From the VP Desk

Tribute to Women's History Month

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

Thank you to every woman who has ever questioned if she is enough
You are enough
Thank you to the woman who moves in silence to ensure family and friends are well
You are making a difference
Thank you to every woman who has cried herself to sleep at night
You are not alone
Thank you to every woman who keeps pushing even while in pain
You are amazing
Thank you to every woman who has questioned if she is crazy
You are not
Thank you to every woman who has smiled to dull the pain
You are courageous

This month we celebrate women at OU and across the globe. I want to affirm and encourage every woman who works on an OU campus—no matter your title, no matter what capacity you serve—because you are here, OU is a better and brighter place! Thank you for giving your time, talents, and treasure to our university community! We see you, we hear you, we support you, and we appreciate you!

THANK YOU!
Belinda Higgs Hyppolite, Ed.D.

Meet and Greet

Meet Teara Flagg Lander, Ed.D., Assistant Vice President for the Office of Diversity, Equity, and Inclusion, Norman Campus

A position as an assistant vice president requires a long list of competencies and expertise usually acquired via a terminal degree and extensive experience. Both characterize the curriculum of the inaugural assistant vice president for the Office of Diversity, Equity, and Inclusion, Norman campus, Teara Flagg Lander, Ed.D.

As the Norman campus AVP, Lander will launch initiatives and develop programs coherently aligning with the university strategic plan that envisions OU as a place of belonging and emotional growth for all students, faculty, staff, and alumni. Drawing into the meaning of her work, she explained that diversity and equity lead to inclusion when “everyone counts and is aware of it. I want people to feel included, seen, and empowered to make a difference.”

Congratulations, Dr. Lander!

“I want people to feel included, seen,”
and empowered to make a difference.”

## Community Events

### Diversity, Equity, and Inclusion Week: Committed to Inclusion

March 21—26
(Virtual and In-Person Events)

Each of us has a unique story to tell that gets more interesting every time we add a new experience. Keep building your story during Diversity, Equity, and Inclusion week by experiencing diversity, discussing equity, and feeling included.

### Pathway to Belonging

It is time to take stock and to celebrate one year of accomplishments on the path toward belonging, at the University of Oklahoma. Please join the Office of Diversity, Equity, and Inclusion for the DEI annual report.

Noon — 1:30 p.m.
Wednesday, 24 March
(Virtual Event)

Please register by March 19

### Lifting the Voices of Inclusion

The Office of Diversity, Equity, and Inclusion is honored to announce an inaugural award program that honors students, faculty, and staff who nurtured a culture of belonging and emotional growth by advocating for and advancing diversity, equity, and inclusion practices at OU or in their communities.
Infused with the voices of individuals from the Norman, Health Sciences Center, and OU-Tulsa campuses, this is a university-wide award program.

Please consider submitting a nomination or a self-nomination by clicking on one of the links listed below. To be considered, complete nominations should be submitted by Friday, March 26.

- **DEI Advocacy Award** - **Students**
- **DEI Excellence Award** - **Faculty**
- **DEI Champion Award** - **Staff**
- **Innovative Programming Award** - **Programs**

**Award Ceremony**

Noon
Wednesday, April 14
(Virtual Event)

**Six—Week Challenge:**
Explore, Learn, and Reflect

Mark your calendar!
The challenge starts on March 28.

The Office of Diversity, Equity, and Inclusion in partnership with LiveWell OU are challenging you to explore your identities and the identities of others, to learn about the -isms, and to reflect on how you can influence systems of oppression and even disrupt them!

Visit our [webpage](#) to stay informed.

**Center for Social Justice Initiatives:**
Robert D. Lemon Social Justice Award
Robert D. Lemon Social Justice Award

Nominations Deadline:
5 p.m.
Thursday, March 25

The award honors one student, one faculty member, and one staff member who demonstrated compassion, courage, and leadership. Nominees are individuals or groups who work to eliminate discrimination, oppression, and injustice locally and globally.

Visit our website for more information and to access the submission form.

Colegas, Conchas, Y Chocolate

Join the Latinx Coalition for faculty and staff social, featuring conchas, a Mexican sweet bread roll and chocolate Santafereño, a Colombian hot chocolate.

