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COSM Diversity and Inclusion Newsletter

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COSM Diversity & Inclusion News

October & November 2021

This Month: Heritage and History

Welcome

The Diversity & Inclusion newsletter is delivered monthly via email during the fall and spring semesters and is always available on the new [COSM D&I webpage](#). Send contributions and suggestions to any of the COSM D&I Ambassadors listed at the bottom of this newsletter and on the webpage.

We are looking for new ideas and contributions to the newsletter team. If you would like to join the team or put together a newsletter, we would greatly appreciate your contributions.

[COSM Diversity & Inclusion Webpage](#)

Diversity Quote of the Month

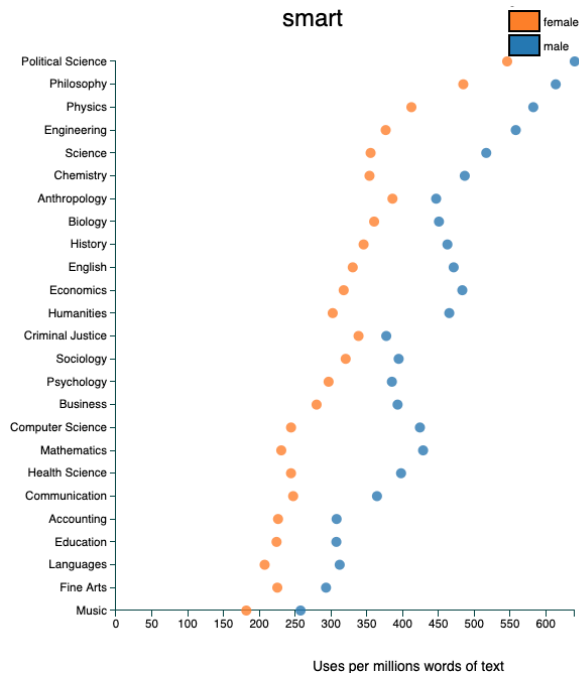


"Preservation of one's own culture does not require contempt or disrespect for other cultures."
-César Chaves

Fact Fuel for Data-driven Conversations

Just what do students say about us?

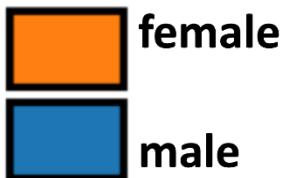
[Gendered Language in Teaching Evaluations Pulled from RateMyProfessor](#) provides an interactive look into the world of online course ratings. It's safer for your mental health than actually looking up your own - we promise!



Smart

Student reviews routinely use the word "smart" in reviews of male professors more often than in reviews of female professors. This trend exists across disciplines with varying strength. The disparity is greatest in the COSM, CS, Engineering, Economics, Health Science, and Humanities disciplines.

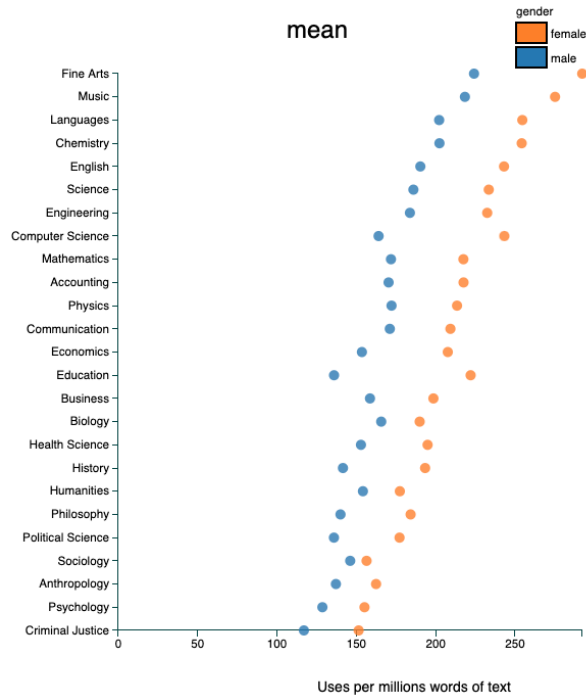
gender



Orange= female

Blue = male

Too few individuals identified as other genders for consistent analysis.



Mean

On the flip side, student reviews routinely use the word "mean" in reviews of female professors more often. Again, this trend exists across disciplines with varying strength. The disparity is greatest in the CS, Education, Fine Arts, and many COSM disciplines.

COSM Community D&I Spotlight

Rafael Quirino (PI for an NSF funded International Research Experiences (IRES) Program):

Through a ten-week long intensive, NSF-funded, research experience, we aim to offer undergraduate and graduate students of South Georgia an opportunity to engage in an international collaborative research program to establish an advanced and refined mathematical model that provides a better description of biomass torrefaction.

