OLÉ 2020-2021 Report

President’s Letter

Mis queridos colegas y amigos:

It has been my great privilege to serve as president of OLÉ, the Organization of Latinx/Hispanic Employees at the Ohio State University over the past two years. These have been unprecedented years, with challenges that no one could have anticipated, and I am very proud and enthusiastic about the many accomplishments that were achieved despite the difficult circumstances. We started the year with great plans for a variety of in-person events that soon had to be canceled due to the Pandemic. Yet, I have witnessed the resilience, dedication, and strength of our community. In the face of challenge and adversity, we adapted and responded to the changing times, thanks to the dedication of our members, the desire to build community, and the arduous work of our many volunteers. We updated our Constitution, opened the topic of the organization’s name to discussion and invited our members to select a new name: OLÉ, that we proudly carry. We built a community with conversations, discussions, a book club and inviting people to engage through social media and through service. We promoted professional development with training activities. And we dove into the issues of recruitment and retention of Latinx and Hispanics at the Ohio State University, we look forward to increasing recruitment and retention in the years to come.

I am tremendously grateful to all the people that engaged with us over these years, who read our newsletter, who signed up to participate in our activities, and most of all, I am very thankful for all our volunteers, who helped us organize events, connect with others, grow.

I look forward to a continued return to campus and to a new sense of normalcy, with more in-person activities in the future. And most of all, I look forward to continuing our work towards making the Ohio State a more welcoming environment for the Latinx/Hispanic community and where all can fulfill their potential.

M. Monica Giusti

President of OLÉ (formerly OHLFS), 2020 -2021
Mission Statement

OLÉ serves as an employee resource group for all Ohio State University and Wexner Medical Center faculty, Classified Civil Service (CCS), and Administrative and Professional (A&P) staff who have self-identified as Latinx/Hispanic. The core mission of OLÉ is to foster advocacy and cohesion within the Latinx/Hispanic faculty and staff community through cultural, educational, and professional development initiatives. To accomplish its mission, OLÉ endeavors to:

- Foster cohesiveness within the Latinx/Hispanic Faculty and Staff community through cultural, educational, and professional development programs.
- Fulfill professional needs of our membership at Ohio State through professional training and valuable network building opportunities.
- Serve as a voice for Latinx/Hispanic professionals and bring visibility to the achievements and contributions of our Constituents to the larger Ohio State community.
- Support the University’s mission and goals on diversity with the recognition of the Latinx/Hispanic growth trends in the U.S.; maintain professional relations with central administration and serve as an advisement group to the University.
- Support the establishment of effective academic and cultural enrichment programs to recruit, retain and advance Latinx/Hispanic faculty and staff.

2020-2021 Goals

- Change our name from Organization of Hispanic/Latino Faculty and Staff (OHFLS) to a new name that would be more inclusive of our constituents.
- Rewrite Constitution and create Bylaws.
- Produce a biweekly newsletter.
- Increase our presence in social media and update website.
- Provide professional development, cultural, and social events for the OSU Latinx/Hispanic community to develop a sense of belonging and support.
- Collaborate with other OSU departments and/or organizations.
- Develop ways to streamline processes like using the event tracking tool and Teams.

2020-2021 Accomplishments/Activities

Over this period the OLÉ Executive Board prioritized establishing a foundation for the organization, revamping structure, and crafting templates for future use.

After asking the OLÉ community for name ideas and votes, the community elected to change the organization’s name to the Organization of Latinx/Hispanic Employees (OLÉ) from the previous Organization of Hispanic/Latino Faculty and Staff (OHLFS).

The Executive Board added new structure to the organization by creating committees with individualized focus and goals: Professional Development Committee (both staff and faculty), Cultural Committee, and Community Outreach Committee. Each committee was led by a volunteer leader to provide direction and communicate with the Executive Board.
Following the name change, the Executive Board did an extensive review of the previous Constitution and made edits to include new structures, policies, and procedures. The Executive Board created Bylaws necessary to detail operations of the organization.

During the 2020-21 reporting period, OLÉ organized and/or facilitated a total of 16 events (workshops, community outreach, conversations etc.), with an estimated 300 people engaged in these events. From hosting a conversation with the Latinx/Hispanic community about the struggle for racial justice, to Cocinando con la Abuela, our activities strengthened our sense of community and provided opportunities for supporting each other. The Bajada de Reyes was a chance to reach out to the community to feed families in need. Brainstorming sessions with HR helped us reflect on strategies to help attract, retain and promote members of our community at Ohio State. Book club discussions helped us reflect on the experiences of immigrants from Central and South America into the U.S.A. and about the diverse experiences of the Latinx / Hispanic community. During our Welcome Back event, and the Felices Fiestas celebration, we enjoyed Latinx and Hispanic trivia and food. We also supported other activities, such as the #OhioPonteLaMascarilla, #LatinxWear Masks campaign, to support efforts for a safe community.

For many of these activities we partnered with other organizations such as the Women’s Place, the Office of Diversity and Inclusion, and the Educational Studies Diversity Committee, at Ohio State University.

**FY22 Plans and Recommendations**

- Transfer of Leadership Roles to a newly elected Executive Board for the 2022-2024 term
- Continue with cultural and professional development programing (~2 events/semester)
- White paper about the issues surrounding recruitment and retention of Latinx/Hispanic Staff
- White paper about the issues surrounding recruitment and retention of Latinx/Hispanic Faculty
- Hispanic Heritage Month Celebration on September 29, 2022

Visit our website at [go.osu.edu/ole](http://go.osu.edu/ole).

And follow us on our social media pages in LinkedIn [https://www.linkedin.com/in/ol%C3%A9-the-ohio-state-university-27a36914a/](https://www.linkedin.com/in/ol%C3%A9-the-ohio-state-university-27a36914a/) and Facebook [https://www.facebook.com/OLEOSU](https://www.facebook.com/OLEOSU)
OLE Leadership Team – 2020-2021

OLÉ Executive Board Members – 2020-2021
M. Monica Giusti – President, elected
Marcela Hernandez – Vice-President, elected
Ivette Diaz – Treasurer, elected
Nicole Hernandez – Events & Engagement Officer, elected
Marcy Ramirez – Secretary, volunteer
Daniel Rodriguez – Communications, volunteer

Office of Diversity and Inclusion Liaison
Yolanda Zepeda – ODI Ex-Oficio member

OLÉ Committee Members - Volunteers
Ana Casado- Cultural Committee Leader 2021
Elena Foulis - Faculty Professional Development Leader 2020
Christina Herrera- Staff Professional Development Leader 2021
Veronica Herrera- Staff Professional Development Volunteer 2021
Juliana Huelshoff-Ahumada- Cultural Committee Leader 2021
Alyssa Maldonado- Newsletter editor 2020-2021
Cassie Rosita Patterson - Outreach Committee Leader 2020
Tiffiny Plasencio-Howard - Staff Professional Development Leader 2020

Additional Volunteers
Victoria Bertero – Outreach Committee Volunteer 2020
Sonia Giron – Outreach Committee Volunteer 2021
Nicole Nieto – Outreach Committee Volunteer 2020