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Equity & Inclusion Matters - Issue 4, February 2018

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Recommended Citation

Otterbein Office of Social Justice & Activism, "Equity & Inclusion Matters - Issue 4, February 2018" (2018).
Equity and Inclusion Newsletter. 5.
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EQUITY & INCLUSION MATTERS

Otterbein's Office of Social Justice & Activism: Making the Invisible Visible



Otterbein Gospel Choir Director LaJoyce Daniel-Cain inspires participants at the MLK, Jr., convocation.

OTTERBEIN CELEBRATES 125TH ANNIVERSARY OF FIRST AFRICAN-AMERICAN GRADUATE

In 1893 the breakfast cereal Cream of Wheat was invented. America the Beautiful was written. A pound of coffee cost 15 cents and "tooth soap" was a quarter.

Also in 1893, William Henry Fouse became the first African-American to graduate from Otterbein.

As Otterbein commemorates the 125th anniversary of Fouse's graduation, his life and his legacy was celebrated at the university Diversity Alumni Awards on Feb. 9.

In his commencement address, Fouse described his vision of a world where freedom and equality reign as the governing factors of life.

"We hasten to leave the shadows

of the past, that period of sham and iniquity, to salute the epoch when universal liberty was proclaiming and when all men became free and equal before God and before the Republic," Fouse said.

Fouse concluded his remarks with: "For whither you go, we will go; and where you lodge we will lodge; your people shall be our people and your God our God; and where you die we will die and there will be buried; the Lord do so unto us and more if ought but death part you and us."

In the May 12, 1978, edition of the *Tan & Cardinal*, Otterbein history professor Harold Hancock wrote on the life of Fouse during the 85th anniversary of his graduation.

"During his life of service, Fouse

taught school in Indiana, Ohio and Kentucky serving as principal of Dunbar School in Lexington, Ky."

"Just before he retired in 1937, he received an M.A. from the University of Cincinnati. In the same year, his alma mater recognized his outstanding service in education by awarding him the honorary degree of Doctor of Pedagogy (Education).

"In his letter of acceptance to President Walter G. Clippinger, he acknowledged that his alma mater was largely responsible for 'helping him to set the sails that have all to do in determining the way I have gone.'"

The Otterbein House of Black Culture (HBC) is named in honor of Fouse. The HBC, established in 1994, serves as a meeting and social space for African-American students.



DIVERSITY ALUMNI AWARDS BESTOWED UPON RECENT, HISTORY-MAKING, GRADUATES



Kyle Williams '07, Melica Hampton '04, and William Henry Fouse 1893 were all honored for their significant contributions at the 2018 Otterbein Diversity Awards held this month.

Williams graduated from Otterbein University in 2007 with a bachelor's degree in music. He earned his master's degree in science in educational leadership with a concentration of higher education-student affairs from Old Dominion University in 2009. In 2017, he received his doctorate of education degree in higher education from Texas A&M University-Commerce.

While at Otterbein, Williams served as an Orientation Leader, was active in the University's gospel and concert choirs, and was a leader with the African American Student Union.

Currently, Williams is the assistant director of student conduct at Washington University in St. Louis (WashU), Missouri, and adjunct professor in the Masters in College Student Personnel Administration

program at Southern Illinois University-Edwardsville (SIUE).

Melica Hampton was born and raised in Columbus, Ohio, and now resides in New Jersey. She graduated from Otterbein in 2004 with a major in health promotion and fitness and holds a master's degree in science administration with a specialization in health services and human resources from Central Michigan University. Hampton is a certified psychiatric rehabilitation practitioner and is currently employed as a human resources recruiter for Bridgeway Rehabilitation Services Inc., in Union, New Jersey.

Her work has included preparing students for higher education programs by helping them identify funding options for their continued education and counseling them on interviewing techniques. In 2017, Hampton was nominated for the New Jersey Psychiatric Rehabilitation Association Honoree of the Year for her impactful work with at-risk or disadvantaged youth.

Hampton is also a published author and the CEO of Hampton Publishing House LLC. She published her first book, *Dead Wrong*, in August 2010. Since 2010, Hampton has published over 16 books. Her books range from poetry, drama and mystery to children's literature.

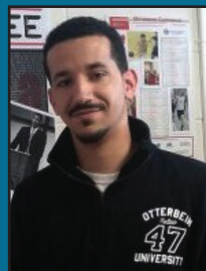
She is also involved with an organization called Conscious Connect in Springfield, Ohio, which helps people in low-income areas have access to children's books in libraries, barbershops and around town.

FROM THE DIRECTOR

Find a way to stay involved

Greetings.

As tensions continue to elevate in the United States, our communities are experiencing the effects profoundly.



As a university, our goal is to be an educational hub for community members of different identities such as faith, race, national origin, sexual orientation and gender identity. In addition, we must also make every effort to establish a working and learning environment that values acceptance, accountability and rigorous intellectual inquiry.

However, how do we accomplish this?

So often, we talk about the finished product without talking about the process. Both are key to any successful endeavor. We must know where we need to go, but also formulate a blueprint on how to get there.

The first step for us as a country and as a community is to look in the mirror and be honest with our past and current condition. Harassment and prejudice of any type defies the core values that we have recognized as vital to our community's success. Yes, that is still present on this campus. When our students are being told to go back to their countries, experiences disregarded, natural hair is called unprofessional and Muslim students are being asked "Are you going to blow us up?"; we are not living up to our aforementioned creed. Consequently, we are repeating the tragic mistakes of our past.

