Dear Reader,

Welcome to the December issue of Diversity on Campus. The end of the semester is here and we wish you all a safe, relaxing, and fun holiday season! We'll be back next semester to keep you updated on campus life. Until then, happy holidays, stay safe and warm! As always, thank you for reading!

Sincerely,

DEI Team
From the VP Desk

☃️ VP Hyppolite would like to wish all a Happy Holiday Season. Check out her message here! ❄️

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...

P.S.
1st time visitors can use the promo code “oubee” (online or in-person) for $5 off their purchase (available until Dec. 31st)

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

Beauty & Designz Studio Lounge

Beauty and Designz sports a wide range of services like braids, lox retwist, 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

MLK Choir Celebration

The Norman Philharmonic Orchestra is adding a Unity Choir as part of its Martin Luther King, Jr. Celebration Concert on Jan. 17 and is inviting OU faculty, staff, students, and community members to join. If you are interested and able to attend the two rehearsals and performance listed below, sign up as soon as possible so we can reserve a place for you in the choir!

The Unity Choir will perform arrangements by our guest composer, Andrew Marshall, which include “Precious Lord”, “We Shall Overcome”, “Lift Every Voice and Sing”, “He Never Failed Me Yet” and his original composition, “Change”.

Rehearsal and Performance Schedule:

McFarlin Memorial United Methodist Church 419 S. University Blvd., Norman
Saturday, Jan. 15 – 2- 5 p.m., followed by a catered meal  
Sunday, Jan. 16 – 6-8:30 p.m., dress rehearsal  
Monday, Jan. 17 - 6:30 p.m., singers arrive; 7:30 p.m. concert  

Registration closes on Jan. 12, 2022. You can register here or visit bit.ly/MLKchoir  

See the attached flyer below for more info and please share with anyone who may be interested. Questions? Contact normanphil@cmfadmin.com
December Graduate: 
Oswaldo Rascon

“Have faith in your journey. You may expect a different outcome, but let life lead you wherever it may and everything will work out in the end.”

Oswaldo is a graduating senior; majoring in industrial engineering. Following graduation, Oswaldo plans to move to Tampa, Florida this spring to work as an area manager with Amazon. As he progresses in his field and learns more about the manufacturing industry, he would like to develop his own brand. In his meantime, Oswaldo enjoys walking trails, trying out new wines, and spending a night in watching television. He recommends checking out the HBO Max program Veneno.

Congratulations Oswaldo, the DEI Team and OU will miss you!
TRIO Program Spotlight: Project Threshold

Makya Stell Wins Big at the 27th OK-LSAMP Undergraduate Research Symposium!

Makya Stell, a Rising Star from Edmond, Oklahoma, came to OU as a 17-year-old sophomore. She has always led by example and has a genuine interest in STEM fields.

Makya is a graduating senior who will commission as a second lieutenant with the U.S. Army. This May, she is graduating with a bachelor’s degree in computer engineering and a minor in military science and computer Science. Threshold is proud to announce that this fall, she was also accepted into OU’s Accelerated Electrical and Computer Engineering Master's Program.

During her time at OU, she has served as the National Pan-Hellenic Council president, a member of NSBE, and the treasurer for the Kappa Alpha Chapter of Delta Sigma Theta Sorority Inc. Currently, Makya is an Undergraduate Research Assistant for the School of Computer Science. Since August 2019, she has worked on the VIPER project alongside Christian Grant and Jasmin DeHart. In January 2021, MDPI published her findings in a national academic publication.

This past October, Makya won first place in the Non-Life Sciences Poster Presentations at Oklahoma State University’s 27th OK-LSAMP Undergraduate Research Symposium, where she presented her VSS Software as a potential mitigation strategy for Visual Privacy Leaks on Social Media Networks. To learn more about her research, please visit her website to see her related works.
From Darkness into Light:
The Winter Solstice Across Cultures

Amy Lyons-Ketchum
Assistant Director of Training and Development

Dec. 21 will mark the shortest day and longest night of 2021 for the Northern hemisphere. On the winter solstice, the Earth’s axis is tilted as far away from the sun as possible, resulting in nine hours and 45 minutes of daylight in Oklahoma. Throughout history, people across the world have marked the shortest day of the year with celebrations, ceremony and physical monuments. Winter solstice celebrations have been documented throughout history.

