

**Year-End Report:
Senate Diversity Committee 2020-2021**
Submitted by Committee Chair: Prof. Russell S. Hassan

Committee Members

<i>Member</i>	<i>Source</i>	<i>Term Expires</i>
Dr. Jane Jackman	Faculty Council	2022
Dr. Ajit Chaudhari	Faculty Council	2022
Dr. Glenn Martinez	Faculty Council	2022
Dr. Rachel Bowen	Faculty Council	2021
Dr. Donna Ford	Faculty Council	2023
Dr. Eugenia Costa-Giomi	Faculty Council	2021
Dr. Tanya Menon	Presidential	2023
Dr. Russell Hassan	Presidential	2021
Ms. Nuurah Parsons	USG	2021
Mr. Felipe Pacci Evaristo	CGS	2021
Mr. Vikas Munjal	IPC	2021
Ms. Katherine Betts	Staff (USAC)	2022
Mr. Derek West	Staff (USAC)	2023
Dr. Sara Childers	Staff (Presidential)	2022
Dr. James Moore	Provost/Designee (Non-voting)	
Ms. Linette Hillis	VP OHR/Designee (Non-voting)	

Introduction

The Ohio State University Senate Diversity Committee operates under the following charge:

The committee shall study issues that relate to the implementation of the university's nondiscriminatory policy. It shall recommend policies that foster an environment of civility, tolerance, and mutual respect. It shall perform the following functions with appropriate administrative support from the office of academic affairs and the office of human resources.

1. *Study and evaluate issues affecting diversity from an overall university perspective.*
2. *Be informed on external requirements on the university affecting diversity.*
3. *Advise the president, the executive vice president and provost, the associate vice president for human resources, and the vice president for student life about the institutional climate, policies, and priorities for ensuring justice, fairness, and equitable treatment to all members of the university.*

4. *Educate and inform the university community on issues of diversity, including the letter and spirit of all Ohio and federal rules regarding members of protected classes.*
 - a. *Oversee administration of university affirmative action grants and awards.*
 - b. *Report annually to the university senate.*

The committee held seven virtual meetings between September 2020 and May 2021 and two emergency meetings. The committee chair also held meetings with students and affinity groups (USAC, PPCW, and FCBC) during the year. The committee meetings had robust attendance and lively discussion on the university's diversity issues and challenges. Most committee meetings included a dialogue with guests and discussion within the committee. The goal of the dialogues is to understand existing efforts, identify challenges and potential remedies. The committee thanks all guests for making time to meet with the committee. The guests included:

- October 8, 2020: Dr. Monica Moll, Director of Public Safety, and Kimberly Spears-McNatt, OSUPD Chief, to discuss student concerns about campus safety, public safety messages, and policing practices;
- November 12, 2020: Dr. Helen Malone, Vice Provost for Academic Policy and Faculty Resources, and Dr. Joyce Chen, Chair of PPCW, to discuss the impact of the COVID pandemic on faculty annual review, promotion and tenure reviews, and workload, in particular, among women faculty members
- January 29, 2021: Mary-Butler, Data Analyst from the Office of Human Resources, to review diversity and retention data; Ose Arheghan, Amany Page, and Amelia Lawson, leaders of the Undergraduate and Graduate Black Student Caucus, on challenges Black students experience at Ohio State;
- February 16, 2021: Dr. Melissa Shivers, Senior Vice President for Student Life, to discuss university efforts to address concerns and improve experiences of students of color, particularly Black and APIDA students;
- March 26, 2021: Keesha Mitchel, Associate Vice President of Office of Institutional Equity, and Molly Peirano, OSU Title IX Coordinator, to discuss processes of the reporting and investigation of sexual harassment and discrimination complainants and efforts to prevent such occurrences; and
- April 23, 2021: Dr. Melissa Beard-Jacob, Director of the OSU Multicultural Center, to discuss the Land Acknowledgement proposal.

