



THE OHIO STATE UNIVERSITY
OFFICE OF DIVERSITY AND INCLUSION

Dialogue and Discussion Series on Diversity



*Thursday, March 21, 2019 / 3:00 p.m. to 4:30 p.m.
MLK Lounge/Hale Hall/154 West 12th Avenue*

Part of The Ohio State University's 2020 Vision is to make the university a model of inclusive excellence. What does this look like in the STEM disciplines across our institution? We aim to have a dialogue about the barriers that inhibit persistence and success in STEM, particularly among under-represented minority, first-generation, low-income, and female students. Invited panelists for this dialogue and discussion series shared their experiences effectively engaging and promoting the success of diverse student populations through inclusive educational practices, extra-curricular activities, and/or policies.

This event also featured a keynote by Dr. Quinn Capers, IV, Associate Dean of Admissions at The Ohio State University's School of Medicine, followed by a panel featuring representatives from various STEM fields at Ohio State whose work has helped to make STEM disciplines more accessible to under-represented minorities.

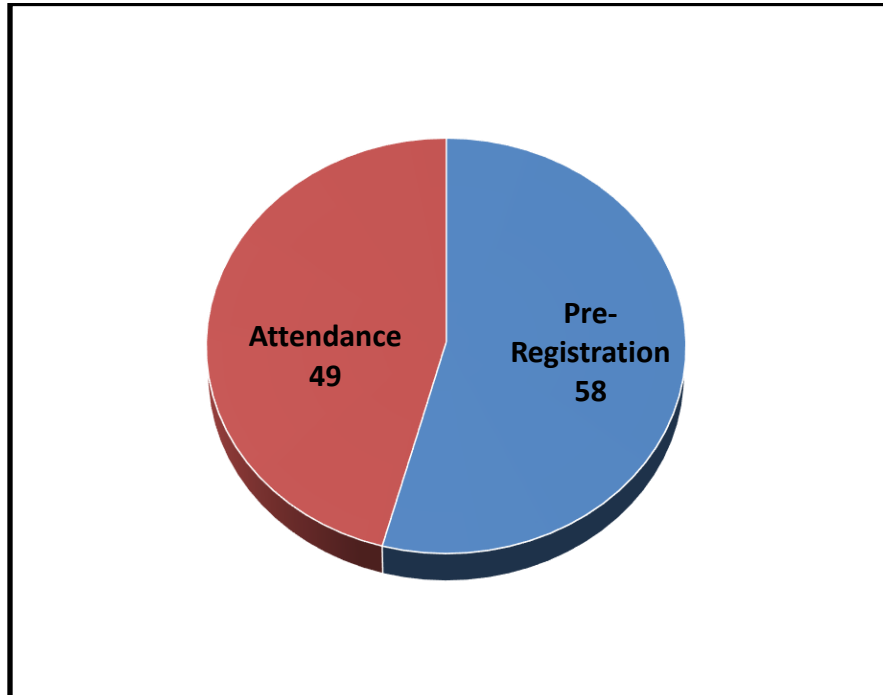
Panelists:

Dr. Anne-Marie Nunez, Associate Professor of Higher Education and Student Affairs in the Department of Educational Studies

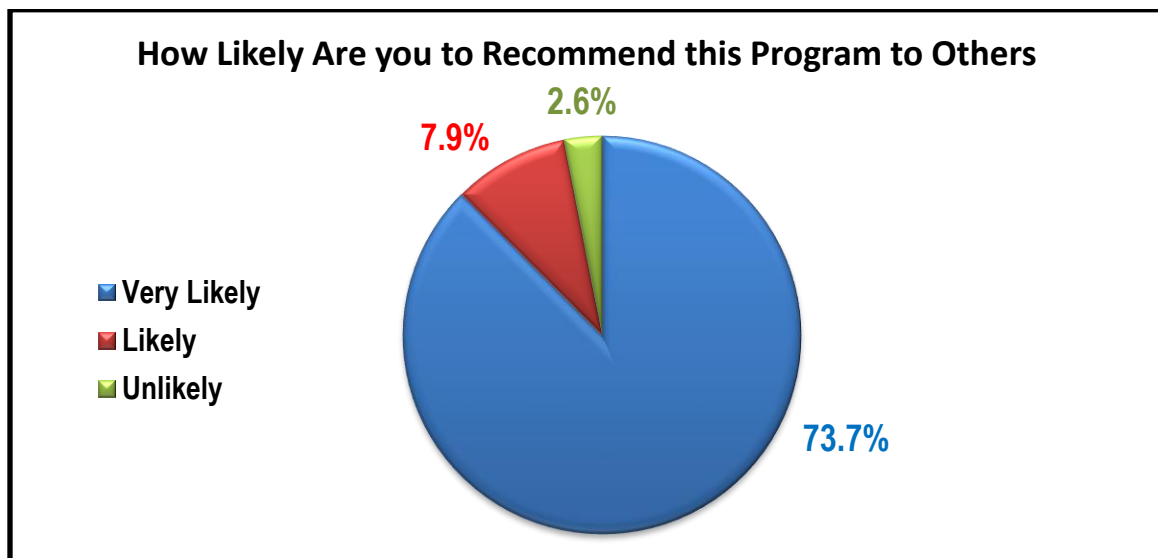
Dr. Marcela Hernandez, Administrative Director in the Office of Postdoctoral Affairs