Continue reading...
Welcome to the newest series of the DEI Newsletter: AVP Lander Recommends, this series will feature multimedia recommendations from our assistant vice president, Teara Flagg Lander. The first series will feature book recommendations but will expand each month to include television, movies, podcasts and more.

I love a good book; if there was a reading retreat I would sign up in a heartbeat, but I find our Winter Break to be a great opportunity to dive into a good book so I wanted to share some of my favorites from this year with the OU community. Here are 10 books to read over the winter break!

**Furia:** This book takes place in Colombia and is about a young Futbolista navigating expectations of her as a woman from her parents, expectations of her from her teammates and coaches and her own dreams.

**Guncle:** An intergenerational tale about an uncle navigating the loss of his best friend while also helping his niece and nephew cope with the loss of their mother.

**Wings of Ebony:** I’m sure you’ve heard of the hashtag Black Girl Magic; well this book is about a Black girl who has literal magic and is the first in an ongoing series.

**Passing:** The title is all you need; it is a quick story about a Black woman passing for white in the early 1900s. It was also adapted into a film on Netflix.

**Mexican Gothic:** A historical mystery based in Mexico in the 1950s. It is full of twist, turns, and something close to ghost tales.

Read the rest of AVP Lander Recommends...
Children are the future ... and they are also so much fun! We are dedicating this space in the newsletter to fostering a connection with the children in our lives and helping them expand their understanding of DEI and become leaders in creating belonging. There is such a great opportunity to cozy up during the winter break with the littles in your lives and spend time reading.

One children's book that we want to feature is *A Piñata in a Pine Tree: A Latino Twelve Days of Christmas*. The book shares a Latinx and bilingual version of the Christmas carol and also includes a great pronunciation guide for the gifts and numbers included in the carol.

The second winter read we suggest is *The Night Before Hanukkah*. The story highlights traditions included in the Jewish holiday of Hanukkah such as lighting the candles, playing dreidel, eating latkes, and exchanging gifts.

Our final suggestion is the classic book, *The Snowy Day*, which tells the story of young Peter experiencing all of the joy and excitement of the first snow of the year. You can also view a special 38-minute episode expanding on Peter's story and the work of author Ezra Jack Keats on Amazon Prime Video.
In an ideal world all documents should be “born accessible.” What does that statement really mean? A document is accessible if it allows people with diverse abilities to perceive, navigate, and interact with its information. So, a born accessible document is one that is accessible by design and has not required modifications to add in accessible elements after its initial development.

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

This fall we hosted our Faculty & Staff Learning Series with a focus on Mental Health. This suite was designed to support faculty, staff, and additional student-facing roles in their efforts to understand and support the mental health needs of students.

The first session of the suite was a presentation on Recognizing and Responding with Compassion, the second session, a panel answering questions regarding Pandemic Trauma, and the final session exploring the impact and response to Racialized Trauma.

If you weren't able to make it to these sessions, don't worry! All of the recorded sessions are now posted on our website and can be accessed using the links below.

**Mental Health Suite: Recognizing and Responding with Compassion**

**Mental Health Suite: Pandemic Trauma**

**Mental Health Suite: Racialized Trauma**

We hope that you enjoyed this suite of the Faculty & Staff Learning Series and will join us again for new sessions in the spring semester!

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**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:

DEI Team
Training Request Form

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

Final Thoughts
THIS MONTH WE HONOR...

DECEMBER 2021

Month
Awareness

Universal Human Rights Month
World AIDS Awareness Month
Learn a Foreign Language Month
Seasonal Affective Disorder Awareness Month
National Stress-Free Family Holidays Month

Week Awareness

Hanukkah
Human Rights Week
Kwanzaa (through Jan. 1)
Thank a Soldier Week

Observance

1 – World AIDS Day
3 – International Day of Persons with Disabilities
6 – Chanukah Ends
8 – Bodhi Day
10 – Human Rights Day
12 – Our Lady of Guadalupe
15 – Bill of Rights Day
21 – Winter Solstice
24 – Christmas Eve
25 – Christmas
26 – Kwanzaa Begins
29 – Wounded Knee Day
31 – New Year’s Eve
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!