One of the more joyful duties of this committee is to participate in selecting and notifying recipients of the University's Distinguished Diversity Enhancement Awards. The award is given each year to select individuals or groups who have made a substantial contribution toward enhancing diversity within the university. This year's selection committee members were: Sara Childers, Tanya Menon, Vikas Munjal, and Russell Hassan. Michele Bondurant of the Office of Human Resources coordinated the review of applications and select recipients. We received many worthy applications and chose five exceptional candidates:

- Ms. Lidia K. Garcia Berrelleza (College of Arts and Sciences and Glenn College)
- Dr. Donna Hight (OSU Mansfield Campus)

- Ohio Louis Stokes Alliance for Minority Participation (Ohio LSAMP)
- Dr. Jamie L. Robinson (College of Medicine)
- Dr. Sondos Al Sad (College of Medicine)

Due to the ongoing pandemic, the surprise award announcements and the recognition ceremony were held virtually. The winners were personally recognized by President Kristina Johnson and Paul Patton, interim Senior Vice President for Talent, Culture, and Human Resources.

The committee had a busy year and much of its attention was on four key issues/areas: (1) campus safety and policing practices, (2) increasing awareness about the university's imperfect history and naming of university buildings, entities, and spaces, (3) COVID-19 pandemic and its impact on the university community; (4) advancing university's participation in systemic change. Next, we discuss these efforts in greater detail and then identify issues of continuing concern to the committee.

(1) The 2020 protests for racial justice, campus safety, and policing practices

Since the killing of George Floyd in 2020 and the resultant nationwide protests, five people have been fatally shot in Columbus by the local police including 16-year-old Ma'Khia Bryant. The committee learned that police violence has had a severe negative impact on our university community. USG and leaders of the Black Student Caucus have reached out to the committee raising concerns about the use of excessive force by the Columbus Division of Police during the 2020 protests in which many students participated. Concerns were also raised about policing practices in the main campus and the surrounding neighborhoods, lack of sensitivity in public safety communications, and the university's contractual relationship with the Columbus Division of Police. The committee learned that students and employees of color feel powerless about these issues and many noted that they do not feel safe interacting with the police. In response to these concerns, our committee held an emergency meeting with Dr. Monica Moll and OSUPD Chief Kimberly Spears-McNatt Spears in the summer of 2020. They were invited again in our October meeting to discuss efforts to improve campus safety and communications. Our committee also prepared a letter in spring 2021 to the President and shared the letter with other senior university leaders expressing concerns about police-involved shootings and the need to engage the Columbus Division of Police to initiate change in its policing practices. Specifically, the committee urged the university leadership to take the following actions:

- Listen and acknowledge the grief, fear, and concerns of our students, staff, and faculty; meet with groups to learn about their concerns;
- Develop a formal relationship with the Columbus City Civilian Police Review Board;
- Sponsor university collaborations with CPD, Columbus City Council, the Mayor's office, and community groups to initiate transformational change in policing; and
- Increase the university's engagement with marginalized communities in Franklin County and the State of Ohio;

The issue of campus safety and policing are of critical importance to the university because they directly impact students' perceptions of inclusion at Ohio State. The university has already taken steps to improve campus safety, communications, and policing practices. In particular, the committee applauds the university's initiative to form a task force on community safety and well-being; the four teams of the task force

are working toward increasing awareness on safety issues, enhancing security measures, and expanding community engagement efforts. This committee hopes that these efforts will continue and make a positive impact in rebuilding trust and reducing anxiety and stress among students and employees of color. *The committee should continue working with leaders of the Campus Safety and Wellbeing Task Force in improving the experiences of our workforce and students. The committee chair is encouraged to invite the director of public safety and OSUPD chief with the committee to update on the progress made and discuss ongoing challenges.*

(2) Increasing awareness about the university's imperfect history and naming of university buildings, entities, and spaces

For the past few years, this committee has been working to increase awareness about the university its imperfect history and help to create a more inclusive work and learning environment. To this effort, we collaborated with USG to introduce two resolutions regarding named university buildings and spaces. In Spring 2021, USG passed a resolution and sought our committee's support in placing the resolution to the Senate to recommend renaming the Administration Building located at 190 N Oval Mall. The building was honorifically named Bricker Hall in 1983 because of John Bricker's long service to the university. However, Mr. Bricker, while serving as the Ohio Attorney General, actively promoted segregation policies that prevented people of color from accessing the same resources and educational opportunities.