Dr. John H. Johnson, Assistant Professor and Academic Program Specialist in the Department of Mathematics

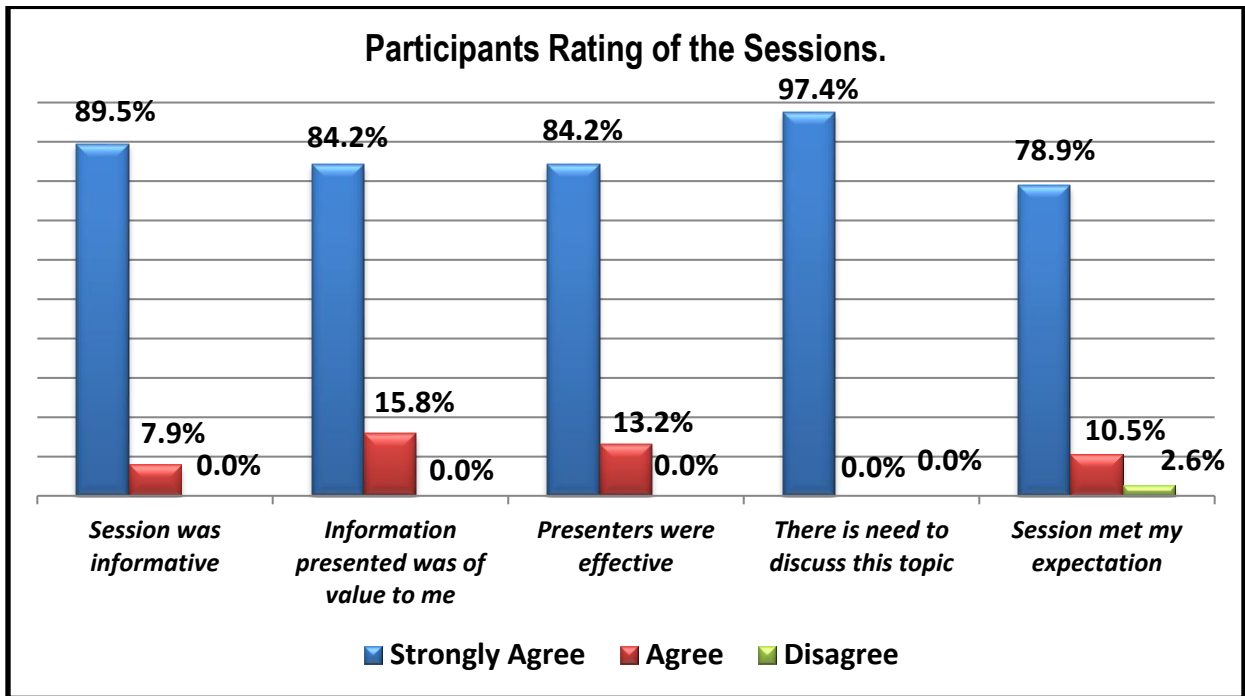
Pre-Registration and Attendance Count.



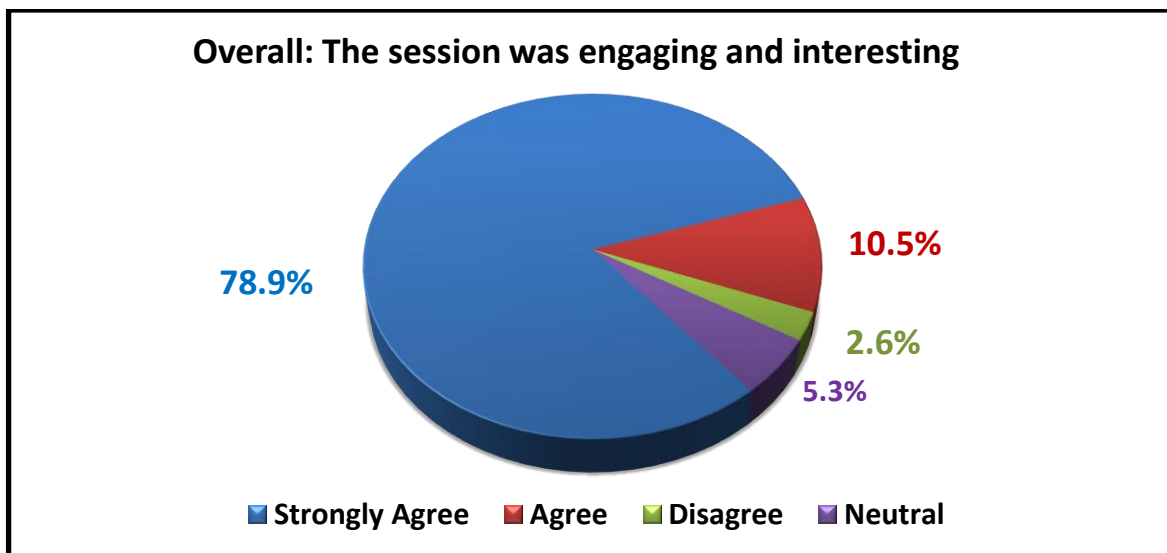
- ✚ Fifty-eight pre-registered for this dialogue and discussion session on *a seat at the table: a dialogue on equity and inclusion in STEM*.
- ✚ **Attendance:** Forty-nine participants attended the session - an attendance rate of 84.5%.
- ✚ Of the forty-nine participants, thirty-eight completed and returned the evaluation survey, a 78% response rate, comprising of: Faculty 21.1%, Staff 39.5%, Student 28.9%, Community members 5.3%, and Unknown 5.3%



