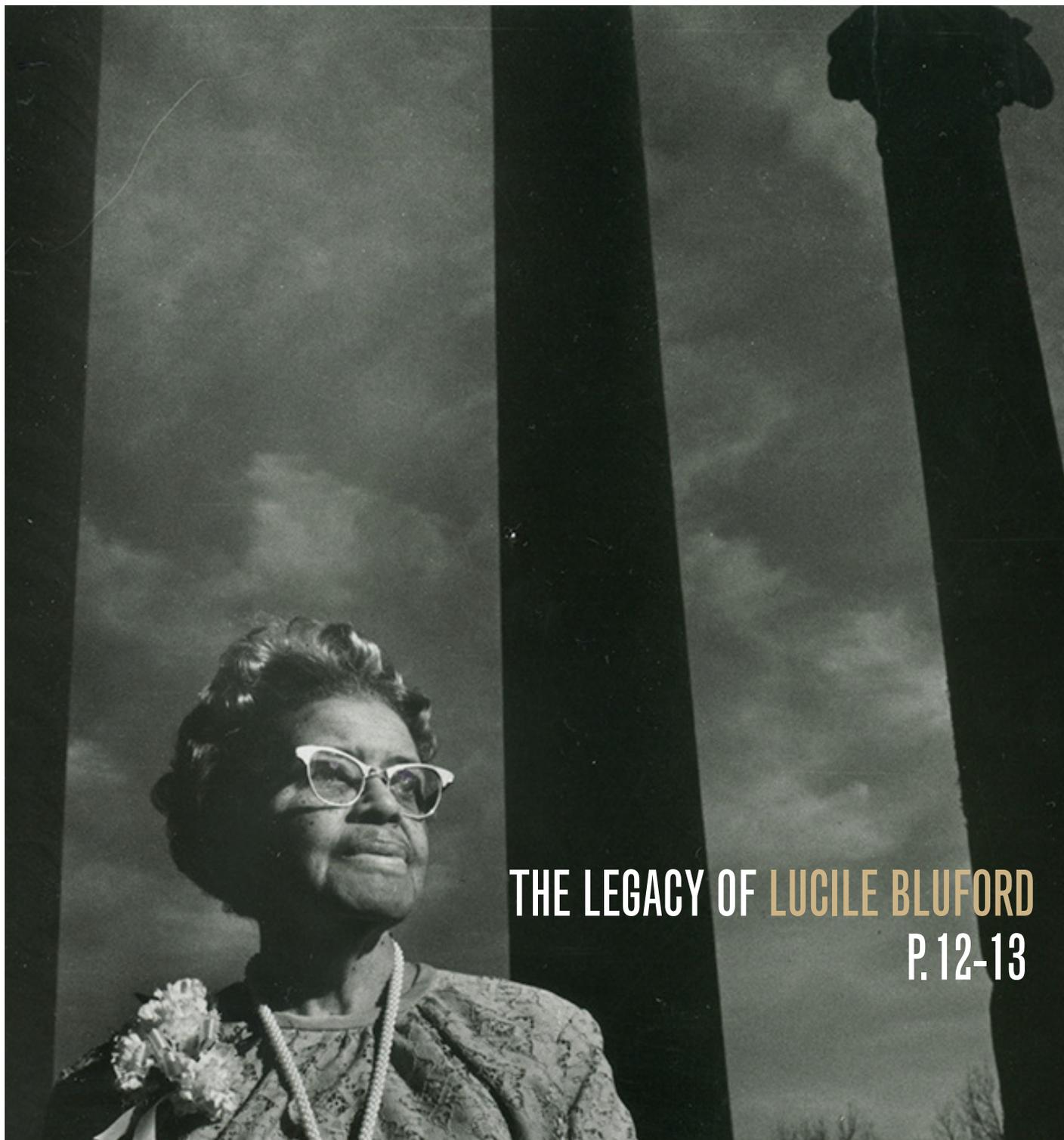


# identify

BIANNUAL PUBLICATION FROM MU INCLUSION, DIVERSITY & EQUITY

SPRING 2018 | ISSUE 2



THE LEGACY OF **LUCILE BLUFORD**  
P. 12-13

# identify

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*“This campus community continues to take a collaborative approach to engagement and dialogue around important matters of inclusion.”*

**W**ELCOME TO ANOTHER issue of IDENTIFY. Stories about inclusion, diversity, and equity (IDE) champions are featured in this spring issue, which infuses themes around accessibility, social justice, education and more. In future editions, this introductory section will feature other campus community members who support inclusion within their spheres of influence and offer insights into this important work through their lens.

As you will notice in the pages ahead, this issue of IDENTIFY is considerably larger than the previous one, because our editorial team elected to expand coverage of inclusive practices and activities for this issue. Many thanks to our collaborative partners, both locally and nationally, for joining IDE on this journey. This campus community continues to take a collaborative approach to engagement and dialogue around important matters of inclusion, and I believe this approach will be integral to improving the sense of community and belonging that our campus community needs to thrive.

To learn more about how IDE is supporting the campus community and Missouri's citizenry, visit [diversity.missouri.edu](http://diversity.missouri.edu). Enjoy this edition of IDENTIFY.

Sincerely,

Dr. Kevin McDonald  
Vice Chancellor, IDE

# MAKING MOVES

## Seeing the light: Student curator brings fresh vision to Sager Braudis

Words by AARIK DANIELSEN

**T**he greats have gathered in the main room at Sager Braudis Gallery. As part of the venue's now-annual Masters Exhibit, six women who contributed mightily to 20th-century surrealism and abstraction — even if, in some cases, the impact is only now being felt — grace the walls.

Pass through a threshold into the gallery's smaller "Hallery" space and you'll find an exhibit that is more modest in scope and size, featuring work by artists whose stories certainly are still being written.

The curator of that exhibit, University of Missouri senior **Kat Cua**, doesn't feel an ounce of intimidation at placing her vision in such close proximity to modern masters. She wouldn't have it any other way.

"I just think it's doubly powerful," Cua said. "... We're making space for people who haven't had their opportunity in here, or have been slighted by this sort of institution."

### GETTING TO THE JOB

Indeed Cua's exhibit — titled *As I Am* — complements the Masters Exhibit by centering the personhood and worth of people who might once have seen the fine-art world as a distant dream.

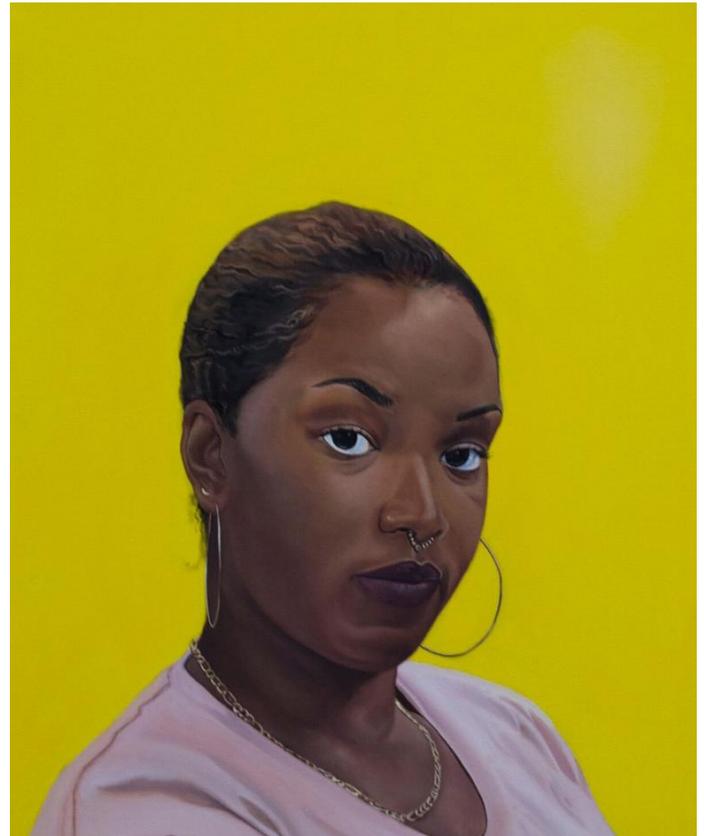
Cua once was one of those people too. She grew up in suburban Chicago, part of a family whose members have pursued careers in medicine and technology. She recalls always being interested in art, but never recognizing its potential as a career path.

She came to MU to study journalism and "would pepper" art history classes "into my schedule" as she had time. Eventually she had amassed enough credits to add an art history major.

"It was something that I wanted to do all the time. So I tried to find a way to do it all the time," Cua said.

