



KIRWAN INSTITUTE
for the Study of Race and Ethnicity

AFFILIATED FACULTY AND STAFF INITIATIVE

OVERVIEW

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AFFILIATED FACULTY AND STAFF INITIATIVE

GOALS

As the work of the Kirwan Institute moves forward, we are interested in developing and building the organizational capacity of the Institute and enhancing both the reach and the depth of our scholarship and research. To do this we will maintain and build on existing relationships, but we also want to develop new relationships both inside and outside the University.

Tapping into the rich resources of faculty and staff who are involved in research, scholarship, instruction, administration, and service that meshes with the Institute's work is one way to mutually expand our capacity and to reach broader audiences. The Affiliated Faculty and Staff Initiative is designed to establish and nurture meaningful but relatively unstructured opportunities for cross-disciplinary collaboration with University faculty and staff who share common interests. These informal associations can provide a variety of mutual benefits including:

- Sharing research and subject matter expertise
- Stimulating creative thinking
- Fostering collaboration across disciplines
- Enhancing the quality of classroom instruction
- Energizing diversity and cross-cultural initiatives at the University

MEMBERSHIP BENEFITS

The Affiliated Faculty and Staff Initiative is designed to be mutually beneficial to the Institute and group members. In the true spirit of collaboration, the Institute will seek input from group members to develop and articulate a workable set of membership opportunities and resources that facilitate and energize the goals of this initiative. Some possible ideas include:

- Opportunities to participate in interdisciplinary brown bags and discussion groups
- Opportunities to write for the Kirwan Institute blog
- Opportunities to write for the Kirwan Institute newsletter, *UPDate*, and the E-newsletter
- Access to printed copies of Kirwan Institute reports and papers
- Recognition of membership on the Kirwan Institute website

MEMBERSHIP ACTIVITY

Through the Affiliated Faculty and Staff Initiative, the Kirwan Institute seeks to establish collaborative relationships with OSU faculty and staff who have a demonstrated interest in issues related to race, ethnicity, and social justice. Common interests create opportunities for meaningful collaboration. Accordingly, members should be engaged in research, scholarship, instruction, administration, or service that is clearly related to one or more of the Institute's central research themes (see pages 6 and 7). Voluntary membership activities include the following:

- Attend at least one Kirwan event each year
- Attend informal group meetings
- Mentor a junior faculty or undergraduate/graduate student for one year (at least six hours per academic term) in an area that connects substantively to research at the Kirwan Institute. These mentorship relationships are arranged and maintained by the faculty and staff members.
- Present a relevant aspect of the member's research, scholarship, teaching, administration, or service through a "brown-bag" or other presentation venue
- As needed and where appropriate, serve as an outside reviewer for proposals submitted to the Kirwan Institute Small Grants Program

The principal charge to the Kirwan Institute Affiliated Faculty and Staff Group is to partner with the staff of the Institute to identify and illuminate common research and policy interests, to facilitate and sustain meaningful interdisciplinary collaboration on research and policy initiatives, and to assist in promoting diversity, social justice and other democratic ideals throughout the University community.

KIRWAN INSTITUTE BACKGROUND, MISSION, AND VISION

BACKGROUND

The Kirwan Institute for the Study of Race and Ethnicity (originally conceived as “The Institute for the Study of Race and Ethnicity in the Americas”) was established at The Ohio State University in May of 2003. The Institute is named for William E. “Brit” Kirwan, former President of The Ohio State University, in recognition of his significant and successful efforts to champion diversity at the University.

MISSION AND VISION

The principal goals of the Kirwan Institute are to contribute meaningfully to the field of research and scholarship on race, ethnicity and social justice, to assist in reframing the way that we talk about, think about and act on race and ethnicity and to elevate diversity so that we can envision and realize a society that is fair and just for all people, where opportunity is not limited by race, ethnicity or class, where democratic ideals inform social policy, and where all people recognize and embrace the universal responsibility that each person has for the welfare of every other person.

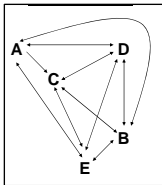
The Institute also focuses on the interrelatedness of race and ethnicity with other factors such as gender, class, and culture and how these are embedded in structures and systems. Collaboration with other institutions and organizations around the world and ongoing relationships with real people, real communities and real issues are a vital part of our work. These relationships serve a dual function: they ensure that the Institute’s research is relevant and informed by those actively engaged in applied work, and they enable us to make our research available to those who can directly apply it to policy change.