Pursuing research and developing skillsets in sustainability is timely and extremely important for current and future society's quality of life. Furthermore, industry dedicated to exploring the remarkable potential of biomass is growing in the rural southeast. As such, students in this program develop skillsets that will support innovation and economic growth in their own communities.

There is a wealth of untapped potential in rural communities and among women and underrepresented groups. To remain a leader in STEM innovation and retain global competitiveness, the US must develop these talents and ensure that they can function at their best in diverse, multidisciplinary environments. Compared to urban areas, the development of robust STEM training mechanisms in the rural US is hindered by outreach disparities and a lack of resources. The social context in which students live also plays a significant role. The barrier to attracting these students to STEM is further compounded by the fact that it is not always apparent how scientific training will benefit their region.



I-CEMUTURE is committed to the crucial task of diversifying the US STEM workforce and places a special emphasis on recruiting students from the southeast and rural areas, underrepresented minorities in STEM, and women. The rural southeast is rich in forestry and it has long been acknowledged that there is much potential for the development of industries focused on sustainable biomass. In this international training experience, the students will be mentored by French leaders in the field of wood torrefaction. This interaction will allow students to grow in their cultural quotient and strengthen their professional support network with peers and mentors in France.

In year 1, we hosted 4 (2 undergrad and 2 graduate) students from Southeast Georgia. The students worked together to obtain data on the torrefaction of woody biomass and propose a mathematical model capable of reproducing the experimental data. A new research avenue was also initiated for studying the correlation between socio-economic data and local climate zones in an unprecedented attempt to map out environmental inequity in South Georgia.

For me, dealing with a small group of students with such a diverse background and point of views helped me better understand and accept their differences. I believe this is something that will help me better interact with my research students.

We had one graduate student from the Armstrong campus in our group. His presence in the group helped bridge a gap between our campuses. The student mentioned he had no idea we demonstrated a similar care for our students' success as he was used to in the Armstrong campus.

I'm hoping to continue offering international opportunities for students in South Georgia and eventually establish an MOU with our partner in France for a sustained exchange of research students.

Try This! - Inclusive Scheduling

Have you considered utilizing Georgia Southern University's new [Inclusive Excellence 365 Calendar](#)? It's web-based, which allows key diversity events to be added to your calendar and provides month-at-a-glance PDFs that are easy to download and print:

Schedule respectfully by checking first for a possible conflict on a religious or cultural holiday.

Promote inclusion opportunities from Black History Month to LGBT Pride Month, from religious observances to cultural holidays. The diversity calendar provides dozens of opportunities to show awareness and respect.

Remember Sensitivity Training as the calendar includes reminders such as inclusion tips, dietary do's and don'ts, audio pronunciations, and diversity facts.

Looking for more reading?

Guidelines for Advancing Diversity, Equity, Inclusion, and Respect in Programs Offering Bachelor's Degrees in Chemistry

Michelle M. Brooks*, Felicia A. Fullilove, Ashley B. Mahoney, and Edgar A. Arriaga*

Cite this: J. Chem. Educ. 2021 <https://pubs.acs.org/doi/10.1021/acs.jchemed.1c00493>

Publication Date: October 20, 2021

Introducing Diversity into a General Chemistry Course

Harry E. Pence Harry E. Pence

Department of Chemistry and Biochemistry, SUNY at Oneonta, West Oneonta, New York 13820, United States

Cite this: J. Chem. Educ. 2021 <https://pubs.acs.org/doi/10.1021/acs.jchemed.1c00450>

Publication Date: September 21, 2021

Oct and Nov Celebrate Cultural and Sexual Identity

October and November are fantastic times to focus on Latinx, Native American, and LGBT communities! October was Hispanic Heritage Month and also included National Coming out Day (Oct 11th), while November is Native American Heritage Month.



[LGBT History Month](#) (Oct)

[Hispanic Heritage Month](#) (Sept-Oct)

Native American Heritage Month (Nov)

[Six Organizations Helping Hispanics Make Their Mark in the STEM World](#)

Hispanic Heritage Month: [25 Hispanic and Latinx trailblazers in science and biotechnology](#)

Oct 11th - [International day of the girl child](#)

Oct 11th - [National Coming out Day](#)

Oct 11th - [Indigenous People's Day](#)

Nov 27th - [Native American Heritage Day](#)

Reflective Moment



We often carry historical 'facts' and narratives with us from our childhood that can be harmful and create biases in our actions and words. Recent efforts have been undertaken across the country to remove statues, commemorative displays, holidays, and building names that honor people in US history who committed colonialist or wartime atrocities.

"I really thought about what it meant to say Columbus discovered America."