Doing it all the time has included a two-year curatorial fellowship with The Nelson-Atkins Museum of Art in Kansas City and an internship with Sager Braudis. It was only as Cua learned about curation that she realized she had what it took to do the job.

Her qualifications were more immediately evident to others



### BEHIND THE SCENE

Cua's aesthetic tastes and critical thinking have evolved over a short period of time.

Initially she responded to strictly European, representational art. The more she saw and studied, the more she became enamored with conceptual work.

"The art isn't what you're seeing, but rather the ideas behind it," she said of what drew her.

To Cua, the power of an image to provoke thought or inspire change is unmatched. As she continues her pursuits, she wants to focus on breaking down any of the real or perceived barriers that keep all kinds of people from interacting with all kinds of art.

"You shouldn't have to come from a certain family, you shouldn't have to have the right education, in order to access these ideas and these objects," she said.

The need for this sort of two-way visibility animates *As I Am*. The show consists of work by four artists: Helen Hawley, Laura Baran, Jarvis Boyland and MU graduate **Simon Tatum**.

The work on display, in some way, provides an entrance into a conversation about exceptionalism and communities of color. It's a conversation that Cua, a child of Filipino immigrants, has been

# MAKING MOVES



having with herself for quite some time.

"Growing up as a child of immigrants and growing up as an Asian-American and being charged with the sort of 'model minority,' I had spent all this time growing up trying to figure out why I'm so uptight. I just thought it was something that was self-inflicted, something that was just a part of my nature," she said.

Reading the thoughtful commentary of Nigerian-born artist Toyin Ojih Odutola crystallized Cua's understanding and sparked her imagination. She reckoned, as so many people of color do, with a world that expects them to excel in order to be seen.

For Cua, that expectation had taken the shape of doing justice to her parents' sacrifices.

"They didn't leave their home country to fumble through a new culture and a new language for me to fall flat, essentially. They didn't risk it all for that," she said.

Cua is actively making peace with those concerns — "It's not a burden, but it is a weight," she said — and the work in *As I Am* is helping. Each piece conveys the inherent value of its subject, and their right to take up space simply because they can. The people in each portrait are "not doing anything remarkable, just existing," Cua said.

Hawley and Baran's work, especially represents an "elevation of the regular person ... celebration of the ordinary." Cua returned time and again to Boyland's work, "Girl with the Hoop Earrings," a piece created in dialogue with Vermeer's famous "Girl with a Pearl Earring."

In the Chicago painter's work, a young black woman is treated with the reverence she deserves and portrayed as beautiful and formidable. Cua deliberately placed Boyland's piece at the exhibit's entrance; the hoop-earring wearing girl is the right person to welcome viewers into the show.

"She holds her gaze, it's very confrontational," Cua said.

In Cua's curation, another group of greats has gathered. Everyday greats. Icons of the normal. Saints of the mundane. Along with the artists she has programmed, she has properly estimated the worth of underseen people. And she has left significant shoes for her more experienced Sager Braudis colleagues to fill.

"Kat's social consciousness has raised the bar for all of us," Reeves said. "Her take on curation is pretty activist; she's going to use any platform she has to make a statement."



*Originally published in the Columbia Tribune*

## University of Missouri researcher and educator Dr. Chiswili Yves Chabu studies cell communication to gain insights into health and disease

Words by MEG PHILLIPS CRESPI

**A** developmental and tumor biologist, Chabu uses approaches based in genetics, cell biology and molecular biology to examine how cells communicate with one another. He then applies that information to gain a deeper understanding of how body tissues develop normally –as well as how cell-to-cell interactions can promote tumor growth and the spread of cancer.

Chabu utilizes fruit flies in his studies. Because these insects are so well understood by the scientific community, Chabu is able to manipulate healthy and cancerous cells in living tissue, then use live imaging to watch how the cells interact. The insights he is gaining are helping expand the medical community's knowledge of tumor biology.

In addition to his research, Chabu is a dedicated educator. "I want students to know that irrespective of their challenges, academic or cultural, they will find in my class a professor who is committed to their learning and is passionate about science and wants to inspire a new generation of scientists" he says.

Chabu has received multiple recognitions for his work, including the American Association for the Advancement of Science's Award of Excellence.

Dr. Chiswili Yves Chabu is an assistant professor of biological sciences in the College of Arts and Science.

## MU uses an online program to build up university students' self image

Words by CAMERON R. FLATT

**A**t least 30 million Americans have had an eating disorder at some point in their life, according to the Eating Disorder Coalition. The holiday season can make these disorders even worse.

The holidays are generally a difficult time of year for many people, said S. Craig Rooney, director of behavioral health services for the MU Student Health Center.

"They bring up comparisons between our perceived reality and idealized images of self and family," Rooney said in an email. "For people struggling with body image and eating behaviors, the holidays can be especially difficult because so many activities and traditions are centered around food."

To help students with their mental health, the MU Health Center offers an online program all about self-image.

The program, called "Body U," begins with an online evaluation that helps the system understand the user's behavior and self-image, according to the Body U website. The system then creates a custom eight- to 10-week program with different guided self-help modules with online coaches or counselors that cover general fitness, healthy eating habits, coping skills, anxiety/stress reduction and self-evaluation.

Potential benefits from the program listed on Body U's site include:

- Better eating habits.
- Improved body image.
- Better general mental health.
- A 50 percent reduction in disordered eating habits.

Body U was created through the Healthy Body initiative, a joint effort including researchers from Washington University in St. Louis and Stanford University for a national study funded by the National Institute of Mental Health, Rooney said. The MU Student Health Center acts as a local resource in case a student requires more serious attention, such as if a student shows signs of anorexia.

"Because many college students are comfortable with digital formats and may not be ready to seek help face to face," Rooney said, "and because eating disorders can be among the most dangerous of mental health diagnoses, MU Student Health Center believes this is an innovative partnership in trying to get services to students who may be suffering alone."

MU started using the program in the fall of 2014. Since then, students have completed over 2,000 screenings, with 48 indicating the likelihood of anorexia nervosa, Rooney said.

If the Body U system thinks the user shows signs of anorexia, it prompts them to contact the MU Student Health Center for treatment.

"The hope is that the Body U screening may help some students become aware that they likely need a higher level of in-person intervention," Rooney said.

**Body U is available at [bodyu.golantern.com](http://bodyu.golantern.com) or as an app for smartphones.**

*Originally published in the Columbia Missourian*

## UM researchers awarded \$450,000 grant to study 'flipped classrooms'

Words by WAVERLY COLVILLE

A team of University of Missouri researchers will use a half-million-dollar grant in order to study a new, opposite-style teaching method called "flipped classrooms."

Flipped classrooms are when teachers send students home with a video of a lecture, question or problem and then use class time to work on homework, projects or discussions. The \$450,000 grant paying for the study came from the National Science Foundation.

Principal investigator **Zandra de Araujo** and co-principal investigator **Samuel Otten**, along with **Ze Wang, James Tarr** and a team of research assistants, will spend two years on their study. They will spend time in 40 middle and high school algebra classes throughout Missouri, 20 flipped and 20 traditional.

"The teachers are ahead of research in this case," de Araujo said. "Researchers are trying to catch up and figure out what teachers are doing, what's effective and what's not so it's a teacher-led innovation and we're just trying to understand what teachers are doing more systematically."

They'll interview teachers and students to collect data about performance and to see if there is correlation in teaching methods and student achievement.

Although they could not disclose the specific teachers they've spoken to, several classrooms throughout Columbia Public Schools have flipped classrooms.

"The underlying philosophy is that students are building context or background knowledge (at home)," said **Kerry Townsend**, the library media coordinator for CPS. "The rigorous part is the application so it makes sense that a teacher is there or other students in a collaborative environment."

Otten said the research team already spoke with several teachers who expressed the effectiveness of using classroom time for group activities, not singular ones.

"(The teachers) like being there with the students as they work on the problems because students can help each other or teachers can be there to talk through the problems with them if they're having difficulty," Otten said. "If you're watching a lecture, that's basically something where you can sit and take in the lecture. It's an individual activity."

However, Townsend said a possible downside is if a student doesn't watch the lecture video, because the student would have nothing to do during class. Also, some students may not have internet at home, especially in rural areas.

On the teaching side, teachers must work farther ahead to plan lectures and other activities. However, Townsend said that flipped classrooms also allows great potential for teachers to work together.

"One teacher could write or design lectures for their students and then share what they're doing," Townsend said. "You can't change course last minute in a flipped classroom."

