As members of the Buckeye Engineering community, we must continue to increase our own awareness and understanding of diversity, equity and inclusion. Whether you are a student, staff, or faculty member, we encourage all to use the resources provided below as tools to help increase our leadership skills, build mutual respect for each other and create a sense of community within our units.

**Professional Development**

- Diversity, Equity and Inclusion
  Professional Development will now be part of the College of Engineering annual review process.
  - **Diversity Basics 101** provides a common language and framework for understanding diversity, equity and inclusion. It offers clear definitions, historical context and interactive scenarios to apply what you learn.
  - **Understanding and Interrupting Implicit Bias FY21** will help you uncover some of your own biases and learn strategies for addressing them.

**ASEE Replacing Implicit Bias**

“Recognize, Reconsider, and Respond” is an instructor-led online workshop for educators, administrators, and staff who seek to better understand, recognize, and respond to implicit bias in academic settings. By the end of this workshop, participants will have the knowledge and tools to mitigate instances of bias in academic settings and help foster a more safe, welcoming, and inclusive classroom environment.

**Mentoring Development**

A series of workshops designed to provide content to help develop or enhance your mentoring of undergraduate and graduate scholars and postdoctoral students from backgrounds similar and dissimilar to your own. Strong mentorship has been linked to enhanced mentee productivity, self-efficacy, career satisfaction, and is an important predictor of the academic success of scientists and engineers in training.

**Power Play Interactive Development**

In this web-based workshop, attendees will first learn about bystander reactions to social biases and how these reactions can help or hinder decisions to speak up. Building on this understanding, participants will learn key strategies for speaking up that invite reflection and dialogue. Attendees will then be invited to apply these concepts to everyday incidents of bias through facilitated interaction and discussion.

**Microaggressions 101**

This workshop explores the concept of microaggressions and provides strategies for interrupting them. Learn about the difference between intention and impact and how to respond when you experience or witness a microaggression.

**Speak Up!**

This workshop will equip participants with tools to “speak up” against everyday bias incidents and to hold each other accountable for our words and actions. The material from this presentation is drawn from the publication, “Speak Up at School: How to Respond to Everyday Prejudice, Bias and Stereotypes” by Teaching Tolerance, a project of the Southern Poverty Law Center.

**Diversity, Equity and Inclusion 365**

DEI 365 dialogues offer continuous education to create an environment where all Buckeyes can thrive.

**Dialogue topics:**

- January: Diversity, Privilege and You
- February: Black History Month/Anti-Racism
- March: Women’s History Month/Sexism
- April: Mental Health and Disabilities
- May: Asian – Pacific Heritage Month/Implicit Biases
- June: LGBTQ+ Pride Month

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**2021 HIGHLIGHTED OPPORTUNITIES**

**FOCUS AREAS**

- Professional Development and Learning Opportunities
- Talent Acquisition, Promotion and Retention
- Research, Curriculum and Course Development
- Undergraduate and Graduate Recruitment/Enrollment/Retention
- Fundamentals - Administration, Finance and Communication