The building currently is home to several important offices including the Offices of the President and the Board of Trustees. The committee believes the name of this important building should be consistent with the university's stated values of diversity, equity, and inclusion. Hence, supporting the USG initiative, the committee worked with undergraduate and graduate student groups, and the Council of Student Affairs, and the Senate Steering Committee to craft two resolutions. We introduced the resolutions to the Senate in its March 2021 meeting. The first resolution requested support for the removal of the Bricker name; the second resolution sought a comprehensive review of all named structures and spaces that may compromise the university's reputation and requested the President and Board of Trustees to support this review to ensure an inclusive and welcoming environment for all members of the university community. Both resolutions received overwhelming support from Senate members. Relatedly, a sub-committee of the University's Anti-racism Task Force has proposed a standardized process for reviewing names of university buildings, entities, and spaces that has been shared with the President and appropriate offices within the university. *The new chair is encouraged to follow up with the Office of the President regarding the status of the removal of Bricker's name from the Administration building and the review of named buildings and spaces.*

The university resides on lands ceded in the 1795 Treaty of Greeneville and the forced removal of tribes through the Indian Removal Act of 1830. In April 2021, the committee met with Dr. Melissa Beard-Jacob to discuss a land acknowledgment proposal for discussion in the University Senate. The purpose of this proposal is to create awareness within the university community about the impact of colonization and oppression on indigenous peoples as well as recognize the historical contexts that continue to affect the indigenous peoples of this land. *The new committee should continue to work with Dr. Beard-Jacob in developing the language of the proposal,*

gather feedback from the faculty council, senate steering committee, and bring the resolution to the University Senate in the fall for discussion and vote.

(3) Mitigating the adverse impact of COVID on members of the university community

To mitigate the adverse impacts of COVID on students and university employees, the committee took several steps. In fall 2020, the Senate passed a resolution to temporarily suspend faculty rule 3335-8-21 (K) and 3335-8-32 (E) to provide students with additional time to request Pass/No Pass grading for General Education and elective courses. This effort made a positive impact in reducing student stress. However, upon further review of the existing rules and policy, the committee learned that the policy could potentially have a disparate impact on select students. Specifically, the existing rules allowed the pass/no pass provision available to only students who have a GPA above 2.0. The committee also learned that many students with GPAs below 2.0 are first-generation and underrepresented students. These students were already vulnerable to the adverse impacts of COVID and the policy could exacerbate their situation. Our committee as well as ODI shared this concern with Provost McPheron, Faculty Council, and the Council of Enrollment and Student Progress. Following these advocacy efforts, an amendment to the Pass/No Pass resolution that passed in Senate's November 9 meeting such that students' ability to take courses with the Pass/No Pass option is available without regard to GPA.

The ongoing pandemic is hurting the research productivity of many of our faculty members. The committee invited Dr. Joyce Chen and Dr. Helen Malone in their November 12 meeting to discuss the immediate and long-term impacts of COVID on research productivity and promotion and tenure reviews of women and faculty of color. The committee was particularly concerned about the impact of COVID on faculty with caregiving responsibilities and the lack of adequate childcare facilities on our campuses. The committee recommended to OAA that they provide additional guidance to faculty on how to prepare COVID impact statements and guidance to units about how to evaluate faculty in their annual and promotion and tenure reviews and annual merit compensation decisions. *The committee should continue to monitor the impact of COVID on women and faculty of color and work with OAA to identify resources that they need to be successful in their careers at Ohio State. It is also recommended that the committee continues its advocacy efforts to expand affordable childcare facilities on our campuses.*

The pandemic also led to financial difficulties and many units experienced budget shortfalls. The university created enacted temporary furloughs as a measure to balance financial or operational shortfalls. Our committee was concerned about the potential negative impact of furloughs on diversity and shared this concern with Susan Basso, then senior VP of Human Resources. The committee commends OHR for guiding unit heads on implementing the furloughs with care.