Townsend, De Araujo and Otten predicted with the advancement of technology continuing, flipped classrooms will



only continue to grow in popularity and this study will provide insight into the most effective ways to continue it.

"Flipped instruction is trying to tie into that fact of how connected we are to society and how we use technology to find our information," Otten said. "I can't imagine that this trend (of flipped classrooms) would reverse. We just want to make sure that as we're doing that, we're doing it in the best way possible." However, Townsend said a possible downside is if a student doesn't watch the lecture video, because the student would have nothing to do during class. Also, some students may not have internet at home, especially in rural areas.

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*Originally published in the Columbia Tribune*

## Passport program takes Columbians on a trip through biases

Community journeys toward inclusive excellence

Words by HANNAH ARCHAMBAULT

A passport in Columbia is letting residents go where many never thought to — on a journey to fix their own biases. If you think you have none, you may be surprised to find out differently.

"If you have a brain, you have a bias," said Nikki McGruder. McGruder is the regional manager for Columbia's branch of the Diversity Awareness Partnership. She is also the director of the partnership's project, Matters of Social Justice: Journey Toward Inclusive Excellence, also known as the passport program. The program is intended to foster inclusivity and diversity in Columbia, according to their website

The journey begins at sign-up for a passport, which they can get at the Boone County Regional Library, the Department of Public Health and Human Services or any sponsored event, or "experience." Next, participants test themselves for implicit biases.

The tests cover many potential biases a person can have, said Nancy McKerrow, a participant in the program.

After taking the tests and attending a class on socialization, participants can tailor their journeys by choosing what experiences — a lecture or discussion — to take part in.

With each experience they attend, participants receive a stamp on their passport.

McKerrow has focused on her results from the race bias test that says she has a slight preference for lighter skin over darker skin.

"I surprised myself. I like to think of myself as not being biased on race but then it turns out that I am," McKerrow said. "I'm a white person. I was raised to have that bias. I was raised in a society that is biased, and I guess I picked up on that."

Since the test, McKerrow says she has attended a discussion on race.

The class description said it is meant to improve the community's ability to talk about race relations.

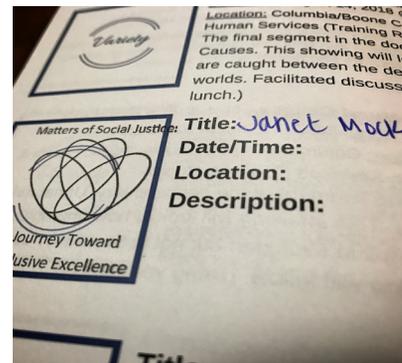
McGruder has a similar story she often tells people who are about to take the tests.

It began when she was advised by her boss to try the tests so she would be familiar with them as a tool.

McGruder began with the race test because, as a black woman, she said she figured she would have no problem with it.

But her results showed a preference for white skin over dark. She immediately took it again, thinking it was a mistake — and again a week later. But, she said, she came back with the same result.

McGruder began to examine her childhood as one of the few people of color in her small community and the only one in a classroom full of white children. Suddenly, things began to make



sense.

Then she wondered if her own bias affected those around her. McGruder said her daughter tans quickly, and it became habitual for McGruder to comment on her daughter's darkening skin every year.

"So, then I was planting the seed that that is my preference," she said. "She can maybe think that I don't think she's beautiful or maybe I think that she would be more beautiful with lighter skin."

Because she has recognized and reflected on her bias, McGruder said, she is careful about what she says so that her daughter isn't socialized into preferring one skin color over another.

This is the kind of success the program likes to hear but even simply participating would be enough, according to McGruder.

"No one should feel like this is for everybody else but them. This is our journey of inclusive excellence," she said. "Don't just sit on the sidelines and not take part."

McGruder said she and the Matters of Social Justice Committee — the group that runs the program — would have been happy with 200 to 300 participants. Instead, they had roughly 600 in the first two weeks alone and still are growing.

The committee itself is made up of people who represent groups, organizations and departments in Columbia and Boone County.

Within the passport, there are more than 40 experiences already listed. At the midway celebration to be held April 19, more experiences will be announced that fit well within the program, said McGruder.

There is also a final celebration Aug. 25 for those who attend eight experiences or more.

The program is closely tied to MU's Division of Inclusion, Diversity and Equity and its vice chancellor, Dr. Kevin McDonald.

McDonald designed the framework of inclusive excellence — part of which is recognizing one's biases and reflecting on them so one can make their environment more inclusive — that the Journey Towards Inclusive Excellence is based on, McGruder said.

McGruder said the program is being documented for the Division of Inclusion, Diversity and Equity as well, through aspects like the section of the passport where participants can record the results of their bias tests before and after their journey. She also connected the program to MU's 2015 protests.

"We went through a lot here. In 2015, we were in the national headlines for all the wrong reasons," she said. "This is our opportunity to show we were intentional about this opportunity to change."

## Q&A: Stephanie Logan finds purpose after hearing loss

The executive director of DeafLEAD also teaches American Sign Language

Words by CAROLINE KEALY

**W**hen Stephanie Logan turned 23, she had to relearn how to communicate. A case of spinal meningitis left the then University of Georgia psychology student deaf. It took her four years of speech therapy and learning how to lip-read to regain her ability to speak. After a semester off to learn American Sign Language at Gallaudet University in Washington, D.C. — the only university for the deaf in the U.S. — she finished her education at Georgia with the help of an interpreter.

For the past 23 years, Logan has worked as the executive director of DeafLEAD, a 24-hour crisis center for those who are hard of hearing in Missouri. Logan also acts as the professor for an ASL class at MU that teaches students of all backgrounds the hand symbols that have come to facilitate her adult life.

Logan's class, along with her presence, has made a noticeable impact on the students in her classroom. "Every day she has us interacting with each other and actually practicing signing," says MU junior Lauren Powell. "She does a really great job of forcing us to sign."

Although the two jobs might seem worlds apart, Logan says she believes working at DeafLEAD and MU allows her to teach others the importance of offering culturally and linguistically appropriate services to those impacted by hearing loss. Whether it means teaching a signing class or responding to an emergency video call, Logan strives to make a sizable impact on those who need it.

### *What role does DeafLEAD play in Missouri?*

We provide direct services to deaf, hard of hearing, late-deafened and deaf-blind victims of crime and their families and help them establish their lives free from their abusers. Services include mental health services, case management — everything that impacts an individual that is a victim of crime. We have crisis workers who are fluent in sign language who answer the phones 24 hours a day for an individual who is deaf and needing support.

### *How does the crisis line work for individuals who are deaf or hard of hearing?*

I wanted to set up a videophone crisis line. Deaf individuals have access to videophones, which are provided for free for deaf



PHOTO COURTESY OF MADDIE DAVIS

individuals. If I want to talk to a deaf individual, I type in their phone number right there, and then I press go, and it calls them. Then we can see each other, and we can talk. If I want to talk to a deaf person, I would call them directly, and I would see them on the screen.

For example, if a law enforcement officer in another area of the state is going on-scene and there's an assault that's taken place or they are a victim of crime in some way, they will contact our agency, and they will FaceTime with an interpreter to provide interpreting for the victim on-site immediately. They've done that a few times, and it's been really awesome. And if they are a victim in another state and they are needing resources or support from us, we can provide support for them as well.

### *How did you get involved in teaching ASL?*

When I first moved to Missouri, I was asked by a local church to come and teach a class in sign language for some of their parishioners. I went to the local church, and I taught some of these women — they were older women — sign language. Up to that point, the language was very functional for me. I did not see the beauty in the language because I was so overwhelmed with losing my hearing and learning a new language. It was through their eyes and their passion for learning the language that I really realized how much I loved the language. I realized that when I was teaching them that they really enjoyed how I was teaching them.

### *What is your favorite aspect of teaching ASL at MU?*

The students. They make me want to cry. I have over 200 students a semester, and I'm exposing them to American Sign Language and to deaf culture. And those students are going out into their professions and impacting it out there with a knowledge they never would have had if those classes hadn't been available. It is such an honor to be able to work with the kids. They impact me in so many incredible ways.

Originally published in Vox Magazine

## MU Provost Stokes leaves legacy of calmly leading a campus in crisis



Words by KACEN J. BAYLESS & KATHRYN PALMER

**O**n a chilly November night in 2015, still in her first year at MU, **Garnett Stokes** walked through a campus embroiled in national controversy. During the months that preceded that night, a wave of racially charged incidents and conversations swept over campus. Earlier in the week, University of Missouri System President Tim Wolfe and MU Chancellor R. Bowen Loftin resigned after a series of well-publicized protests and complaints.

