

# What is *Diversity* and *Inclusion*?

The University of Cincinnati recognizes a very broad and inclusive concept of diversity that includes commonly recognized considerations such as race, ethnicity, gender, age, disability status, socioeconomic status, gender identity and expression, sexual identity, sexual orientation, religion, and regional or national origin. Going forward, we want to emphasize that UC's concept of diversity will retain the capacity to grow with our understanding.

## Current Student Numbers\*:

White: 30,517 (68.9%)  
African American: 3,706 (8.4%)  
Asian: 1,391 (3.1%)  
Hispanic: 1,295 (2.9%)  
Two or More Races: 1,020 (2.3%)  
Ohio Residents: 34,803 (78.6%)  
Male/Female: 20,370/23,881 (46%/54%)  
On-Campus Residents: 5,201  
Gen-1 Students: 21%\*\*  
Average Age: 24.3

## Current Staff Numbers\*:

White: 2,767 (71.57%)  
Black or African American: 589 (15.24%)  
Non-US Resident: 167 (4.32%)  
Unknown: 139 (3.6%)  
Asian: 115 (2.9%)  
Hispanic: 52 (1.35%)  
Two or More Races: 23 (.59%)  
American Indian or Alaska Native: 10 (.26%)  
Native Hawaiian or Other Pacific Islander: 4 (.10%)  
Minority Faculty: 391 (19.5%)  
Male/Female: 1,388/1,014 (58%/42%)

\*All statistics from Fall 2015 Enrollment information  
\*\*For Undergraduates only

## Student Diversity & Inclusion Council

"Our purpose is to move our campus forward by promoting the voices and interests of students at the University of Cincinnati. We seek to create spaces for discussion to foster progress and create innovative approaches to bring students' issues to light."

"The University of Cincinnati recognizes the importance of diversity and inclusion on its campus, regardless of a student or faculty member's ethnicity, gender identity and expression, sexual orientation, religion, socioeconomic status, physical ability, or regional or national origin. UC continues to become a more inclusive community as it reaches out and provides resources for everyone that is a part of the Bearcat family."

## Contact Information

### UC Diversity & Inclusion

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Cincinnati OH 45221  
Phone: 513-556-8463  
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diversity@uc.edu

### Undergraduate Admissions

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# Diversity and Inclusion



As a part of the Third-Century Plan, President Ono and the University of Cincinnati as a whole have made a goal to increase diversity among both the student and faculty population, which has become a major priority for us. This has included many efforts on the part of the administration as well as these programs listed below.

## **African American Cultural & Resource Center**

The African American Cultural & Resource Center supports the mission of the University by recruiting, retaining, encouraging the successful matriculation and enhancing the growth and development of students at the University of Cincinnati. However, the Center's major focus is to address the academic, social, spiritual and cultural needs of the African American student population.

[ucaacrc@ucmail.uc.edu](mailto:ucaacrc@ucmail.uc.edu)

## **Center for Community Engagement**

The University of Cincinnati Center for Community Engagement (CCE) works to connect campus and the community through service. The CCE works with students, staff, faculty, and community partners to make a meaningful impact on our community while helping students learn to serve, and serve to learn.

[community.engagement@uc.edu](mailto:community.engagement@uc.edu)

## **Center for Race, Gender and Social Justice**

The Center for Race, Gender, and Social Justice provides experiential learning, research, and other opportunities for interdisciplinary inquiry that enhance the vibrant intellectual life at the College of Law.

[lawrgsj@ucmail.uc.edu](mailto:lawrgsj@ucmail.uc.edu)

## **Disability Services Office**

The Disability Services Office is dedicated to empowering students with disabilities through the delivery of reasonable accommodations and support services while educating the UC community to see beyond disabilities to the richness of inclusion.

[dso@uc.edu](mailto:dso@uc.edu)

## **Emerging Ethnic Engineers (E3) Program**

The Emerging Ethnic Engineers (E3) Program is a comprehensive, nationally respected program which seeks to increase the number of African-American, Latino/a, and Native American students in the College of Engineering while helping such students achieve excellence in college and beyond.

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# Offices and Programs

## **Office of Ethnic Programs & Services (EPS)**

The Office of Ethnic Programs & Services (EPS) embraces the ever-increasing diversity of the University of Cincinnati campus by: providing quality programs and services that enhance cultural, ethnic and racial awareness, supporting the needs of students of color, and building bridges between the university and the Cincinnati community.

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## **Gen-1 Theme House**

The Gen-1 Program helps first-generation, Pell-eligible students transition from high school into college, increasing their likelihood of successfully completing their freshman year and earning a degree. By helping these students to achieve academic, personal, and social success, this program transforms lives and enhances our community.

## **Just Community**

Just Community is a major initiative to create cohesiveness, appreciation for diversity and a sense of pride among students, faculty and employees at the University of Cincinnati. Just Community can be described as an ideal, a philosophy or a state of mind.

[diversity@uc.edu](mailto:diversity@uc.edu)

## **LEAF**

LEAF's goal is to increase the participation and advancement of women and minority faculty in STEM fields.

[leafstaf@ucmail.uc.edu](mailto:leafstaf@ucmail.uc.edu)

## **LGBTQ Center**

The LGBTQ Center supports students who identify as lesbian, gay, bisexual, transgender, queer, intersex or who are questioning their sexual orientation or gender identity. The office includes a LGBTQ resource library and a common safe space for educational, social and recreational programming related to LGBTQ student issues.

[leisan.smith@uc.edu](mailto:leisan.smith@uc.edu)

## **Putting Retention 1st in the Zest for Excellence (PR1ZE)**

The PR1ZE Mentoring Program is a faculty and administration support program for historically underrepresented minority students, particularly focusing on African American students.

[carol.tongemack@uc.edu](mailto:carol.tongemack@uc.edu)

A major goal of the University of Cincinnati is to "create and support a learning and work environment that reflects the university's mission which includes a commitment to excellence and diversity."

## **Racial Awareness Program (RAPP)**

RAPP - also known as the Racial Awareness Program - focuses on three areas: Intensive development programs, alumni engagement, and outreach.

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## **Striving to Transform, Enrich, Empower and Reward (STEER)**

The STEER initiative focuses on raising the retention rates of African American students at the University of Cincinnati. STEER provides African American students enrolled in the McMicken College of Arts and Sciences and majoring in Criminal Justice with African American mentors from P&G.

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## **Title IX**

The Title IX Coordinator oversees compliance with Title IX and handles inquiries regarding the university's policies that prohibit discrimination on the basis of sex.

[karla.phillips@uc.edu](mailto:karla.phillips@uc.edu)

## **UC Women's Center**

UC Women's Center creates equitable and safe environments on campus students through advocacy, research, and education.

[brandy.turnbow@uc.edu](mailto:brandy.turnbow@uc.edu)

## **Veterans Services**

Veterans Services are available to address the unique needs of students re-entering civilian life after deployment.

[vetcert@uc.edu](mailto:vetcert@uc.edu)

## **Women's Initiatives Network**

WIN has two current focus areas: supporting the professional development and advancement of UC women and improving work/life balance for all at UC.

[barbara.rinto@uc.edu](mailto:barbara.rinto@uc.edu)

## **Women in Science & Engineering**

Women in Science & Engineering (WISE) provides an environment for students to attain their full potential by engaging in activities with faculty and peers to promote their success in the science and engineering professions.

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