OHR has recently constituted a writing group to finalize the furlough policy. This committee believes that the policy and its implementation should reflect the interests of vulnerable and underrepresented groups. The committee has shared this concern with OHR and also nominated a staff member to be part of the OHR writing group. The committee hopes OHR will engage other senate committees and employee groups in developing the policy. *The committee should carefully review the language of the policy to ensure that it is appropriate and equitable. Moreover, the new chair is encouraged to obtain records from OHR to assess whether the 2020-2021 furlough decisions had any adverse impact on diversity and diversity-related programs.*

(4) Advancing university's participation in systemic change

The nationwide protests in 2020 for racial justice created a great awareness within the university community about the importance of diversity, equity, and inclusion and the need for initiating a systemic change. In response to the protests, then-President Michael Drake formed a seventeen-member Antiracism Task Force for conducting a comprehensive assessment of the university's policies and practices with regards diversity, equity, and inclusion. The committee applauds the yearlong hard work of the Antiracism Task Force. The committee also applauds the commitment and leadership shown by President Kristina Johnson and Vice Provost Dr. James Moore and Dean Tom Gregoire for guiding the work of the Antiracism Task Force.

In its report to the President, the Antiracism Task Force has provided a set of recommendations about addressing existing inequities, improving experiences of underrepresented and minority groups in the university, strengthening monitoring and accountability systems, increasing the recruitment of diverse students, faculty and staff, expanding the university's engagement with marginalized communities, and engaging local law enforcement to improve policing practices and safety on campus and in the surrounding communities. The committee chair was a member of the Antiracism Task Force, attended all weekly meetings, facilitated faculty and student forums, and writing the final report. The committee hopes that the momentum built in the past year for systemic change continues and the university fully implements the recommendations of the Antiracism Task Force. *The new committee should follow up on the progress in the university's implementation of the recommendations provided by the Antiracism Task Force.*

As part of this transformation initiative, in February 2021, President Kristina Johnson announced that the university will commence a strategic faculty hiring initiative -- Race, Inclusion, and Social Equity (RAISE). The goal of this initiative is to hire 150 new faculty members that will include 100 underrepresented and BIPOC hires in all fields of scholarship. The committee briefly discussed the proposal in its February meeting; further discussion is needed to understand how the RAISE initiative will be financed and implemented. *The committee chair should consider inviting Provost Melissa Gilliam to meet the committee and discuss the RAISE initiative. The committee chair should also consider inviting Dr. Jeff Risinger, the university's next Senior Vice President of Talent, Culture, and Human Resources, to update on OHR priorities.*

Issues of Continuing Concern to the Committee

Despite the interruptions due to COVID, our committee worked on many critical issues over the past year. We hope the new committee will continue our work and accomplish more. We recommend the new committee and chair pay particular attention to the following issues:

<i>Area of Concern</i>	<i>Progress</i>	<i>Next Steps</i>
Inequity in faculty compensation	The university has conducted an assessment of faculty compensation (Mercer Report), which was shared with the committee. PPCW and FCBC have also provided a set of	<ul style="list-style-type: none">• Follow up with OAA on steps taken/plan to take• Coordinate with PPCW and FCBC on this issue

<i>Area of Concern</i>	<i>Progress</i>	<i>Next Steps</i>
	recommendations to the President on addressing gender inequity in faculty compensation.	
Inequity in staff compensation	The university has begun implementing <i>career roadmap</i> but there are concerns that implementation may further some existing inequities	<ul style="list-style-type: none"> • Coordinate with USAC DEI team to identify issues/areas of concern • Follow up with OHR on the implementation process and raise concerns
Ongoing pandemic and concerns for APIDA students	The committee shared their concern with the Office of Student Life and the Office of Institutional Equity	<ul style="list-style-type: none"> • Continue to monitor experiences of APIDA community members
Impact of the pandemic on faculty annual and promotion and tenure reviews	The committee discussed this issue with Dr. Helen Melon	<ul style="list-style-type: none"> • Obtain data/report from OAA on faculty promotion and tenure decisions; re-invite Dr. Helen Melon
Budgetary concerns	The committee chair met with the OHR team developing the furlough policy; the committee has nominated a staff member to be part of the writing team	<ul style="list-style-type: none"> • Request OHR to provide the committee a report on 2020-2021 furloughs; review the language of the new policy to ensure it reflects DEI values • Invite CFO to discuss fiscal challenges and impact of budget cuts
Diversifying faculty	The committee discussed briefly the RAISE proposal; further discussion is needed	<ul style="list-style-type: none"> • Follow up with OAA and invite Provost Gilliam
Retention of diverse staff	The committee reviewed diversity data with OHR; the review showed a very high rate of turnover of diverse staff in the Medical Center	<ul style="list-style-type: none"> • Coordinate with OHR and Med Center to identify mechanisms for improving retention of diverse staff
Counseling services in regional campuses	The committee learned that mental health counseling services in the regional campuses are not adequate	<ul style="list-style-type: none"> • Invite regional deans and Dr. Sharma to meet with the committee