It was a period of uncertainty for the campus, including real threats and misleading rumors. On the evening of Nov. 11, Stokes, MU's provost and executive vice chancellor, took action. With members of the news media beside her, Stokes walked through Greek Town and parts of campus to get a better understanding of what was happening.

"She's very calm when we have a crisis," said **Noor Azizan-Gardner**, assistant deputy chancellor of diversity. "Nothing ever perturbs her."

Many of Stokes' colleagues laud the calm, collected way in which she has led institutions in times of crisis.

After a relatively short tenure of three years at MU, Stokes prepares for a new chapter in her academic career. Starting March 1, she will become the University of New Mexico's first female president. This is her last week at MU.

To those who worked closely with her, Stokes will be remembered for her leadership during turbulent times, expanding the Title IX office, her relationships with students, faculty and staff and the hiring of MU administrators.

### REVITALIZING CAMPUS CULTURE

Loftin, who appointed Stokes as provost in December 2014, emphasized her impact on revitalizing MU's staff and campus culture.

During the 2015 protests, Loftin said he and Stokes met just about every day to talk about the outcomes of the open forums held on campus and discuss where the university was headed.

"Her insight was invaluable, not just to me, the chancellor,

but to the entire chancellor staff," he said. "Many of the administrators on campus at the time were not people who had come from outside like she and I. They were people who had been here for longer periods of time. She brought an outside perspective, which I think the entire leadership team appreciated."

Loftin credits this to Stokes' experiences at the University of Georgia and Florida State University. As interim president at FSU, Stokes inherited another nationally publicized scandal involving Heisman Trophy-winning quarterback Jameis Winston.

"Her ability to work through that was very important," Loftin said. "It's good to have a lot of people at the table who come from different places because you can pool your experiences, you can pool your ideas, you can come up with a better solution."

Loftin particularly praised Stokes' focus on appointing new deans and staff members as her legacy.

"The most visible legacy she will leave is that she's replaced most of the deans that were in place when she came here as provost," he said. "Those deans are usually long-serving, they have profound impacts on both their own colleges and this institution as a whole, and they affect students in so many ways in terms of their learning experience here. So, that will be something that will live long beyond her time here — that's why I call it a legacy."

Her commitment to diversity on campus stretched beyond the student community as she worked to staff top-level administrative positions with more women and minorities. During her tenure, Stokes hired nine new deans, five of whom are women.

**Patricia Okker**, dean of the College of Arts and Science, said she has worked closely with Stokes since she was named provost. After working together in the Provost's Office, Stokes hired Okker as A&S dean.

Okker said Stokes' accomplishments include hiring **Ellen Eardley** as MU's first full-time Title IX coordinator, **Pelema**

**Morrice** as vice provost for enrollment management and most of the current deans.

"Although she was here at MU for a relatively short time, she leaves a lasting legacy," Okker said. "I will miss her sense of humor, her smart and sometimes challenging questions and her uncompromising commitment to excellence."

**Kathryn Chval**, dean of the College of Education and another Stokes hire, described the provost as "an invaluable mentor and a dear friend."

"She initiated significant improvements through her commitment to effective processes, shared governance, and inclusive learning and work environments for staff, students and faculty," she said.

## STRENGTHENING TITLE IX

Loftin said that when he came to MU as chancellor, he recognized the need to expand and update MU's Title IX office. "Garnett was very much a part of developing a robust and successful Title IX coordinated process," Loftin said.

Stokes renamed the Title IX office the Office for Civil Rights & Title IX and reshaped it to become a centralized point of contact for addressing all forms of discrimination on campus.

She brought that initiative from her experiences at FSU, where she served as provost from 2011 to early 2015 and briefly as interim president. While at FSU, Stokes was faced with handling the high-profile controversy surrounding sexual assault allegations against then-football player Jameis Winston. There, she was instrumental in strengthening communications between FSU's Title IX office and the larger administration and increasing efforts to raise awareness and prevention. "One sexual assault is too many," Stokes told a Tallahassee Democrat reporter back in 2014. She was a finalist for the FSU presidency before coming to MU.

So, one of the first things Stokes did as MU's new provost was hire seasoned anti-discrimination lawyer **Ellen Eardley** as the inaugural Title IX office administrator and vice provost. Loftin credits Stokes as the person who "closed the deal" to bring Eardley to MU.

Eardley, who left MU last summer to return to her work as a civil rights advocacy lawyer in Washington, said Stokes' strong leadership style was instrumental in her decision to work for MU.

"I was excited for the opportunity to work with a leader like her," Eardley said. "Garnett is a wonderful listener, and I think that is so critical in leadership — to collect a variety of perspectives."

People come first for her, Eardley said. "Whenever I had a difficult decision to make, Garnett Stokes was the one I turned to time and time again because I had confidence in her leadership and also her compassion for people on our campus."

In her first year on the job, Stokes had a cacophony of voices to not only listen to but answer as unrest over racial bias and graduate student rights consumed the campus conversation.

"Having her as provost was so important during the time that students were protesting, and we were seeing too many racist incidents" both on and off campus, Eardley said.

**Brittani Fults**, the education and prevention coordinator at Office for Civil Rights & Title IX, met Stokes in spring 2015 while

still a graduate student at MU at an event for the Association of Black Graduate and Professional Students. The group held a series of forums aimed at strengthening communications between black graduate students and university administration, and Stokes, as Fults recalled it, made an effort to reach out.

After the 2015 protests, Stokes' decision to expand the Title IX to include civil rights concerns and allocate more resources to investigating discrimination affected lasting change at MU instead of letting the conversation sparked by the protests die out, Fults said.

## SERVING AS A ROLE MODEL

**Rachel Bauer**, a doctoral candidate in the Department of Theatre and past president of the Graduate Professional Council at MU, was serving as the organization's vice president during fall 2015, when graduate student rights were prompting discussions and protests. Bauer was impressed by Stokes' willingness to hear their concerns.

"Since she had been a faculty member for so long, she had had graduate students of her own," Bauer said. "She really came to understand why we were asking for things like our health insurance back. She and the chancellor at the time were really receptive to hearing our concerns."

After the protests, change did come: Graduate student health insurance subsidies were reinstated and stipends for graduate assistantships saw an increase.

"I think she was at the university during a really tough time," Bauer said. "Mizzou is doing a lot of growing, and with that comes a lot of growing pains."

In her time at MU, Stokes served as a role model for women such as Bauer, who said seeing women like Stokes in university leadership positions sends a strong signal to women of all ages "... that women can lead and can succeed in these areas and can contribute to the overall missions of the universities and can be just as qualified to lead an institution. ... I want to see a lot more of it."

When Stokes takes the helm at UNM, she will join a group of women who fill 30 percent of college and university presidencies in the U.S., according to a 2017 study by the American Council on Education.

"Having women fulfilling these executive leadership positions in higher education really negates the historical basis of how higher education even started," a place historically reserved for men, Fults said.

"Provost Stokes is an excellent mentor and role model for everyone who wants to be a leader in higher education regardless of their gender, but it is important for women and people who identify as women to see other women in leadership roles," Eardley said. "It helps others understand that we value women's voices at Mizzou — that we value women's leadership at Mizzou — and it helps inspire others. The great thing about Provost Stokes is that she is an amazing leader who just happens to be a woman."

"It's a big loss to the campus, to have Garnett leaving."



## J-School Professor Remembers *Lucile Bluford*

Words by RON STODGHILL

In the mid '80s, I was among a small population of African American students attending the University of Missouri. We were a proud bunch, even though we often felt undervalued. In Mizzou's lecture halls, you were hard pressed to come across professors who noted the contributions of Blacks to American life and culture. In dormitories, restaurants and bars, you might not see black people at all — with the exception of Columbia locals serving as maids, janitors and cooks.

Our sense of cultural alienation was literally built into the landscape, in the city's bricks, mortar and iconography. My first two MU residences, Hudson Hall, and Mark Twain eponymously paid homage to men (William Hudson, the university's second president, and Twain as author of *Huckleberry Finn*) who were hardly champions of black empowerment. Even Rollins St., the street in which I walked back and forth each day, derives its name from the James Sidney Rollins, the late president of the MU board of curators — who, along with his tireless advocacy for the university, was also an ardent slaveholder.

If MU has produced numerous African American success stories through the years, their heroism has been largely unsung. That's what made this year's naming of a Mizzou residence hall after the late journalist Lucile Bluford so redemptive — and inspiring. In the 1930s, Bluford, a University of Kansas graduate, was already a rising star writing about civil rights issues for such newspapers as the *Daily World* in Atlanta, and for her hometown *Kansas City American* and *Kansas City Call*. In 1939, hoping to continue her education, Bluford applied and was accepted into the prestigious Missouri School of Journalism's graduate school. But upon her arrival, university officials withdrew the offer, citing "separate but equal" Jim Crow laws.

