

DIVERSITY

at UGA.

NEWS FROM THE OFFICE OF INSTITUTIONAL DIVERSITY AT THE UNIVERSITY OF GEORGIA

Volume 18 • No. 1 • Fall 2018



A message from Michelle Garfield Cook Vice Provost for Diversity and Inclusion and Strategic University Initiatives

This newsletter seeks to highlight and celebrate the diversity throughout the University of Georgia community. In doing so, stories and photos provide a snapshot of the vitality within this community. But as an institution, we always strive to move beyond the numbers; beyond the representation and demographics of diversity. We want a community that is inclusive of diverse individuals and experiences. A community where people—all people—feel comfortable, engaged and respected. To achieve this, we must each recognize our unique contribution to diversity and inclusion.

The late Aretha Franklin once said, “I think it would be a far greater world if people were kinder and more respectful to each other.” While simple in so many ways, the realization of a kinder and more respectful world continues to elude many. At the University of Georgia, we have much to be proud of, and one critical attribute of our community is our shared effort toward that greater world.

This fall we have had the opportunity to show our heartfelt respect and ongoing gratitude to

COOK CONTINUED ON PAGE 7



Mary Frances Early (right) with UGA President Jere W. Morehead at the unveiling of a portrait that honors her achievements and is now prominently displayed in the Administration Building.

Mary Frances Early recognized by UGA in series of honors

Mary Frances Early, the first African American to receive a degree from the University of Georgia, is being honored in a series of accolades celebrating her life and career.

Early was honored in September at a premiere screening of a documentary based on her life story. *Mary Frances Early: The Quiet Trailblazer* was screened at an Atlanta event that included UGA officials, alumni, and friends and family of Early. The film chronicles Early's role in opening the door of educational opportunities to African Americans.

“Ms. Early has made a profound impact on the lives of countless individuals throughout her life,” said UGA President Jere W. Morehead at the Sept. 11 screening. “This documentary will continue to honor her pioneering and trailblazing path, which is still being felt across the state of Georgia.”

UGA continued celebrating Early's life and achievements by unveiling her portrait during a ceremony on Oct. 10. The portrait has been installed in The Gordon Jones Gallery of the Administration Building.

“I am so excited about this portrait,” said Early. “I am deeply humbled and honored, and so grateful to be recognized in this way. It's really quite a tribute.”

In addition to her most recent honors for her achievements and service, Early received one of UGA's highest honors, the President's Medal, in January 2018. Five years prior, Early was awarded an honorary Doctor of Laws degree from the University of Georgia.

Early earned a master's degree in music education from UGA in 1962 and returned in 1964, earning a specialist in education degree in 1967. Early served as music director for the Atlanta Public Schools system and in 1981 became the first African American president of the Georgia Music Educators Association. She also taught at Morehouse College and Spelman College and served as chair of the music department at Clark Atlanta University.

To read the “Georgia Groundbreakers” profile of Early, visit <https://t.uga.edu/4oH>

UGA receives national diversity award

Over the past year, University of Georgia students, faculty and staff fanned across the state to help recruit historically underrepresented and first-generation students to the birthplace of public higher education. On campus, new programs were launched to promote the academic success of students from rural areas and to broaden the pipeline of students pursuing advanced STEM degrees.

These efforts, among many others, have been recognized at a national level through the 2018 *INSIGHT Into Diversity* Higher Education Excellence in Diversity Award. The HEED Award is the only national recognition honoring colleges and universities that exhibit outstanding efforts and success in the area of diversity and inclusion, and 2018 marks the fifth consecutive year that UGA has been honored.

“I am proud that the University of Georgia has been recognized nationally for the fifth consecutive year with the HEED Award,” said President Jere W. Morehead. “A diverse and welcoming environment strengthens a university in innumerable ways, and I am grateful to our faculty, staff and students for their ongoing commitment to fostering a more inclusive community.”

