Dear Reader,

Welcome to the January issue of Diversity on Campus.

The beginning of a new year, full of possibility, growth, memories and experiences is here. We hope you’ve had a safe, exciting, and restful holiday break and welcome you back to OU! As always, thank you for reading!

Happy New Year!

Sincerely,

DEI Team
From the VP Desk
A Commemoration and Celebration of Dr. Martin Luther King Jr.

Dr. Martin Luther King Jr. once stated, “You will change your mind; you will change your looks; you will change your smile, laugh, and ways, but no matter what you change, you will always be you. Whatever your life’s work is, do it well.”

Today we live in a world and community that seems to be divided. When we disagree, communication ceases; when we have different political beliefs, we can no longer be together. When we have different ideas around what we should or should not do, we cut people out of our lives.

Dr. King devoted his life to trying to bring people together. He worked to see the good in others even while they plotted to silence and eventually kill him. When Dr. King received pushback or rejections, he chose kindness, love, and peacefulness. When they said it was impossible, he still chose to believe and sojourn forward.

We should not get into the habit of quoting Dr. King’s words but not working to embody his actions and spirit. We cannot just remember his life’s work for a month or two out of each year. We must commit to being together, listening to each other, and letting compassion and kindness win over hate and division.

Dr. King worked to bring the country together, and he strived to promote unity and to promote peace and harmony. His life was about impacting change in the community and across the world.

Each of us has the ability and capacity to promote and bring about CHANGE!

“Change does not roll in on the wheels of inevitability but comes through continuous struggle.” Dr. Martin Luther King, Jr.

Let's be willing to struggle together to bring about the change our community, state, and country needs!

Warmly,

Belinda Higgs Hyppolite, Ed.D.
Community Events

Headington College Welcomes New Additions to OU Campus

Headington College has brought additional life to campus by adding two new spots for the community to enjoy! These new spots include the bee healthy cafe and Beauty and Designz Studio Lounge. Read more about these locations below.

bee healthy cafe

In the mood for some tasty treats? Check out the bee healthy cafe! The cafe offers an assortment of food and beverages (with a robust menu boasting vegetarian, vegan, and gluten-free options) that promote a healthy and price-conscious menu for its customers.

Get your chow down at the Headington College Location...

Sign up for the rewards program and get another $5 off your next visit!
Beauty and Designz Studio Lounge

Beauty and Designz sports a wide range of services like braids, lox retwist, and extensions to make sure that hair game is always on point! The studio brings a welcome space that embraces different hair textures and styles to OU and its community.

Give Beauty and Designz a call at

(405) 693-8420

International Mother Language Day

Do you speak a language other than English as your first language? Are you learning a heritage language? Is multilingualism important to you? The DEI Office will be celebrating International Mother Language Day on Monday, Feb. 21, and we'd like to share your language story! If you are interested in recording a very short (30-second to 1.5-minute) video about why your mother language is important to you, email amylyons@ou.edu or visit https://bit.ly/IMLDvideos to share your story. All OU students, faculty, staff, and alumni are welcome to participate. Videos can be in English or the language of your choice!
Are you multilingual?

Why is your first language or heritage language important to you?

The DEI Team
would love to share your story for our multilingualism campaign!

News and Involvement Opportunities
Leader Summit 2022 Registration Is Here!

The Leader Summit is approaching, but there’s still space to make sure you’re part of a day full of keynote speakers, presentations, dynamic group activities and prizes! The conference will take place
on Saturday, Jan. 29 from 9 a.m. to 4:00 p.m. at the Thurman J White Forum Building, 1704 Asp Ave. It’s the perfect opportunity for those current and aspiring student leaders.

The registration fee is $20 which includes the conference programs, long-sleeve t-shirt, breakfast and lunch, (a pretty good deal we’d say.)

Make sure to sign up before space runs out!

To sign up for Leader Summit...

TRIO Program Spotlight:

An Interview With Scott Cady
The DEI team was able to snag an interview with Project Threshold counselor, Scott Cady, who provided insight into his role and hopes for the Trio Program.

What is your role in the Project Threshold Program and how did you get started?