Officials instead told Bluford to apply to Lincoln University, an all-black institution, which incidentally, did not have a graduate journalism program.

Bluford, who was denied MU admission 11 times, was persistent. In a letter to MU officials dated October 6, 1939, she wrote: "I presented myself at the proper time for registration and was prepared to pay the lawful fees and to conform to all lawful uniform requirements; but again I was denied registration by Mr. Canada, the Registrar, solely because I am a negro."

In 1941, the Missouri Supreme Court ruled that Mizzou must open its doors to Bluford if Lincoln didn't establish comparable

journalism studies. In the end, Bluford was never able to attain her Missouri journalism education, as the university shut down all its graduate programs amidst financial pressures caused by World War II. In 1989, a half century Bluford's first MU rejection, the university granted her an honorary doctorate degree in humanities. As Bluford's commencement materials read: "We are embarrassed now that you lost the battle at this university, but today we are proud to add you to our list of degree holders. At long last."

To be sure, Bluford's is but one remarkable African American legacy connected to Mizzou. There is, for instance, the saga of Lloyd Gaines, who in 1938 won a landmark discrimination case for admission into Mizzou's law school, only to disappear mysteriously and never attend. There's the courageous band of nine black students who in 1950 would become Mizzou's first blacks to attend. As a student, I remember being rather star struck the first time I saw Arvah Strickland, hired in 1969 as the university's first African American professor, strolling across the Quadrangle.

Yet, as a journalist I have always been inspired by the struggles Lucile Bluford, whose fight to study journalism at Mizzou (even though she never did) blazed a path for me as a student at the university — and in the fall 2017, my hiring onto the Missouri School of Journalism faculty.

Earlier this winter, as I began my second semester teaching at MU, the university took a major step in creating a more racially inclusive campus: the Board of Curators voted to name the university's newest residence hall for Lucile Bluford, and the hall's atrium for Gus T. Ridgel, MU's first African-American graduate, who received a master's degree from MU in economics in 1951 prior to a distinguished career as a researcher, teacher and administrator. It was a proud moment that made me reflect on how far we've come since my undergraduate days here. I realize, of course, that on a campus that for generations has erected buildings bearing the names of white men, creating new edifices that recognize the contributions of MU's African Americans won't happen overnight. But these days, whenever I walk past the Lucile Bluford Residence Hall and the Gus T. Ridgel Atrium, which now sit prominently at 502 Kentucky Blvd., I can't help but feel hopeful that my university's best days are still in the making.

## New MU residence hall honors *African-American leaders*

The Lucile Bluford Residence Hall will feature the Gus T. Ridgel Atrium

Words by **CHRISTIAN BASI**

**T**he University of Missouri Board of Curators voted unanimously to honor two African-American leaders who shaped the history of the University of Missouri-Columbia. The board voted to name MU's newest residence hall for journalist and honorary doctoral degree recipient **Lucile Bluford**. The hall's atrium will honor **Gus T. Ridgel**, MU's first African-American graduate.

"From this day forward, Lucile Bluford Residence Hall and the Gus T. Ridgel Atrium will stand as testaments to the spirit of justice and perseverance that animated both of these individuals," said David Steelman, chair of the Board of Curators. "Lucile Bluford and Gus Ridgel exemplified the university's values of Respect, Responsibility, Discovery and Excellence."

The hall's naming was recommended by Curator **Darryl Chatman** and Student Representative to the Board of Curators Courtney Lauer, both of whom chaired a working group regarding the residence hall naming.

"We heard from a variety of people and groups passionate about Mizzou," said Chatman, who is vice chair of the board. "We celebrate the outstanding accomplishments of these two individuals who've had a tremendous impact on our institution."

Bluford's nomination had widespread support from the MU community: the MU Residence Halls Association, the Intercampus Student Council, MU Faculty Council, the Mizzou Alumni Association Governing Board and MU Staff Advisory Council all passed resolutions in support of the naming.

In 1939, Bluford applied to the Missouri School of Journalism to do graduate work. Although initially accepted into the program, Bluford was turned away when she arrived in Columbia to enroll, as university officials had not known that she was African-American. She believed that education was the key to advancement and equal treatment in society. Through her eloquent writing, bold actions, courage and resilience, Bluford helped change the way African-Americans are treated, especially in the area of higher education. In 1984, she received an Honor Medal for Distinguished Service from the School of Journalism, and in 1989, she was awarded an honorary doctorate in journalism from MU.

Ridgel, who received a master's degree from MU in economics in 1951, has led a distinguished career as a researcher, teacher and administrator.

After graduating in 1951, Ridgel taught for a year at Fort Valley State University in Fort Valley, Georgia, before going on to earn a doctorate in economics from the University of Wisconsin. He also completed postdoctoral work at the University of Chicago, Indiana University, Duke University and other schools. In 1960, he was hired as head of the Department of Business at Kentucky



State University where, other than a few years in the 1980s, he served until he retired in 1996 as vice president for finance and administration.

In the 1980s, Ridgel was asked if he would be willing to have a fellowship named after him. Established in 1987, the Gus T. Ridgel Fellowship is available to underrepresented minority graduate students in any discipline. Sixty-three students currently receive the fellowship.

Ridgel, 91, described the naming as "humbling."

"I am very appreciative of the honor bestowed on me by the university," Ridgel said. "The University of Missouri holds a very dear place in my heart. I never could have anticipated such an honor when I enrolled at the university in 1950. I am appreciative and humbled."

Lucile Bluford Residence Hall and the Gus T. Ridgel Atrium are located at 502 Kentucky Blvd. The facility opened last fall and offers community-style double and single rooms.

"It's my hope that Bluford Hall and the Ridgel Atrium will remind us all of our duty to ensure that Mizzou is welcoming to all students, faculty and staff," MU Chancellor **Alexander N. Cartwright** said. "I am proud of the overwhelming support our campus has shown for recognizing these two individuals."

Mizzou has many notable African-American alumni, including:

- **Gerald Boyd** launched *The Blackout*, the first African-American publication at Mizzou, in 1969. The Missouri School of Journalism graduate went on to become the first African-American managing editor at the *New York Times*.
- **Neal Boyd**, known internationally as "The Voice of Missouri," studied speech communications, political science and vocal music at Mizzou and Southeast Missouri State University, graduating from both in May 2001. Boyd won *America's Got Talent* in 2008.
- **Mel Gray** accepted a scholarship to MU in the late 1960s and was a gifted athlete, lettering in both football and track. He went on to a successful NFL career and was named an all-pro eight seasons.
- **Russ Mitchell** has reached the highest echelons of broadcast journalism, having co-anchored *CBS News Saturday Morning* and served as one of the primary anchors of *CBS Evening News Saturday Edition*. He graduated from the School of Journalism in 1982.
- **Debbie Turner** received her doctorate in veterinary medicine a year after being crowned Miss America in 1990. She is a former television host and an in-demand public speaker on topics such as self-esteem, perseverance and the importance of education.
- **Stephanie Powell Watts** earned a Ph.D. in creative writing from MU and is author of the award-winning novel "No One Is Coming to Save Us." Earlier this year, she received an NAACP Image Award for "Outstanding Literary Debut."
- **Kellen Winslow Sr.** graduated with an education degree after serving as captain of the Mizzou football team. He went on to the NFL and a successful career in sports analysis and public speaking.

## MU's *Dynamic Duo* Lands Internship with the Chancellor

Words by MORGAN MCABOY-YOUNG

An internship, whether it is paid or unpaid, can provide invaluable work experience for college students who are looking to map out a clear path to their dream job. During any given academic year, a college student may be courted by multiple internship recruiters. When settling on which internship to choose, some MU students are pleasantly surprised to find the right opportunity a short distance away from The Columns. For juniors Denajha Phillips and Kelsie Wilkins, an internship in the Chancellor's Office not only broadened their scope of communications in a higher-education setting but also created opportunities for information exchanges with campus leadership.

Aside from their career aspirations, Phillips and Wilkins have more in common than most dynamic duos. Both students hail from the Land of Lincoln, and they both came to Mizzou to study strategic communications at the J-School. Phillips, a native of Sterling, Ill., first connected with Wilkins, a Flossmoor native, through a meeting of The Legion of Black Collegians. Phillips and Wilkins have been active members of LBC since their sophomore year, and they currently serve on the Executive Cabinet. Both students credit LBC for serving as the link to their on-campus internship.