Since January 2017, UGA donors have created more than 280 need-based scholarships through the Georgia Commitment Scholarship program, through which the UGA Foundation matches—dollar for dollar—individual donations of \$50,000, \$75,000 and \$100,000 to double the impact of these endowed need-based scholarships.

New Approaches to Promote Diversity and Inclusion grants, an initiative of the President’s Office, have funded 21 programs in units across campus, including career mentoring and targeted efforts in fields such as law, pharmacy, veterinary medicine and engineering.

“The enthusiasm with which members of the campus community embrace diversity in its many forms is inspiring,” said Michelle Cook, vice provost for diversity and inclusion and strategic university initiatives. “There is a real understanding that each of us plays a role in making this university the very best that it can be.”

New ALL Georgia scholarship and program serves rural students

The University of Georgia has introduced a new scholarship for exceptional students from rural Georgia as part of the new ALL Georgia program.

Part of President Jere W. Morehead’s strategic initiatives, the ALL Georgia scholarship provides financial aid for six outstanding students matriculating to UGA from rural Georgia each year. The scholarship is renewable for up to eight semesters and is part of the ALL Georgia Program, which supports all students from counties classified by the U.S. Census Bureau as predominantly rural and who may or may not have financial need with a network of resources through partnerships with a variety of departments across campus. Some 3,700 students are eligible for the ALL Georgia program network.

“Our data shows that students hailing from rural areas of Georgia face different challenges as they transition to the university,” said Vice President for

Instruction Rahul Shrivastav. “The ALL Georgia Program supports students from rural Georgia and ensures that they have the same opportunities for success at UGA as their peers.”

Through the ALL Georgia program, the Division of Academic Enhancement, the Division of Student Affairs and Public Service and Outreach, among other offices, collaborate to promote common experiences, such as Freshman College Summer Experience, Dawg Camp and Scholar Success Days, for rural students.

“We are excited to bring together this network of resources from across campus to support these exceptional students,” said Victor Wilson, vice president for student affairs. “Immersive experiences like Dawg Camp and Freshman College help students make meaningful, lasting connections and aid in their transitions from rural home communities to Athens and campus life.”



Students in the Road Dawgs program dedicate their spring break to visiting high schools to discuss college preparation and life at UGA.

Read more at <https://t.uga.edu/4sW>

Read more at <https://t.uga.edu/4sX>

UGA partners with Clarke County schools to launch Georgia Possible

The University of Georgia has partnered with the Clarke County School District to launch Georgia Possible, a new three-year pilot program focused on leadership development and college readiness for CCSD high school students.

The goal of Georgia Possible is to develop a cohort of high school students to better prepare them for success in the classroom while also increasing their awareness of the variety of postsecondary options available beyond high school graduation.

The program was inspired by a series of meetings that UGA President Jere W. Morehead held with Athens-Clarke County community members and is being spearheaded by a team of faculty from CCSD, UGA’s J.W. Fanning Institute for Leadership Development and the Office of the President.

“I am delighted that the University of Georgia and the Clarke County School District have joined together to create this innovative program,” said Morehead. “As a land-grant institution, we are continually looking for ways to build on our relationship with community partners and help to ensure a bright future for students in our state.”



Clarke County students do a team building exercise during the first session of the Georgia Possible youth leadership development program.

AMAZING STUDENTS: Trisha Dalapati

Foundation Fellow Trisha Dalapati, a fourth-year student double majoring in biochemistry/molecular biology and anthropology, finds joy in learning about different cultures, specifically in a clinical setting. Her studies in anthropology have led to opportunities to explore culture in various environments, including working in a lab in the Center for Tropical and Emerging Global Diseases and studying abroad in Bali.

My favorite professor is...

...there are many things that make UGA special, but what makes it an excellent institution of higher learning are the professors. These professors have helped me lay the foundation to building scholarship, and it’s impossible to pick one as a favorite.