<i>Area of Concern</i>	<i>Progress</i>	<i>Next Steps</i>
Diversity Dashboard	The committee is pleased that the dashboard/portal has been launched	<ul style="list-style-type: none"> • Continue working with ODI and OHR to incorporate accountability measures in the portal; request yearly reports
Campus safety and policing	The committee has met campus safety leaders, prepared a letter to the president and the committee chair met with the president to share safety concerns	<ul style="list-style-type: none"> • Coordinate with the Campus Safety Task Force in improving safety and policing on campus; • Follow up with leaders of Undergraduate and Graduate Study Black Caucuses on campus safety climate
Lack of affordable childcare facilities on campus for employees and students	The committee chair and CGS have discussed this issue with President Johnson	<ul style="list-style-type: none"> • Coordinate with FCBC, CGS, and PPCW to advocate for additional childcare facilities

Appendices

1. Letter regarding policing and campus safety
2. Resolutions for removing Bricker’s name and requesting a review of named buildings

April 26, 2021

President Kristina M. Johnson
190 North Oval Mall, Columbus, OH 43210
Ohio State University

Dear President Johnson,

On April 20, just minutes before Derek Chauvin was convicted of murder in the death of George Floyd, 16-year-old Ma'Khia Bryant was shot and killed by a Columbus Police Department (CPD) officer. Additionally, four Black people have been shot and killed by police officers in Columbus in the past six months. These killings are having a severe negative impact on our Buckeye community. Many of our students, staff, and faculty have let us know that they are profoundly disturbed by these events and we share their grief, fear, and outrage.

While much is still unknown about April 20th events, we know that this young Black girl was killed by police in a society in which racism and anti-black violence remain all too common. These are university community issues that directly affect the environment in which we teach, work, and learn. We urge the university to use its talent and resources to proactively and intentionally end mistreatments and killings of people by CPD officers, to stop anti-Black violence, and to end structural racism as part of our responsibility to provide a safe and healthy learning environment for everyone – one where everyone has an equal chance to learn without fear if they, or someone who looks like them, will become a victim of violence.

Our committee strongly urges the following actions:

- Listen and acknowledge the grief, fear, and concerns of our students, staff, and faculty; meet with groups to learn about their concerns;
- Develop a formal relationship with the Columbus City Civilian Police Review Board;
- Sponsor university collaborations with CPD, Columbus City Council, the Mayor's office, and community groups to initiate transformational change in policing; and
- Increase the university's engagement with marginalized communities in Franklin County and the State of Ohio;

Ohio State is home to people of all races and classes, religions and cultures, sexual orientations, gender identities and expressions, nationalities and immigration statuses, military or protected veteran statuses, and abilities and needs. As we come to the end of an already difficult year, we want to reaffirm that we aspire for our university and the surrounding communities to be a place where racism, xenophobia, misogyny, homophobia, transphobia, anti-Semitism, ableism, and all other forms of hate will not be tolerated and where Black lives matter.

Sincerely,

Russell S. Hassan, Ph.D.
2020-2021 Senate Diversity Committee Chair

On Behalf of the 2020-2021 Senate Diversity Committee:

Katherine Betts

Rachel Bowen

Ajit Chaudhari

Sara Childers

Eugenia Costa-Giomi

Felipe Evaristo

Donna Ford

Russell Hassan

Jane Jackman

Glenn Martinez

Tanya Menon

Vikas Munjal

Nuurah Parsons

Derek West

Cc:

Bruce McPheron, Executive Vice President and Provost

James Moore III, Vice Provost for Diversity and Inclusion and Chief Diversity Officer

Melissa Shivers, Senior Vice President for Student Life

Ben Givens, University Senate Secretary

Susan Cole, Faculty Council Chair

Ken Lee, Faculty Council Chair-Elect

Jordan Vajda, IPC President

Roaya Higazi, USG President

Jacob Chang, USG President-Elect

Ose Arheghan, Undergraduate Black Caucus Chair

Monica Moll, Public Safety Director

Kimberly Spears-McNatt, Chief of OSUPD

To: University Steering Committee

From: Russell S. Hassan.125, Chair, Diversity Committee
Roaya Higazi.1, President of the Undergraduate Student Government
Ken Lee.133, Vice-Chair of Faculty Council

Subject: Writing committee report on the name of Bricker Hall

Date: March 17, 2021

As charged by Steering at our 3/11/21 meeting, this three-person writing team recommends the following text for ratification of two motions before the University Senate. Please let us know if additional clarity or discussion is needed. Thank you for this opportunity to possibly place this on the March Senate agenda.