"Everyone thinks that we worked out a plan to secure this internship, but we didn't. It came about due to an event invite that LBC received last fall. We accepted the invite, and here we are today," said Phillips. "We love telling people how the opportunity came about."

Chancellor Alexander Cartwright first came in contact with Phillips and Wilkins at a gathering last September at the Chancellor's Residence, where Cartwright and his partner, Melinda, kicked off a series of dinners hosted to engage student leaders. Joined by their peers and advisers, the gathering afforded Phillips and Wilkins the opportunity to share their perspective on the student experience with Cartwright and MU chief of staff Marty Oetting. Phillips and Wilkins say they enjoyed interacting with the senior leaders, but both admit that they could never have predicted what would happen the following week.

"A few days later, I ran into the Chancellor at MSA's monthly 'Coffee with The Chancellor' event. He asked me how I was doing, and he even remembered my name and major. I thought that was so cool. He mentioned needing strategic communications students for various projects, and he requested that I follow up with Marty to learn more," said Wilkins. "So, I left the MSA event and went over to the Chancellor's Office to speak with Marty. He was super nice to me and explained everything about the position. Everything Marty laid out, we learned in class the previous semester. I called Denajha after speaking with Marty and told her that we needed to apply."



PHOTO BY RYAN GAVIN

MU juniors Kelsie Wilkins (left) and Denajha Phillips (right) are gaining hands-on experience as interns.

"When Kelsie told me about the opportunity, I didn't know what it would entail. After meeting with Marty, I knew that it was a great opportunity. For me, it helped confirm that I'm supposed to be here at Mizzou," said Phillips. "Everything that I have learned here and my involvement with groups on campus is all playing out into the potential career that I want to pursue."

Thanks to training received at the J-School, Phillips and Wilkins were able to hit the ground running after accepting their internship offers. The duo got to test out their skills when drafting content about the student experience for Cartwright's first campus address, which drew a record number of in-person and online viewers. Phillips and Wilkins were seated in close proximity to Cartwright during the address, and both students remember feeling a sense of accomplishment when listening to his remarks.

"It was so cool to see our work out there. During the address, we'd look at each other and say, 'We added that, or we took that out.' Afterward, the Chancellor and Marty came over to where we were sitting to get our feedback on the address. I could tell that they genuinely cared about our thoughts on the remarks," said Phillips. "That made me feel valued as an intern and as a student."

"We've been educated on the different stakeholders that the university has, and we've learned that our messages have to cater to different audiences. So, it was a great to have that up-close experience," said Wilkins.

When they are not working on high-level marketing projects, Phillips and Wilkins spend their internship hours ironing out details for special events and reviewing communications pieces targeted at current and prospective students. There is no job too big or too small for the duo, who will part ways for the summer to complete internships out of state. Phillips has accepted an

# MAKING MOVES



PHOTO COURTESY OF MORGAN MCABOY-YOUNG



PHOTO COURTESY OF MORGAN MCABOY-YOUNG

internship through the Multicultural Advertising Internship Program, which connects aspiring diverse entry-level advertising professionals with prestigious advertising agencies. Phillips is double majoring in business and sociology and says she looks forward to combining what she's learned in the classroom with hands-on experience.

"I'll be interning with a digital advertising agency in Atlanta. I look forward to learning more about social media planning; it's in the same realm as community management. I'm excited to see if this is indeed something that I want to pursue as a career," said Phillips.

Phillips, a Griffiths Leadership Society scholar and TRIO mentor, is equally excited about what the summer holds for her on-campus internship partner. Wilkins, who interned for U.S. Rep. Lacy Clay last summer, has secured a summer internship with the Obama Foundation in Chicago. Wilkins will serve as the Foundation's public engagement intern and was recently elected to serve as LBC's president for the 2018-19 academic year. Wilkins, a campus residence hall adviser, is doubling majoring in sociology and leadership and public service.

When asked about how they manage to juggle coursework, extracurricular activities and this internship opportunity, Phillips and Wilkins look at each other for a brief moment before offering a response. From an outsider's perspective, it almost appears as if they are crafting their response telepathically. They chuckle before agreeing upon a unified response.

"It's important to branch out and meet new people," said Wilkins. "This internship has taught me to have a greater appreciation for the work that people do at this university. If we hadn't been open to merging our experiences, we would have missed out on the opportunity to let students that look like us know that they can be in the same positions we're in."

## Meet the new *Assistant Vice Chancellor* for Civil Rights, Title IX & ADA

Words by RYAN GAVIN

**A**ndrea “Andy” Hayes has been named permanent assistant vice chancellor for Civil Rights, Title IX & ADA at the University of Missouri. Her appointment, following a national search was announced by Kevin McDonald, vice chancellor of Inclusion, Diversity & Equity. Hayes, who previously served in an interim capacity, will be responsible for assuring compliance with all Title IX laws, monitoring university policies related to Title IX, overseeing grievance and equity resolution procedures, and providing educational materials and training for the campus community.

“I’m excited and grateful for the opportunity to continue doing this meaningful, necessary and important work, and I’m honored to be doing it for the University of Missouri,” Hayes said. “I’m looking forward to continued collaboration with my team and campus stakeholders to make Mizzou even more inclusive and a place where everyone can be their authentic self.”

The Office for Civil Rights, Title IX & ADA enforces the university’s non-discrimination policies, educates the community about the university’s policies and practices, connects people to resources that can support them if they experience discrimination or retaliation, and listens to the concerns of the campus community.

Hayes has been serving as the interim assistant vice chancellor since Sept. 1, 2017. During this period, she has forged partnerships both on and off campus, served on committees and task forces, and has built the office’s team. The Office for Civil Rights & Title IX staff now includes an Affirmative Action and Equal Employment Opportunity Manager, who will serve all of campus, and new members on the investigative team.

“Andy brings valuable legal experience, familiarity and professional experience within our local community, and a strong interpersonal communication skill base,” McDonald said. “She has utilized these assets to positively navigate civil rights and Title IX waters during the past eight months, and I’m confident that she will stabilize and enhance the work of the Office for Civil Rights, Title IX & ADA on our campus and within our local community.”

From January 2016 to August 2017, she had worked with EdCounsel, a law firm dedicated to the representation of public school districts in both general counsel and litigation matters across the states of Missouri and Kansas. Previously, Hayes served as an assistant prosecuting attorney for Boone County. From 2007 through 2015, she prosecuted thousands of cases, including



misdemeanor assaults and first-degree murder. She also worked closely with survivors of domestic and sexual assault. Along with many jury trials, Hayes successfully argued cases in both the Eastern and Western District Court of Appeals. She was also an assistant prosecuting attorney in Audrain County.

Hayes replaces Ellen Eardley, who announced in July 2017 that she would resign from MU’s Office for Civil Rights & Title IX to return to private practice.

Hayes is a graduate of Macon High School. After graduating, she attended the University of Central Missouri, where she earned her bachelor’s degree in criminal justice. She went on to receive her law degree in 2004 from Washburn University School of Law in Topeka, Kansas.



PHOTO COURTESY OF TORI SCHAFFER

## Leader reflects on award, progress

Words by TORI SCHAFFER

Receiving the Biden Courage Award was truly a time for me to reflect on the amazing opportunities my campus community has afforded me. As a survivor of sexual assault, working to improve It's On Us has been a way for me to heal and support others. While heading It's On Us on the campus level and serving as a regional adviser nationally, I have heard time and time again the relevance of the movement. In the era of #MeToo, more and more people feel comfortable sharing their stories and I want to ensure those students feel they have a place in our organization.

Over 500 college campuses and 300,000 people have taken part in the It's On Us movement. The goal of the organization is to change the culture around sexual assault. A simple but lofty goal that requires every "Us" to do their part. It's On Us does programming in all 50 states and has 95 partners, including big names like the MLB and the NFL.

The largest It's On Us program in the nation thrives right here on the University of Missouri campus. With over 100 students actively leading the chapter, we proudly host various events hoping to spur progress towards a safer campus. Our partners around campus include the RSVP Center, Mizzou

Athletics, the Honors College, the College of Engineering, the School of Social Work and the Sinclair School of Nursing just to name a few. Last year, we were a group of nearly 20 students and now we have more than quadrupled in size and impact.

Empowering and uplifting the voices of survivors through visibility campaigns like the Teal Out Game with Mizzou Baseball, is just one way we show support. Currently, our organization has a bill going through the Missouri legislature to advocate for consent, sexual harassment and sexual violence education in public schools across the state. We hope that having these conversations early on will reduce the amount of violence we see on our campus.