Read more at news.uga.edu/trisha-dalapati/

AMAZING STUDENTS: Denzell Cross

Ford Foundation Fellowship recipient Denzell Cross, a Ph.D. student in ecology and integrative conservation, is passionate about bringing innovation and creative thinking to urban water conflicts. After graduation, he plans to pursue a postdoctoral position with an emphasis on research investigating the impacts of urbanization on the structure and function of aquatic communities.

I chose to attend UGA because...

...of the Integrative Conservation (ICON) program... The goal of the program fell in line with my desire to conduct research in water resources while also interacting and engaging with stakeholders that heavily relied on them, whether it be through management or policy.

Read more at news.uga.edu/denzell-cross/



CAMPUS SCENES



Above: Students in the Destination Dawgs program pose with Hairy Dawg.

Right: Members of the Brazilian Student Association welcome new students to campus.



Right: Members of the Hispanic Student Association host Fútbol Fiesta, a soccer social event.

Below: Students from the Caribbean Student Association show pride wearing various flags.



Above: A member of the Pamoja Dance Company recruits new students at the activities fair.



Above: Members of the Chinese Culture and Language Association gather together for the start of the new semester.

Right: Students in the Black Male Leadership Society get inducted into the executive board.



Above: Members of the Black Theatrical Ensemble participate in a workshop with author and artist Ashley Harris (center in pink).

Left: Members of the Filipino Student Association attend a general body meeting.



Above: Members of the Arab Cultural Association kick off the new school year with a welcome celebration.

Right: An LGBT Resource Center Ambassador shows her pride.

Below: The Indian Student Association hosts its annual Fall Fling.



Above: Members of the African Student Union host a Cakes and Crafts social event.

Right: A member of the Turkish Student Association plays a game at a picnic gathering.



DIVERSITY RESOURCES

Students

Office of Institutional Diversity
diversity.uga.edu

Multicultural Services and Programs
msp.uga.edu

International Student Life
isl.uga.edu

Disability Resource Center
drc.uga.edu

LGBT Resource Center
lgbtcenter.uga.edu

Connections: Student Academic Support Program
diversity.uga.edu/index.php/programs/article/connections

Student Veterans Resource Center
svrc.uga.edu

Faculty

Equal Opportunity Office
eoo.uga.edu

Black Faculty Staff Organization
www.facebook.com/BFSOUGA

Certificate in Diversity and Inclusion
diversity.uga.edu/index.php/programs/article/diversity-and-inclusion

Human Resources
hr.uga.edu

UGA GLOBES
ugaglobes.wordpress.com

Embracing Diversity

“If anybody has been embraced by the University of Georgia, it’s been me,” said Paige Carmichael, professor of veterinary pathology and keynote speaker at the UGA Embracing Diversity event, held Sept. 6 at the Chapel. “I want to thank this university for not only meeting the challenge of not just tolerating or accepting but truly embracing diversity.”

The Embracing Diversity program celebrates the value of diversity and inclusion, recognizes employees who completed requirements for the voluntary Certificate in Diversity and Inclusion and presents scholarships to outstanding students.

UGA President Jere W. Morehead echoed the value of appreciating diversity.

“This university, as America’s first state-chartered university, is a place where all of our experiences should be valued and celebrated,” Morehead said. “It’s a place where the expression that each of you has should be nourished and supported. It’s a place where each and every one of us plays a role, however small or large, in ensuring that we take positive steps forward that will benefit not only this community, but our society in general.”

Michelle Cook, vice provost for diversity and inclusion and strategic university initiatives, also spoke about the importance of diversity to the campus community.

“Today, as we join together as a campus community, we affirm that diversity and inclusion are shared values at the University of Georgia,” she said. “The power of diverse experiences, backgrounds, cultures and perspectives is evident in how we each contribute to the intellectual and educational enterprise at UGA.”