KIRWAN INSTITUTE – CENTRAL RESEARCH THEMES

STRUCTURAL RACIALIZATION

The term “racism” is commonly understood to refer to instances in which one individual targets others for negative treatment because of their skin color or other group-based physical characteristics. This individual-centered view of racism is too limited. If we look at our society as a complex system of organizations, institutions, individuals, processes, and policies, we can see that many factors interact to create and perpetuate social, economic, and political arrangements that harm people of color and our entire society. The institute’s structural racialization approach highlights the degree to which, and means by which, these system-level dynamics shape important outcomes.



TRANSFORMATIVE AGENDA AROUND RACE

It is vital to encourage critical analysis on race, ethnicity, and other forms of hierarchy. However, this analysis is not a communications strategy or a framing strategy. It is not enough to say that we must talk about race. That is only the first step. Through a “transformative agenda,” the institute explores new ways to think about, talk about, and act on race so that race is no longer seen as a necessary divide, but something that can help define and release our human collective creative capacity.

OPPORTUNITY COMMUNITIES

Opportunities in our society are geographically distributed and often clustered throughout metropolitan areas, creating clusters of “high” and “low” opportunity neighborhoods. A person’s location within this “web of opportunity” plays a decisive role in determining his or her life-long potential. Fair access to opportunity structures—including high-quality education, affordable housing, adequate health care, safe neighborhoods, and sustainable employment—is limited by spatial arrangements and regional dynamics such as exclusionary zoning, poverty concentration, segregation, fragmentation, and sprawl. A central goal of our opportunity communities work is to strengthen the connection between people of color and the many opportunity structures that exist throughout metropolitan areas.

DIVERSITY

Our research and scholarship on diversity is stimulated by the understanding that while diversity is essential to a healthy democracy and economy in the United States, America’s public and private institutions have not yet achieved full, meaningful diversity, and the gains that have been made are under attack. The institute’s research and scholarship on diversity has three main goals: developing strategies to illuminate the value of diversity in our society, supporting equal opportunity in education and employment, and affirming the value of diversity in higher education.

K-12 EDUCATION AND SCHOOL INTEGRATION

Studies have consistently shown that the more racially isolated a school is, the fewer resources it has—when the isolated population is black or brown. Segregation is directly correlated with low student performance and low graduation rates, yet time after time, strategies that would redress the problems associated with segregation—metro-wide school districts, tax-sharing plans, mobility strategies and fair-share housing programs—are strongly resisted. Policies that contribute to the concentration of poverty, the segregation of communities by race, and the diminished hope that results from lack of choice and opportunity must be replaced with a renewed commitment to equality and fairness in our society as a whole. The issues of school and housing segregation need to be linked and addressed on a regional and national level. The Kirwan Institute uses its expertise in research, policy analysis, geographic analysis and communication to illustrate the severity of economic and racial segregation in our schools and the causes and consequences of this segregation for our families and our future.

INTERNATIONAL PROGRAM

The central objectives of the Institute's international work are 1) to assess mechanisms that can empower marginalized groups to influence political action at the local, regional, national, and international levels so that they gain equitable access to jobs, education, health care, security, and other basic services, and 2) to explore strategies to manage and mitigate conflicts over language, religion, culture, ethnicity, and race.



KIRWAN INSTITUTE FOR THE STUDY OF RACE AND ETHNICITY

AFFILIATED FACULTY AND STAFF INITIATIVE

HOW TO BECOME A MEMBER

If you are a full-time OSU faculty or staff member who is involved in research, scholarship, instruction, administration, or service that connects to one or more of the central research themes at the Kirwan Institute and you are interested in partnering with the Institute through the Affiliated Faculty and Staff Initiative, please download the short information form at

www.kirwaninstitute.org/about-us/get-affiliated/affiliated-faculty-staff.php

If you have questions or comments about the Kirwan Institute Affiliated Faculty and Staff Initiative, please contact Tom Rudd, Senior Researcher, at 247-8458 or rudd.35@osu.edu.



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