One of these efforts has been the recasting of Columbus Day, which is still a federal holiday, as Indigenous People's Day. Listen to this [short \(3 min\) NPR podcast](#) on the topic and consider what these and similar holidays mean to you, your students, and your colleagues.

NPR: Columbus Day or Indigenous Peoples Day?

Upcoming Events

Our **fall 2021 COSM D&I Collaborative is meeting** Fridays, 3:15-4:45 pm: Aug. 27, Sept. 24, Oct. 22, Nov. 19. We will alternate between business and training. Reach out to any of the ambassadors if you're interested in joining us!

We are excited to let you know that a recently funded grant in our college, HHMI IE3LC, will provide **honorariums for DEI seminar speakers or workshops for your department/office**, a maximum of \$400 per department/office for fall 2021 or spring 2022. For more information on how to access the funds see this [document](#) outlining three simple steps. Contacts: Karelle Aiken (kaiken@georgiasouthern.edu) & Tricia Brown (tmbrown@georgiasouthern.edu)

Women's Leadership Series Presents: A Conversation About Mediation

Virtual Workshop
Friday, November 12, 12pm-1:30pm

*Learn the most common conflict management styles
and your natural conflict tendency*

*Define strategies for self-advocating and finding
your authentic voice*

*Discuss techniques for managing
difficult conversations*



Facilitators:

Jill Cheeks, Executive Director, Mediation Center, Savannah, GA

Jamila Mindingall, Executive Director, South Fulton Community Mediation Center



The Women's Leadership Series is hosting "A Conversation About Mediation" workshop with the Mediation Center of the Coastal Empire on Friday, Nov. 12th from 12 - 1:30 PM. Join us to learn about conflict management, techniques for self-advocating, and managing difficult conversations in the workplace and elsewhere!

Join us on Zoom: <https://georgiasouthern.zoom.us/j/89204016912#success>

D&I Campus Connections and Opportunities

STEM Organizations

[Association for Women in Science](#)

[American Association of University Women](#)

[Society of Asian Scientists and Engineers](#)

[STEMconnector Million Women Mentor](#)

[Society of Asian Scientists and Engineers](#)

[SACNAS](#) Advancing Chicanos/Hispanics and Native Americans in Science

[NOBCCChE](#) A non-profit professional organization dedicated to assisting black and other minority students and professionals in fully realizing their potential in academic, professional, and entrepreneurial pursuits in chemistry, chemical engineering, and allied fields.

[STEM Veterans USA](#) Our mission is to connect veterans in STEM with opportunity.

[Edith Nourse Rogers STEM Scholarship for Veterans](#)

University Opportunities:

Georgia Southern Women in STEM Alliance (contact Sabrina Hessinger, SHessinger@GeorgiaSouthern.edu)

Safe Space Training: [Information about Safe Space](#)

List of Scholarships from the Office of Multicultural Affairs

Center for Teaching Excellence: [Workshop Calendar](#)

[Georgia Southern Resources for Undergraduate Research](#)

NSF ADVANCE Grant (contact Tan@GeorgiaSouthern.edu)

[SEACHange with the AAAS](#) is a program with significant interest at the college & university level (contact SHessinger@GeorgiaSouthern.edu)

External Opportunities

Diversity in STEM Opportunities: [Pathways to Science](#)

[NSF Graduate Research Fellowship Program](#)

[NIH Undergraduate Scholarship Program](#)



[COSM Retention & Demographics Data](#)

[COSM Diversity & Inclusion Webpage](#)

Something you'd like to see? We'd love to hear from you.

We will be honoring Hispanic Heritage Month, September 15-October 15, in our next newsletter.

Brigette, Karelle, and Ryan lead the COSM Diversity & Inclusion webpage & newsletter team. They'd love to hear from you, and you can also contact any of your COSM D&I Ambassadors if you would like to contribute to or comment on the newsletter - or discuss other D&I issues. The webpage also includes information on becoming an ambassador yourself.

COSM Diversity & Inclusion Committee Co-Leaders

Arpita Saha - Chemistry & Biochemistry

Brandon Quillian - Chemistry & Biochemistry

Karelle Aiken - Chemistry & Biochemistry

Sabrina Hessinger - Mathematics

Administration

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Issac Taylor

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Jennifer Brofft-Bailey

Johanne Lewis

Justin Montemarano

Marylou Machingura

Sara Gremillion

Sue Ellen Dechenne-Peters

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Debanjana Ghosh

Karelle Aiken

Ryan Groom

Shainaz Landge

Geology & Geography

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Rob Yarbrough

Kathlyn Smith

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Jim Brawner

Kyle Bradford

Sabrina Hessinger

Stephanie Wiggins

Tuyin An

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