Mansour, almost singing. As she intertwines her identity with her actions, we are invited to do the same and decide who we are and what we do. But finding oneself, sings Mansour, is not a lonely discovery: it is a wish of those around us. “Won’t you just let me find my humanity, right here next to you?” she concludes. When we define ourselves in relation to others, perhaps the more diverse they are, the more we understand ourselves.

The Paths to Self-Discovery:

FALL 2020 DEI PROGRAMS

“I am a refugee and I uplift the world.”

Who We Are

The Surprise

Fall 2020 DEI Programs

For Students, Faculty, and Staff:
- • Drive-in night
- • Presidential speaker series
- • Renovated website
- • Email newsletter

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- • Three-hour credit course on diversity and inclusion

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- • Rooted in Diversity, Equity, and Inclusion: Change Starts With Me workshop series

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## Diversity, Equity, and Inclusion

### Fall 2020 Calendar

### September
- **Hispanic Heritage Month**  
  Sept. 15 - Oct. 15  
  In collaboration with Latinx Coalition

- **#WeAre Webinar**  
  Addressing Mental Health in the Classroom

- **Diversity Ally Workshop Series**  
  Unlearning Racism

- **Faculty and Staff Learning Series**  
  ABCs of Diversity

- **#WeAre Webinar**  
  OUPD in the Community

- **Diversity, Equity, and Inclusion Week**  
  Drive-In Movie  
  Presidential Speaker Series  
  Common Read

### October
- **LGBTQ+ History Month**  
  In collaboration with Gender + Equality Center

- **Diversity Ally Workshop Series**  
  Unlearning Classism

- **#WeAre Webinar**  
  Voting Rights and the Election Process

- **Faculty Symposium Webinar**

- **Faculty and Staff Learning Series**  
  Micro-Messaging: How micro-aggressions, micro-expressions and emotional intelligence impact inclusion

- **Diversity Ally Workshop Series**  
  Unlearning Ableism

### November
- **#WeAre Webinar**  
  Decolonizing Thanksgiving

- **Diversity Ally Workshop Series**  
  Unlearning Trans and Homonegativity

- **Veterans Day Tribute**

- **Faculty and Staff Learning Series**  
  Ally vs. Co-conspirator

- **Transgender Day Remembrance**  
  In collaboration with Gender + Equality Center

### December
- **Universal Human Rights Month**

- **International Day of Persons with Disabilities**  
  In collaboration with Accessibility and Disability Resources Center

- **Diversity Ally Workshop Series**  
  Unlearning Racism

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Please visit our [event calendar](#) and register for our events.

Join our newsletter by sending an email to [diversity.inclusion@ou.edu](mailto:diversity.inclusion@ou.edu) and reference ‘newsletter subscription’ or by completing an [online form](#).
Exceptional times call for innovative ways of providing life-changing educational opportunities to students. A case in point is the Aspiring Health Professions Summer Academy. Thanks to the collaboration between the University of Oklahoma Health Sciences Center Office of Diversity, Equity, and Inclusion and several colleges, this year AHPSA was launched on a virtual platform. Twenty-eight talented students from high schools across Oklahoma interacted with faculty, staff, and students from all seven colleges at the Health Sciences Center. Even though the program was on a virtual platform, it preserved both its focus on teamwork and its practical approach.

An enormous thank to the College of Medicine, the Physicians Associate Program, the College of Dentistry, the Graduate College, the College of Allied Health, the College of Pharmacy, the College of Nursing, the College of Public Health, the Office of Interdisciplinary Programs, the Office of Admissions & and Recruitment, and the Office of Faculty Development.

"This year, the Aspiring Health Professions Summer Academy was offered on a virtual platform."

Thank you for another successful edition!
Office of Diversity, Inclusion, and Community Engagement

The University of Oklahoma College of Medicine presents the Office of Diversity, Inclusion, and Community Engagement, ODICE, established to enhance the Office of the Dean commitment to recruit and retain a diverse student body. ODICE serves students by supporting them in their academic journey and professional career.

Office Team:
Roberto Salinas, MD
Assistant Dean for Diversity
Dr. Natasha Mickel, Ph.D.
Director of Multicultural Engagement
Candice Teets, Jasmine Small, and
Laura Cueto, Recruitment and Admissions Coordinators.

Welcome to OU-Tulsa Campus

Even though this year will be quite different, we at the OU-Tulsa Student Affairs Office are excited to have students on campus and to interact with them virtually. Our office provides several services, such as Student Health, Student Counseling, Campus Activities, Career Services, and OU-Tulsa Student Government. Please visit our website at https://www.ou.edu/tulsastudentaffairs to see our complete offering.

We also have a page dedicated to COVID-19 updates and current university policies at https://www.ou.edu/tulsastudentaffairs/operations-updates. On campus, masks are required until further notice. Stop by our office in the Founders Student Center to pick one up.

We look forward to engage with you!
Please reach out to us at TulsaSA@ou.edu or (918) 660-3100.
As Tulsa prepares to commemorate the 100-year anniversary of the 1921 Race Massacre, Mental Health Association Oklahoma will bring together state, regional and national experts to focus on Healing from Historical Trauma during the 26th annual Zarrow mental health symposium, on Oct. 1-2, 2020.

Overview:
- 15 hours of professional continuing education
- Workshops led by experts and field professionals
- Networking opportunities in the mental health field
- Exhibitors

This evidence-based workshop*, ensuing from a partnership between Association of American Medical Colleges and Cook Ross Inc., will help participants explore how their assumptions impact behavior and choices in communication, patient care, innovation, hiring, promotion, education and organizational culture. The workshop is for students, faculty and staff associated with the Oklahoma Health Center.

Schedule:
- Sept. 10: 8-10 a.m.
- Oct. 8: 11a.m.-1 p.m.
- Nov. 12: Noon-2 p.m.

Registration Form

“We must be willing to have difficult and sensitive conversations that transcend beyond blame, inequities and shame.”
Investments in women and minority-owned business enterprises are 80% lower than the median investment in businesses overall, according to a study conducted by Forbes in 2018.

OK Catalyst, part of the Tom Love Innovation Hub at OU, is on a mission to bring funding to socially and economically disadvantaged persons in Oklahoma through a federal program called Small Business Innovation Research and Small Business Technology Transfer. OK Catalyst training bridges the gap between an entrepreneur and the essential early-stages of funding. Their eight-week SBIR Accelerator helps navigate the complicated world of grant writing and government contracts. OK Catalyst offers the mentorship and support needed to break down barriers and win up to $150,000 to launch high-tech businesses.

SBIR Accelerator is free and open to anyone. Application deadline: Thursday, Aug. 20, 2020. For more information head over to OKCatalyst.com