A Resolution to Remove the Bricker Name from the University Administration Building

SYNOPSIS: To advance greater inclusion and fulfill the university's anti-racism efforts, the Senate Diversity Committee, Undergraduate Student Government, Council of Graduate Students, and Council of Student Affairs seek the removal of the Bricker name from the building at 190 North Oval Mall in the Columbus campus.

WHEREAS John W. Bricker served as the Ohio Attorney General (1933-1937), Governor of Ohio (1939-1945), United States Senator from Ohio (1947-1959), and Member of The Ohio State University Board of Trustees (1948-1969); and

WHEREAS the Ohio State Administration Building located at 190 N Oval Mall, Columbus, OH 43210 was honorifically named Bricker Hall in 1983 because of "his long service to the University" [1]; and

WHEREAS Bricker Hall houses the Board of Trustees, the Office of Government Affairs, Internal Audit, the Office of Academic Affairs, the Office of Business and Finance, the Office of Outreach and Engagement, the Office of Research, the Office of Risk Management, the Office of University Communications, and the Office of the President; and

WHEREAS in 1933, Doris Weaver, an Ohio State Black student tried to enroll in a Home Economics course necessary to her major which required her to live in the "Grace Graham Walker House"; and

WHEREAS Doris Weaver was not permitted to live in the house with her white student peers because she was Black. She took her case to the Supreme Court of Ohio [2]; and

WHEREAS Ohio Attorney General John W. Bricker, in arguments before the Ohio Supreme Court, successfully defended the university's position of separate but equal facilities for minority students [3]; and

WHEREAS Senators John Bricker and Harry Cain introduced the Bricker-Cain amendment that was intended as a poison pill to stop senators and stop executive agencies from creating regulations prohibiting segregation [4]; and

WHEREAS the 1953 Bricker Amendment to the US Constitution was proposed to counter the possibility that segregation could be outlawed by the U.S. adoption of the United Nation's Charter, Genocide Convention, and Universal Declaration of Human Rights [5]; and

¹ <https://library.osu.edu/site/archives/2012/12/14/twelve-days-of-buckeyes-six-whove-attended-osu-have-le-d-as-ohios-governor-too/>

² <https://carmencollection.osu.edu/story/denied-campus-housing-based-color-and-tradition>

³ <https://casetext.com/case/state-ex-rel-v-trustees-2>

⁴ <https://www.prrac.org/pdf/HUD50th-CivilRightsTimeline.pdf>

⁵ https://www.jstor.org/stable/24911655?seq=1#metadata_info_tab_contents

WHEREAS John Bricker's segregationist actions and policies prevented people of color from accessing the same resources and educational opportunities that were granted to white people; and

WHEREAS according to the Fifteenth Day Enrollment Report for the Spring 2021 semester, 7.29% of students at Ohio State identify as African American [6]; and

WHEREAS the building in which the Office of the President and the Office of the Board of Trustees are located shall set the example of the university's stated core values of diversity, equity, and inclusion; and

WHEREAS the University Policy on Naming of University Spaces and Entities states "existing spaces and entities with honorific naming recognition may be renamed with the approval of President's Cabinet and the Board of Trustees. Considerations include the history of the current name and the rationale of the renaming"; and

WHEREAS the University Policy on Naming of University Spaces and Entities states that "If at any time the university determines that the continued naming of a space or entity may compromise the university's integrity or reputation, the university may amend or remove the name, upon approval by the President and Board of Trustees"; and

WHEREAS the important conclusion that "positive contributions to the university do not appear to outweigh this legacy of harm" led to the University of California, Berkeley's removal of the name of John Boalt from their Law School in 2020 for a racist role in the Chinese Exclusion Act of 1882 [7]; and

WHEREAS the respected peer-review journal *Nature* reports "institutional renaming is only a first step towards universities examining their own racist legacies and becoming more inclusive" [8]; and

WHEREAS a resolution to remove the Bricker name from the Administration building was passed with unanimous consent in the Undergraduate Student Government General Assembly on March 3, 2021 [9]; and

WHEREAS the University Senate Steering Committee agreed to place this resolution on the Senate agenda at its March 11, 2021 meeting;

NOW THEREFORE

BE IT RESOLVED that the University Senate support the removal of the Bricker name from the building at 190 North Oval Mall in the Columbus campus and seek approval of the President and the Board of Trustees.