10 a.m. — Noon
Friday, March 19
(In-Person Event)
Beaird Lounge, Oklahoma Memorial Union

News and Involvement Opportunities

What We Know Today About Equal Pay Day

Monique Lemus

In 2021, how wide is the pay gap between a man and a woman?

Since 1996, the National Committee on Pay Equity has issued a calendar whose date "symbolizes how far into the year women must work to earn what men earned in the previous year." However, gender, is not the only factor that defines the gap. There are more layers to consider.
One layer is identity. When race and ethnicity are accounted for, the 2021 pay gap calendar looks like this...

"If I teach reconciliation, rapprochement, acceptance, then I must live that.

If I teach judging a person by the quality of their character, not the color of their skin, I must live that."

A Brief but Spectacular Take on Living What You Teach

In 1967, George Henderson, Ph.D., became the third full-time African American faculty member on the OU Norman campus. In 1967, Norman was a sundown town.

What Dr. Henderson made of his experience as a African American college professor in Norman is encapsulated in a three-minute video he recorded for PBS.

Watch the video here

We See You: Honor and Recognition Awards

During their first award ceremony on Feb. 25, the Black Faculty and Staff Association honored and recognized 89 award recipients among students, faculty, and staff.

To all award recipients: We See You!

List of award recipients

DEI Progress Report Update

The 2020 strategic plan ushered a high standard of accountability and rigor in tracking the effectiveness of university policies and practices. To fulfill that standard, the Office of Diversity, Equity, and Inclusion has launched the DEI annual progress report.

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
To guide colleges, divisions, and administrative offices throughout the submission process, the Office has developed a webpage with FAQ and a summary of the report questions.

If additional questions arise, please contact us at diversity.inclusion@ou.edu.

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 at diversity.inclusion@ou.edu.

---

**Training and Development**

**#GOALS: Women Coaches in Higher Education**

As part of the #WeAre series, the Office of Diversity, Equity, and Inclusion hosts a panel discussion about the experience of women who coach.

**#Goals:**

**Women Coaches in Higher Education**

Noon
Wednesday, March 17
(Virtual Event)
[Register here]

This AAMC-Cook Ross workshop will help participants explore how their assumptions impact behavior and choices around patient care, communication, innovation, hiring, promotion, education, and organizational culture.

**Training Calendar**

9 — 11 a.m.
Thursday, March 25
Thursday, April 15
(Webinar)
[Register here]

---

**Rooted in Diversity, Equity, and Inclusion:**

**Change Starts With Me**

The Faculty and Staff learning series will resume in April with a workshop focused on how conflicting identities can be managed.
Save the Date: Duality
Facilitator: Jamie Washington, Ph.D.

Wednesday, April 21
Virtual Workshop
Visit our website to stay current!

Series Calendar

The Women’s and Gender Studies Center for Social Justice is hosting a series of events about

Teach Out on Race: Creating Disruptive Spaces

Save the Date!
10:30 a.m. — 3:30pm
Friday, April 23

The OU College of Medicine presents the Mark Allen Everett, M.D.

Skin of Color Symposium

7 a.m. — 4:30 p.m.
Friday, Apr. 23
(Virtual Event)
Register here

This Month We Honor...
### The Importance of Giving

#### March Awareness
- Women’s History Month
- National Developmental Disabilities Awareness Month
- National Multiple Sclerosis Education and Awareness Month
- Deaf History Month (March 13 – April 15)

#### March Observance
- 1–19 Nineteen Day Fast - Bahai
- 8 – International Women’s Day
- 11 – Maha Shivaratri
- 15 – Clean Monday
- 17 – St. Patrick’s Day
- 20 – Vernal Equinox
- 21 – International Day for the Elimination of Racial Discrimination
- 28 – Khordad Sal
- 28 – Magha Puja
- 28 – Palm Sunday
- 28 – Passover (Ends April 4)
- 29 – Holla Mohalla
- 29 – Holi
- 31 – Cesar Chavez Day
- 31 – Transgender Day of Visibility

---

**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!

[Donate Here](#)