SC: I have so many things to say; I love my job. I started with TRIO after getting my master's degree. I spent some time at OSU and then worked with middle and high schoolers before coming to OU. Working with college kids is a gift! I admire their resiliency and motivation for success. I'm grateful to use my privilege and knowledge to help empower the students I come across.

Where would you like to see TRIO go in the future?

SC: I would love to see increased support for the programs by the university. Through this support, we can continue to grow the programs, which are already so successful, and further support our students alongside the university's mission to making OU the best institution it can be! By meeting with students, especially first-generation, who have questions about finances, academics, and personal matters, we are able to ensure students feel valued, supported, and empowered. That is a first step toward keeping them at OU.

What advice would you give to students in the TRIO Programs?

SC: Know you belong and have what it takes to achieve success and achieve your goals. You are not alone in this journey and have people here to support and guide you in this journey, your journey of success. I'd also like to say thank you.

Thank you for being who you are, we're better because of you.

To read more about Project Threshold...
Wellness Wishes for the New Year

Amy Lyons-Ketchum
Assistant Director of Training and Development

“This year I am going to finally start eating right.” “2022 is going to be the year I stick to my budget.” “I am going to get in shape this year.” As we ring in 2022, many of us will follow a familiar pattern: set a New Year’s resolution, commit approximately three weeks of time and effort towards that resolution, and then abruptly abandon it. Strava, a social media app for athletes, reported in 2019 that most people quit their New Year’s resolutions by Jan. 19th each year. Studies have shown that as little as 20% of people set and keep resolutions throughout the new year.
A Blend of Science and Art Provide Needed Representation In the Medical Field

Danielle Pullen
Program Coordinator

When researching through his medical books, Chidiebere Ibe, and many other medical students did not see representations that looked like them in the illustrations. This led Ibe to create a simple illustration of a normative medical illustration that the world had never witnessed before.

Ibe is a medical illustrator, student, and aspiring neurosurgeon. Ibe recently went viral for his medical illustrations depicting black bodies. A chemistry graduate from the University of Uyo, Nigeria, Ibe uses his artistic talent to create medical illustrations that tackle the lack of diversity in medical publications by using black models.

“Representation in medical illustrations is important because through that there will be health care equity, people will love themselves, see themselves and there will be better health outcomes,” Ibe exemplifies.
Through these illustrations not only is important to see representation, but will also showcase students the diverse patients that they will encounter in their careers. Ibe's work also shines light on and educates viewers about the health inequities and disparities people of color encounter.

“The whole purpose was to keep talking about what I’m passionate about – equity in health care,” Ibe told HuffPost UK, “and also to show the beauty of Black people.”

To see more of Chidiebere Ibe’s work...
AVP LANDER RECOMMENDS

January 2022 | Teara Flagg Lander E.d.D

Hello, Happy New Year! Welcome back to Lander Recommends! Today I will be recommending a few podcasts and wellness apps to get you started in this New Year! There’s nothing I love more than listening to a podcast during my drive to work or while on my Peloton (can we talk about a workout!)

**Therapy for Black Girls**: This acclaimed podcast series hosted by Joy Harden Bradford uses pop culture to intertwine mental health with the lived experiences of Black women. It’s not only entertaining, but Bradford’s expertise in psychology makes it informative and cathartic.

**Codeswitch**: This podcast is hosted by an array of POC journalists as they examine multiple facets in society: politics, food, media, history, and how race informs these topics. It brings together important and necessary conversations while providing a sense of humor while doing so.

**Routinery**: Sometimes keeping a routine can be difficult, but this app allows you to set reminders personalized for you! Remind yourself to drink water every few hours or to take care of your plants. The best feature (in my opinion) is that as you keep using the app you grow a seed into a plant that can eventually bloom into a forest!

**Daylio**: This app allows you to create a journal log of your day or week. It also serves as a goal and mood tracker. I really enjoy the emojis that depict your mood of the day and the ability to catalog your daily activities through a series of options. It’s a very interactive way to reflect and rebalance throughout the day and week!
January 2022 | Saasha Reese

The beginning of the Lunar New Year is Feb. 1, so we want to share how to have some fun with the children in our lives while learning about this holiday!