⁶ https://oesar.osu.edu/pdf/student_enrollment/15th/enrollment/15THDAY_SPRING_2021.pdf

⁷ <https://news.berkeley.edu/2020/01/30/boalt-hall-denamed/>

⁸ <https://www.nature.com/articles/d41586-020-02393-3>

⁹ <https://osu.box.com/s/822hauz63cb724b1h05yxvdob5fpnsa8>

A Resolution to Review Names in Support of Diversity and Inclusion Core Values

SYNOPSIS: To advance social justice and fulfill this university's anti-racism efforts, the Senate Diversity Committee, the Undergraduate Student Government, Council of Graduate Students, and Council of Student Affairs seek a thorough review of all named buildings, structures, and entities that may compromise the university's reputation or integrity and ensure support of the university's core values of diversity, equity, and inclusion.

WHEREAS removing the John Bricker name from the building at 190 North Oval Mall in the Columbus campus is justified in a prior resolution; and

WHEREAS the names of all university buildings, structures, and entities should be consistent with the university's stated values of diversity, equity, and inclusion; and

WHEREAS former Ohio State President Michael Drake said in his 2020 Vision Speech "The Ohio State University must be a national model of inclusiveness and diversity. From our student community to the hiring and promotion of faculty and staff, diversity must be recognized and celebrated as they find in core strength" [10]; and

WHEREAS Ohio State President Kristina Johnson said in her 2021 State of the University address "it is time to move beyond access to truly reflect the people we serve — to become a place that offers every Ohioan — of any gender, sexual orientation, race, color, religious belief or national origin — their very best opportunity at an amazing life" [11]; and

WHEREAS according to the Mission, Vision, Values, and Goals of Ohio State, the university understands "that diversity and inclusion are essential components of our excellence" [12]; and

WHEREAS the University Policy on Naming of University Spaces and Entities states "If at any time the university determines that the continued naming of a space or entity may compromise the university's integrity or reputation, the university may amend or remove the name, upon approval by the President and Board of Trustees and notification of the donor, if possible"; and

WHEREAS the important conclusion that "positive contributions to the university do not appear to outweigh this legacy of harm" led to the University of California, Berkeley's removal of the name of John Boalt from their Law School in 2020 for a racist role in the Chinese Exclusion Act of 1882 [13]; and

¹⁰ <https://www.osu.edu/features/2015/2020-vision.html>

¹¹ <https://president.osu.edu/speeches/sotu2021>

¹² <https://oaa.osu.edu/mission-vision-values-and-core-goals>

¹³ <https://news.berkeley.edu/2020/01/30/boalt-hall-denamed/>

WHEREAS the respected peer-review journal *Nature* reports “institutional renaming is only a first step towards universities examining their own racist legacies and becoming more inclusive” [14]; and

WHEREAS a resolution to implement a standardized process for the renaming of university buildings, structures, and entities on our campuses was passed with unanimous consent in the Undergraduate Student Government General Assembly on March 3, 2021 [15]; and

WHEREAS a process for renaming is provided by the University Policy on Naming with approval by the President or the President’s Cabinet and the Board of Trustees; and

WHEREAS the University Senate Steering Committee agreed to place this resolution on the Senate agenda at its March 11, 2021 meeting;

NOW THEREFORE

BE IT RESOLVED that the University Senate support the review of named buildings, structures, and entities that may compromise the university’s reputation or integrity and request the President and the Board of Trustees to support this review to ensure an inclusive and welcoming environment for all members of the university community.

¹⁴ <https://www.nature.com/articles/d41586-020-02393-3>

¹⁵ <https://osu.box.com/s/822hauz63cb724b1h05yxvdob5fpnsa8>