Scholarships are awarded as part of Embracing Diversity. The Black Alumni Association Scholarships, sponsored by the UGA Alumni Association, were awarded to first-year students Afokeoghene Egberi, Camille Jones, Alyssa Nesmith and Clarence Ogbuefi. Diversity Scholarships, sponsored by the UGA Athletic Association, were awarded to first-year students Brianna Henderson and C’ayanam Obiekwe.

Nearly 70 UGA employees were recognized for earning the UGA Certificate in Diversity and Inclusion, presented to UGA employees who voluntarily completed six courses covering a variety of diversity-related areas. The certificate program is a partnership of the Office of Institutional Diversity, the Training and Career Development Center and other diversity-related offices and programs at UGA.



Recipients of the Certificate in Diversity and Inclusion at the 2018 Embracing Diversity event

FOCUS ON FACULTY



Juan Meng

Juan Meng, an associate professor in the Grady College of Journalism and Mass Communication, gives students hands-on learning experiences that help them develop into leaders in public relations.

What do you hope students gain from their classroom experience with you?

I hope my PR students understand the meaning and the role of leadership in public relations practice. I hope their learning journey with me inspires them to be visionary, future-oriented, lead under diversity and transform diversity into competitive advantages, no matter in a classroom setting or in public relations practice.

Read more at news.uga.edu/juan-meng/



Edward Delgado-Romero

Edward Delgado-Romero, a professor and associate dean in the College of Education, says his ideal student is someone who views the classroom as just the starting point to their learning.

What are your favorite courses and why?

I’ve taught in the First-Year Odyssey Seminar program for many years, and I love introducing first-year students to UGA. I teach out of a commitment to the material, and my favorite classes are those where the students focus on the intrinsic reward of learning rather than grades. Classes are just gateways to bigger things, and I like when I form relationships with students that span their careers.

Read more at news.uga.edu/edward-delgado-romero-2/

Paving the Way: The Goizueta Foundation

Jessica Vale knows firsthand the impact that the Goizueta Foundation has on making the dreams of attending college a reality.

The Goizueta Foundation, an Atlanta-based philanthropic organization and longtime supporter of UGA, offers scholarships and financial support to help identify, develop and recruit prospective and transfer students of Hispanic/Latino decent.

“The Goizueta Foundation Leadership Scholarship essentially got me to where I am today,” says Vale, a 2017 graduate. “This scholarship allowed me to attend the University of Georgia for four years and led me to help the Latino/a community through the Hispanic Student Association and the Goizueta Ambassadors Program.”

One of the initiatives derived from the Goizueta foundation is the Goizueta Ambassadors Program. This year 15 outstanding students are participating in the program, through which they serve as leaders on campus and in the community. Along with engaging in leadership events on campus, they participate in a variety of outreach programs that inspire prospective students.

Goizueta Ambassadors play a key role in the University’s Gear Up for College program, which brings students from middle schools with a large number of Hispanic/Latino students to UGA for college access workshops and networking with students and faculty who have similar interests. Gear Up for College has hosted students from 15 middle schools across the state since 2012 with the support of the Goizueta Foundation. In 2015, the program was recognized by the White House and placed in the federal government’s Bright Spots in Hispanic Education National Online Catalog, which highlights exemplary efforts to support Latino educational attainment and excellence. Goizueta Ambassadors are active in community outreach, as well, and participate in an annual day of service in partnership with the Salvation Army and its Angel Tree Program.

Since 2014, the number of incoming first-year students who self-identify as Hispanic has increased by 31 percent. Programs such as the Goizueta Ambassadors Program are committed to creating a student body that is more reflective of Georgia’s diverse population.

“The Goizueta Foundation is a key partner in helping UGA improve lives and communities across our state and develop leaders who represent Georgia’s diverse population,” said UGA President Jere W. Morehead. “We remain deeply grateful to the Goizueta Foundation for their ongoing support of the University of Georgia and our deserving students.”