Being recognized by the Biden Foundation was a huge honor and a very emotional night for me. As I reflected upon all of our accomplishments over the past four years, I realized how little this award would mean if no change was sustained from our efforts. My hope is that student organizations like It's On Us continue to flourish and be supported on the University of Missouri campus. And one day, my biggest hope is that It's On Us is no longer needed.



## *Diversity Cohort:* Preparing Future Faculty Postdoctoral Program for Faculty Diversity

Words and Photos by RYAN GAVIN

**T**he University of Missouri is committed to the advancement of teachers, scholars and researchers who can help it achieve the benefits of a diverse educational environment. This year, the university celebrated the Preparing Future Faculty Postdoctoral Program for Faculty Diversity with the first diversity cohort.

The program is designed to promote and develop such scholars for tenure-track faculty positions at the University of Missouri and elsewhere, in any discipline. Postdoctoral Fellowships are for two years during which time Postdoctoral Scholars focus on scholarship and participate in an array of professional development activities that integrate and expose them to the faculty experience, including the opportunity to teach in their discipline the second year.

Dr. Jeni Hart, Associate Vice Chancellor for Graduate Studies and Associate Vice Provost for Advanced Studies, kicked off the event. Dr. Tim McIntosh, Vice Chancellor for Research, Graduate Studies and Economic Development and UM System Vice President for Research and Economic Development, also spoke.

This year, there were more than 160 applications to the program with 100 applicants meeting minimum criteria. Chancellor Alexander Cartwright met with and congratulated the six recipients.

- **Loren Bauerband** - Health Professions
- **Ruchi Bhattacharya** - Natural Resources
- **Sarah Jacquet** - Geological Sciences
- **Terrell Morton** - Learning, Teaching, Curriculum/Science Education
- **Sofia Ortega Obando** - Animal Sciences
- **Nicole Jones** - Sociology



## I'm in a wheelchair, and this is what it meant to see someone like me in a fashion ad

Words by MADISON LAWSON

I remember playing dress-up as a little girl and the feeling I would get as I watched my young self transform into Britney Spears. It's wild to think how much a feather boa from the dollar store could make a girl feel like a true pop star and how the right pair of shoes or a next-level coat can turn a typical Monday morning into a game of dress-up. It's a feeling that has never gone away for me, even though it's gotten significantly more challenging as I've gotten older.

I have two forms of muscular dystrophy (MD) that have been slowly robbing me of the muscles throughout my body. Muscular Dystrophy is a disease that causes the muscles to weaken over time, and for me is taking away my ability to breathe independently. I have been in a wheelchair since I was 9 years old. My body has changed with my withering muscles, giving me a curved spine and tilted hips from muscles that are too weak to support my frame. I am also very small compared to other people my age, about the size of an average third grader. So when you're 21 and still have to shop in the kids' section to find things that fit, it can sometimes be tricky to feel like an adult.

When I was younger, I knew fashion was going to be a big part of my life because when people knew me as the girl with really good style rather than the girl in the wheelchair, I felt seen, not just looked at. It is exhausting being endlessly questioned about "what is wrong with me" and being awkwardly apologized to for something that hasn't ruined my life the way people assume it has. It's nice to be noticed for outfits I put together — something I did rather than a circumstance I didn't choose and can't change. I actively post my outfits and eclectic makeup looks on my Instagram page @wheelchairbarbie, which was a title I was given when someone told me I looked like a Barbie in my wheelchair while I was shopping.

My frame has in no way lessened my love for fashion. In fact, it's actually strengthened my relationship with clothing because finding pieces that fit me perfectly is such a difficult task. Most clothing is made for people who stand, and for people who sit all day — like I do — things get awkward. High-waisted



pants bunch in the front, and short dresses are a wardrobe malfunction waiting to happen. Somewhere along the way, people like me were taken out of the equation of clothing design.

I remember playing dress-up as a little girl and the feeling I would get as I watched my young self transform into Britney Spears. It's wild to think how much a feather boa from the dollar store could make a girl feel like a true pop star and how the right pair of shoes or a next-level coat can turn a typical Monday morning into a game of dress-up. It's a feeling that has never gone away for me, even though it's gotten significantly more challenging as I've gotten older.

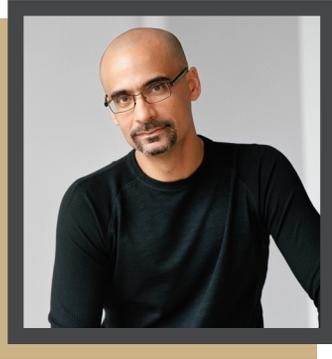
Recently I was asked to attend the Kansas City Fashion Week with designer Tobie Roberts, who created a line of bridalwear called "Breathe" incorporating women with disabilities. When we were backstage, just before going down the runway, I heard the fashion-show announcer read the description of our line and the faint gasps of pity from people who were expecting the line to be cute and inspiring, through the infantilizing lens with which we are often looked at. At least that's what was going through my head.

When I felt the lights hitting me, I looked into the eyes of each audience member in the front row and I showed them with a soft smile that being beautiful is not even a little disabled by my inability to walk. I am not beautiful for a girl in a wheelchair, because my beauty is not restricted by ability. I am beautiful, period, and I'm ready to see people like me in all aspects of the fashion industry.

*Originally published in Teen Vogue*

# SEMESTER IN REVIEW

A LOOK BACK AT SPEAKERS BROUGHT TO CAMPUS BY THE DIVISION OF IDE



JAN. 22, 2018

*Junot Díaz*

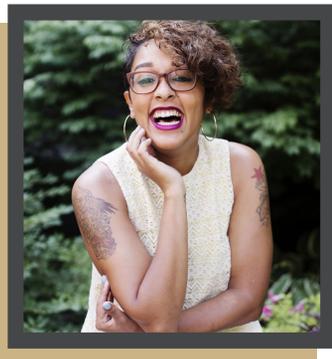
JUNOT DÍAZ WAS BORN IN THE DOMINICAN REPUBLIC AND RAISED IN NEW JERSEY. HE IS AN AUTHOR, SCHOLAR AND ACTIVIST. DÍAZ IS CURRENTLY THE FICTION EDITOR AT THE BOSTON REVIEW AND THE RUDGE AND NANCY ALLEN PROFESSOR OF WRITING AT MIT.

TARANA BURKE CREATED THE “ME TOO” MOVEMENT IN 2006 TO RAISE AWARENESS ABOUT THE Pervasiveness OF SEXUAL ABUSE AND ASSAULT IN SOCIETY. SHE IS CURRENTLY SENIOR DIRECTOR AT GIRLS FOR GENDER EQUALITY.



FEB. 20, 2018

*Tarana Burke*

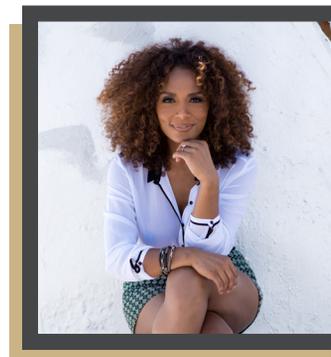


FEB. 27, 2018

*Dr. Eve Louise Ewing*

DR. EVE L. EWING IS A WRITER AND SCHOLAR FROM CHICAGO. SHE IS THE AUTHOR OF TWO BOOKS, THE WIDELY LAUDED “ELECTRIC ARCHES” AND THE FORTHCOMING “WHEN THE BELL STOPS RINGING: RACE, HISTORY AND DISCOURSE AMID CHICAGO’S SCHOOL CLOSURES.”

JANET MOCK IS A WRITER, TV HOST, AND TRANSGENDER RIGHTS ACTIVIST. SHE IS THE AUTHOR OF TWO MEMOIRS: REDEFINING REALNESS (2014) AND SURPASSING CERTAINTY (2017), THE HOST OF THE CONVERSATIONS SERIES, “NEVER BEFORE,” A CONTRIBUTING EDITOR AND COLUMNIST FOR ALLURE, AND A FEMINIST TACKLING STIGMA THROUGH STORYTELLING.



FEB. 28, 2018

*Janet Mock*

# ELLINGTON'S EVENING OF MUSIC AND POETRY

ON APRIL 4, 2018: AN EVENING OF SOULFUL MUSIC AND SPOKEN WORD FEATURED LALAH HATHAWAY, JOSHUA BENNETT, AYSIA NICOLE HARRIS AND SHAUN MUNDAY.