Over 81% are very likely or likely to recommend dialogue and discussion series on diversity program to others.



- + Over ninety-seven percent *strongly agreed* or *agreed* that the dialogue and discussion session was informative and exceptionally valuable to them.
- + Ninety-seven percent also *strongly agreed* or *agreed* that the presenters were effective in the discourse and delivery of this vital topic.
- + Eighty percent (80%) *strongly agree*, 11% *agreed* while 3% *disagreed* that the sessions met their respective expectations.



- + Overall, eighty-nine percent of the respondents *strongly agreed* or *agreed* that the session was very engaging and interesting.

Rating Differences on Survey Questions by Participant Groups

<i>Survey Questions</i>	<i>Groups</i>	<i>Agreed</i>	<i>Strongly Agreed</i>
<i>This session was informative.</i>	Faculty	12.5%	87.5%
	Staff	6.7%	86.7%
	Student	0.0%	100.0%
	Com. Member	50.0%	50.0%
<i>The information presented in this session is of value to me.</i>	Faculty	37.5%	62.5%
	Staff	13.3%	86.7%
	Student	9.1%	90.9%
	Com. Member	0.0%	100.0%
<i>The presenters were effective.</i>	Faculty	25.0%	75.0%
	Staff	6.7%	86.7%
	Student	0.0%	100.0%
	Com. Member	50.0%	50.0%
<i>There is a need to discuss this topic</i>	Faculty	0.0%	100.0%
	Staff	0.0%	100.0%
	Student	0.0%	90.9%
	Com. Member	0.0%	100.0%
<i>This session met my expectations.</i>	Faculty	12.5%	62.5%
	Staff	6.7%	80.0%
	Student	0.0%	100.0%
	Com. Member	50.0%	50.0%
<i>Overall, the session was engaging and interesting.</i>	Faculty	25.0%	75.0%
	Staff	6.7%	80.0%
	Student	0.0%	100.0%
	Com. Member	50.0%	50.0%

Participants Suggestions for future topics

- ✚ Difficult conversations in the STEM fields
- ✚ Financial barriers, often it isn't a lack of ability that prevents my peers from pursuing careers in STEM but financial hardships. This applies to medical school in particular, fee, travel, etc.
- ✚ How diversity changes as education increases. Inclusive language in academia and business.
- ✚ Maybe an overview of outreach opportunities at OSU & in Columbus, that the university is involved in where we can partner
- ✚ No, the meeting actually exceeded my expectations and covered an ample amount of significant information in regards to the field of medicine and its ties with delivery.
- ✚ Please have more like this one.
- ✚ Think a black woman on the panel could be helpful for more participants
- ✚ Would like session that are more action - oriented, such as ways to connect this to your teaching, how to push these ideas out on social media, how to engage in talking about diversity in your department. Also, need to have a conversation on White Fragility [phrase emphasized]
- ✚ Would love to hear more about the programs the panel mentioned for improving STEM & more about the results

Participants Comments and Suggestions for Improvement

- ✚ Good intro by Capers
- ✚ Coach the speakers - shorter comments in a panel discussion is better to keep the attention of the audience
- ✚ Dr. Caper's presentation was so moving!
- ✚ Great panel - loved the diversity of panelists. Addition: 1st gen student considerations, students with disabilities
- ✚ Great programs!
- ✚ I had to leave after the first hour, but found that hour quite informative. I will admit I left somewhat depressed that we still need this type of discussion, but I know we do.
- ✚ More advertisement around campus, so not only underrepresented minorities, but all students are able to take advantage of a supplemental event
- ✚ Personal stories are compelling.
- ✚ Thank you for the CART! Would have liked more information on programs at OSU that are addressing various needs.
- ✚ The keynote speaker's topic was relevant and informative. I was not entirely sure about how Dr. Nunez fit into a STEM dialogue. She did have some good points that translate to STEM, but they were not STEM-specific. Emphasis was on racial and gender diversity would like to have seen an LGBTQ+ panelist.
- ✚ The panelist and presenters were great and a big reason for why I attended
- ✚ Would have also like to hear from Dr. Edmonds too!