It's called the Lunar New Year because it marks the first new moon of the lunisolar calendars traditional to many East Asian and Southeast Asian countries, including China, South Korea, and Vietnam. Lunar New Year is known as Têt in Vietnam, Seollal in South Korea, and is also referred to as Spring Festival in China. Many Asian-American families and communities also celebrate Lunar New Year in the United States as well.

One festive children's book about the holiday is *Chinese New Year Wishes*, which is written in English and Hanyu Pinyin for 2- to 6-year-olds. The book tells of how young Hong and his family prepare for the holiday. Another great option is the *Lunar New Year; Celebrate the World* board book. This book highlights traditions and legends surrounding the holiday.

We have also included a creative activity to celebrate by crafting a paper plate tiger. Each year on the Chinese calendar is represented by an animal and 2022 is the year of the tiger!

Download and print the PDF below to create your own tiger
Verifying Accessibility: An Integral Step of Content Development and Maintenance

Donna Lewis
Digital Specialist
Certified Professional in Accessibility in Core Competencies

New content—webpages, forms, documents, etc.—should be created to be accessible from the first pixel applied to the digital page. But how can you be sure it meets accessibility guidelines? For that matter, what if you have webpages, documents, or forms that were created before you were aware of accessibility guidelines; how can you verify they are accessible?

Continue reading...

For any questions or assistance please contact the ADRC at adrc@ou.edu.

Training and Development
Faculty and Staff Learning Series

This fall we hosted our Faculty & Staff Learning Series with a focus on mental health. As the spring semester begins, we can't wait to bring you the next part of the series! However we're not ready to tell you just yet. Patience is a virtue, and we promise that the wait will be worth it! Make sure to stay caught up with our newsletters and calendar to find out what the next sessions will bring!

OU Employee Resource Groups

At OU, the Employee Resource Groups are an open forum for individuals with a shared identity to build community and a place of belonging.

ERGs are available at all three campuses and include Black faculty and staff/ African American faculty and staff (OUHealth), Latinx Coalition, Indigenous faculty and staff Circle, LGBTQ+ faculty and staff, Middle Eastern North African faculty and staff, and Asian Pacific Islander Desi Indian faculty and staff.

For any questions about ERG please send an email to diversity.inclusion@ou.edu
Request Customized Training
With DEI

In a community of care, members are engaged in continuous education via workshops and training sessions like the ones scheduled by the Office of Diversity, Equity, and Inclusion. Those options are listed on the DEI calendar.

Sometimes, however, training needs to be customized to fit the experiences of a college or administrative department. To request a customized training or to facilitate conversations, we invite you to complete an online form.

Request a customized training session by clicking on the bottom below:

The Office of Diversity, Equity, and Inclusion team is looking forward to your requests!

Final Thoughts
THIS MONTH WE HONOR...

JANUARY 2022

Month
Awareness
Poverty Awareness Month
National Mentoring Month
National Slavery and Human Trafficking Prevention Month
Stalking Awareness Month

Week Awareness
Celebration of Life Week (1-7)
Home Office Safety and Security Week (9-16)
World Kiwanis Week (21-26)
National CRNA (Certified Registered Nurse Anesthetists) Week

Observance
1 New Year's Day
9 Law Enforcement Appreciation Day
10 World Hindi Day
11 National Human Trafficking Awareness Day
16 National Religious Freedom Day
16 World Religion Day
17 Martin Luther King Jr. Day
17 International Mentoring Day
18 National Day of Racial Healing
27 Holocaust Memorial Day
THE IMPORTANCE OF GIVING

Give to the Office of Diversity, Equity, and Inclusion

The Office of Diversity, Equity, and Inclusion uses donations from people like you to fund grants, sponsorships and scholarships, as well as events and lectures to make the OU community more diverse, equitable and inclusive.

These contributions have helped many in the past, and will continue to do so in the future. For that, and for all types of support, we thank you!
Thank you for reading this issue of Diversity on Campus

Office of Diversity, Equity, and Inclusion | United We Stand
Phone: (405) 325 7314 | Visit our Website!

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