The Goizueta Ambassadors serve as campus and community leaders.

COOK CONTINUED FROM PAGE 1

Ms. Mary Frances Early, the university’s first African-American graduate student and the first African-American to graduate from UGA. As we have celebrated Ms. Early’s legacy, we continue to celebrate our institutional trajectory of progress and inclusion. Her commitment to a greater world was reflected in her acts of courage and bravery. Her legacy calls upon each of us, members of the Bulldawg Nation, to be courageous in our commitment as well. Her story is one of an individual doing their part to promote equity and fairness. And fortunately she is not alone. Faculty, students, programs and initiatives throughout the University are engaged in this courageous work.

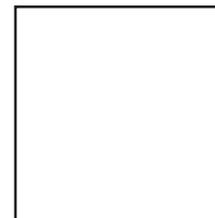
We are particularly excited about programs such as ALL Georgia, which provides scholarships and support for students from rural parts of Georgia. Ensuring that these students have the necessary financial, academic and social support to be fully engaged members of our community is critical to building a greater world. Here in Athens, a collaboration between the University of Georgia and the Clarke County School District will focus on leadership development and college readiness to help high school students be successful now and in the future. The program, known as Georgia Possible, recognizes that an important aspect of building diverse and inclusive communities is creating pipelines for continued success.

Creating an inclusive university campus is a shared value and requires the active engagement of individuals across the community. Embracing Diversity, the campus-wide celebration of diversity and inclusion, is also a celebration of the UGA faculty and staff who have completed the Certificate in Diversity and Inclusion. Nearly 70 people were recognized for completing the program. The commitment of these folks, along with the hundreds of others who have completed or are in the process of completing the certificate program, is vital to our shared future as an institution. These individuals walk in the footsteps of pioneers such as Ms. Mary Frances Early as they commit to doing what they can to bring us closer to that greater world. There is never enough room in this newsletter to highlight all that is being done at UGA to promote diversity and inclusion. Often the most impactful acts of community are not the subject of news releases and are never printed or widely shared. We each have the most impact in our day-to-day interactions with others as we strive to demonstrate kindness and r-e-s-p-e-c-t.

DIVERSITY

at UGA®

210 Holmes-Hunter Academic Building
The University of Georgia
Athens, GA 30602-6119
(706) 583-8195 / Fax (706) 583-8199
diversity.uga.edu
RETURN SERVICE REQUESTED



Michelle Garfield Cook, Vice Provost for Diversity and Inclusion and Strategic University Initiatives
Angela Birkes, Director, Peach State LSAMP
Dominique Quarles, Director of Diversity and Inclusion
Gabriel Jiménez Fuentes, Coordinator, Student Academic Success
Shonte Wallace Matthews, Coordinator, Faculty & Staff Development
Vanessa Smith, Coordinator, Programs & Outreach
Joan Pittman, Fiscal Affairs & Office Manager
Arkedia Raines, Business Manager, Peach State LSAMP
Sonya Sinkfield-Dixon, Administrator Coordinator
Camie Williams, Editor
Abbey Miner, Editorial Assistant



**UNIVERSITY OF
GEORGIA**

Giving to the Office of Institutional Diversity

A contribution to the Office of Institutional Diversity (OID) will help support a variety of initiatives that foster diversity at UGA.

OID provides and supports programming, such as recruitment and retention efforts, diversity scholarship funding, pre-collegiate learning opportunities, and faculty and student mentoring events.

Please contact us at (706) 583-8195 or at diverse@uga.edu to discuss ways to give and we will work to ensure your charitable giving needs are met.

To donate online, go to diversity.uga.edu/index.php/about/giving.

Checks should be made payable to the UGA Foundation and designated for OID on the memo line.

Please mail checks to:

UGA Office of Institutional Diversity
c/o Business Manager
210 Holmes/Hunter Academic Building
Athens, GA 30602-6119