Secondly, we must take a critical look at what systems are perpetuating injustices. How are the people around me entering into the space that we share? This very broad and layered question deserves the proper attention and inquisitiveness. That attention and inquisitiveness starts with us,

(See Director page 3)

NBCUNIVERSAL CHIEF DIVERSITY OFFICER: 'DIVERSE ORGANIZATIONS CAN BE MORE SUCCESSFUL'

Executive Vice President and Chief Diversity Officer for NBCUniversal Craig Robinson is on the frontline of creating a culturally diverse community. That's why Otterbein brought him to campus on Nov. 10 to meet with students, key administrators to talk about how diversity and inclusion plays a major part in NBCUniversal's success.

"When I was asked to come to Otterbein and meet with all these groups, it was music to my ears. It really validates to me that the type of work I do is meaningful and can really make a difference anywhere," Robinson said.

Robinson was named to his position in August 2011, having previously served from 2008 as president and general manager of KNBC-TV, in Los Angeles.

Robinson's interest in public service was sparked at an early age by his parents. His Chinese-American mother retired after a long career working for the County of Los Angeles, much of it spent serving the underrepresented with the Aid to Families with Dependent Children program. Robinson's father was one of the first African-American consultants for the Fair Employment Practices Commission.

"Diverse organizations can be more successful organizations," Robinson said.

Robinson says taking care of employees and making sure they are comfortable and cared about is crucial.

"You can be doing great things on camera and in scripts, but if all your employees don't even know there are resources and support available to them then it's as if you're not doing anything at all," he said.

Robinson's visit and insight for the Otterbein community will help make sure the university continues with its mission of being a model community open to all.



(Director, from page 2)

void of making stereotypical assumptions. Much of these topics are being facilitated around you. However, it takes your initiative to attend, participate and reflect.

Lastly, once you have objectively done the first two steps, find a way to stay involved. What good is being civil if you are silent when it truly matters? Continue the dialogue

and turn it into action. Whether it is helping to organize a social justice project or educating your networks about social inequities, find your place in the progress.

We must believe our very differences strengthen our relationships, understanding and community. The tapestry of life is most effectively woven by the intersection of people from all backgrounds. We must be committed to human dignity and social

DIVERSITY EVENTS CALENDAR

FEBRUARY 24

Sustaining our Communities Conference
9 a.m. - 3 p.m. in the Campus Center Lounge

FEBRUARY 28

Columbusing (Xenophobia, global racism, cultural appropriation, assimilation)
Daily Dystopia (Self-Care, Trauma, Resiliency)
4-5 p.m. in Library 127

MARCH 2

Representation & Cultural Appropriation
4-6 p.m. in the Campus Center Pit Theatre

MARCH 17

Spring Service Plunge
12-4 p.m.

APRIL 9-12

LGBTQIA+ and Feminist Pride Week

APRIL 23

Lavender Graduation
4-5:30 p.m. in the Philomathean Room

justice. As a result, we should have zero tolerance for anything that falls short of those ideals.

Wishing us the best moving forward,

James E. Prysock III

MLK PEACE AND JUSTICE AWARD WINNERS HONORED

The Martin Luther King, Jr. Peace and Justice Awards winners this year was English Professor Margaret Koehler and the Student Award winner Taren Boone '19. Each received their award during the 2018 convocation held Wednesday, Jan. 17.

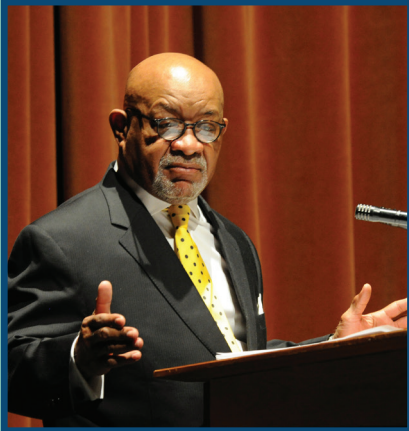
Here are excerpts from Koehler and Boone's nomination forms, submitted to the Office of Social Justice and Activism:

"Margaret Koehler has been extremely supportive and enthusiastically involved in diversity-

based student organizations' activities. She is proactive in learning and sharing about the inequalities and injustices experienced by marginalized people both on and off campus, and subsequently to organize actions and responses to those negative experiences."

"Taren Boone has been a campus leader for racial justice. She is the current president of the African American Student Union (AASU) and has worked to innovate wonderful programming, such as a retreat for AASU women and a well-attended

barbecue for all campus diversity organizations. Boone received a grant from University Programs to research community engagement opportunities for race and ethnic studies minor students. She also co-founded Kickstand, a new campus racial justice organization."



MLK CONVOCAION KEYNOTE SPEAKER, SAMUEL GRESHAM, JR., SHINES

The 2018 Otterbein Martin Luther King, Jr. Convocation keynote speaker was Samuel Gresham, Jr., chairman and CEO of SGI International. Gresham spoke on the life of Martin Luther King, Jr. in ways that we often don't think of him in, especially his early life and where he was channeling his efforts leading up to his assassination in 1968.



BY THE NUMBERS

21%

The percentage of students of color for the first-year class, the highest percentage for the fifth year in a row.

70%

The increase in the enrollment of students of color since 2012.

34

The number of new international students this year, representing 13 countries.

93%

The percentage of Columbus City School students retained, the highest retaining cohort at Otterbein.