LALAH HATHAWAY



JOSHUA BENNETT



AYSIA NICOLE HARRIS



SHAUN MUNDAY

## IN OTHER NEWS...



SPONSORED BY IDE, THE FACULTY INSTITUTE FOR INCLUSIVE TEACHING (FIIT) BROUGHT TOGETHER A CROSS-DISCIPLINARY NETWORK OF FACULTY TO EXPLORE PROMISING PRACTICES AROUND DIVERSITY AND INCLUSIVENESS IN THE CLASSROOM.

PHOTO BY RYAN GAVIN

# PROGRESS AWARDS 2017

YOU DON'T HAVE TO GO FAR TO FIND FORWARD THINKING HERE

Words by MATT DULIN

**Y**ou have something special here. Not perfect — but special. You have a rich community of people who believe in this place — people who know they've got it pretty good here, but in their own ways are trying to make it better for others.

Unfortunately, that's not the case everywhere you go.

For many years, the Missouriian has produced a special section called "Progress." It covered the biggest changes Columbia had made, the challenges it needed to meet, the trends that shaped its future and the people who helped move the needle.

It's that last piece I thought most important to focus on, and my colleagues agreed. And to make this new vision of "Progress" work, we needed to think bigger. Instead of a few editors in a conference room deciding what the most important story is or who the movers and shakers are, we wanted our community to tell us.

And so, with input from our Readers Board and some community members, we started working on the Progress Awards: a community-driven, merit-based program to bring attention to the people and organizations doing the work but not necessarily getting the credit.

Every new venture is fraught with unforeseen challenges, and this was no different, but we did take many steps to ensure the Progress Awards lived up to its name and to the trust that the Missouriian works hard every day to maintain. We didn't want this to be a popularity contest or a lineup of the usual suspects.

The nominees were sourced only from community members. To encourage nominations, members of our community outreach team contacted hundreds of people, we posted information online and in print, and we used social media to reach thousands more.

And the response was overwhelming.

When it came time to select the winners, every candidate was considered, and a small group of community members and editors made the final decisions. No one who advertises with the Missouriian (even in this section) had any say over who we recognized.

The nominees and winners, who we featured in this special section, are a fair representation of who we are, and what we strive to be.

If you think someone's missing from the group, don't fret. Nominate them next year.



LEARN MORE ABOUT THE 2018 COLUMBIA MISSOURIAN  
PROGRESS AWARD WINNERS: [GOO.GL/VYAUF6](http://GOO.GL/VYAUF6)

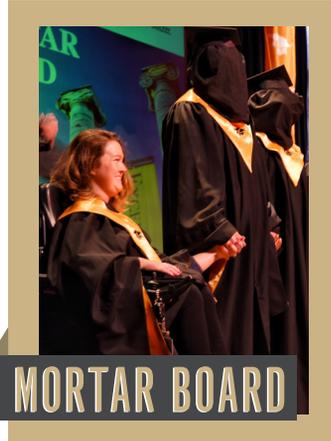
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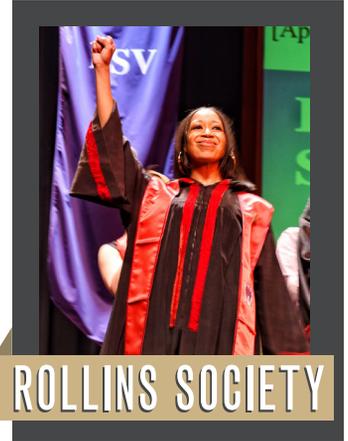
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# REMEMBERING FLORE ZÉPHIR

IDE HONORS ONE OF MU'S GREATEST PROFESSORS



Words by RYAN GAVIN AND DEPARTMENT OF ROMANCE LANGUAGES

Professor **Flore Zéphir**, a beloved member of our university community, died on December 15, 2017, after spending more than 29 years at the University of Missouri. When asked how people will remember her, there are several common themes: a dedicated scholar, an inspirational teacher and an advocate for justice. But what is paramount to everyone is her radiating warmth and unfailing kindness.

Flore's unmistakable voice, one that often reminded you of just how much she cared, will stay with us. Her familiar greeting of "How aaaarrrrre you?" might be difficult to imitate but is impossible to forget.

"The way that she greeted me—that long way she would pronounce my name and really extend it, just as she extended her spirit toward me every single time—I will miss those greetings," Pat Okker, Dean of the College of Arts and Science, said. "Treat everyone with as much kindness and openness as you can find in your spirit; that is what I take with me."

Even when disagreements arose or her advocacy required her to take a stand, her compassionate demeanor was unchanged."

Her vocal and lilting intonations became siren-like magnets. You just turned your ears so you heard the beautiful sound," A&S Associate Dean Ted Tarkow said. "Whatever it was that she was saying: it must be good because it sounded so good. She has been central to the intellectual and moral soul of much of what is good at MU."

## THE EDUCATOR

Suyenne Simoes described Flore as a mother to her, and said that from a young age, she was inspired to pursue studies in languages and language education. Now in France, Simoes says Flore helped her become the person she is today."

Flore has given me a lifelong desire to continue educating 'the other' in order to contribute to our capacity and ability to have empathy for those to whom we transmit our humanity," Simoes said. "She will continue in every bit of every one of us."

Michael Ugarte, professor emeritus of Romance Languages, spoke on behalf of the department at her campus memorial on December 20. He recalled a common "Flore-ism" in his tribute: "She would often say, 'You are more than your CV.' But let's not forget her contributions to knowledge. Her books on Haitian immigration are remarkably profound."

## AN ACADEMIC EXEMPLAR

A native of Haiti, Professor Zéphir came to the U.S. in 1975. She attended Hunter College of the City University of New York, where she graduated with a Bachelor of Arts degree in French and Education in 1980. The following year she went to Indiana University-Bloomington, and earned two Masters of Arts degree in 1983, and a Ph.D. in French Linguistics in 1990.

Professor Zéphir had been teaching at the Department of Romance Languages and Literatures since 1988. She was a professor of French and coordinator of the Master's program in foreign language teaching, and a faculty fellow in the Division of Inclusion, Diversity & Equity. She served as department chair in the Department of Romance Languages and Literatures and director of the Afro-Romance Institute. She also chaired the Linguistics area program.

Professor Zéphir was the recipient of several awards at MU: in 1995, she received a Kemper Award for excellence in teaching, an award for excellence in advising in 2003; and a Faculty-Alumni award in 2004.

"Central to her teaching and to the subjects of her research was the infinite love of other humans that radiated from her,"



Tarkow said. "She was so proud of her students and what they were and what they became —testimony to the timeless impact of a truly exceptional teacher."

Professor Zéphir taught French language classes at all levels, as well as courses in foreign language teaching methodologies, French linguistics, bilingualism and multiculturalism, and minority and Creole languages. Her research interests included foreign language education, bilingual education, Creole studies, sociolinguistics, and ethnic and immigrant studies with a particular focus on the Haitian diaspora in the U.S. She was a regular presenter at the various foreign language teaching conferences, as well as linguistics meetings. Professor Zéphir's numerous articles and review essays have appeared in professional journals around the world. She published three books between 1996 and 2004. She served as book review editor for the *Journal of Haitian Studies* and was working on projects dealing with the transformation of the Haitian diaspora as a result of the January 2010 earthquake. In addition to receiving scholarly attention, Professor Zéphir's work on Haitian immigrants in the U.S. generated a great deal of interest in the media, appearing in print and broadcast outlets internationally.

At the time of her passing, she was teaching full-time, developing new courses, advising graduate students in French linguistics, and serving on important university committees including the MU Faculty Council on University Policy.

She was fiercely devoted to her colleagues' individual success and to increasing the scholarly visibility of the Romance Languages and Literatures Department. More importantly, rather than curry favor with those at the top, she routinely went to battle for the most vulnerable. When the sorrow passes, if it ever does, it is this trait, her unshakable decency and humanity, that will endure.

#### LASTING LEGACY

Rangira Béa Gallimore was the final speaker at Flore's campus memorial service. She recalled Flore's words at her retirement celebration years ago."

Béa and I are two women from the third world who acquired at a young age the art of survival. Against all odds, we have been successful in raising our family, going to school and later having these successes. We are so amazing."

Before going into surgery, Gallimore held Flore's hand and spoke what were her final words to her: "We are women from the third world. You are going to survive."

The loss, sudden to so many members of the Mizzou community, has been difficult to process and truly quantify because of Flore's long and lasting impact."

When I say we don't know what to say, it's not because we don't have the time," Gallimore said. "It's because language fails us."



*Memorial contributions may be made to the Professor Flore Zéphir Memorial Fund at the University of Missouri. This Fund will support research and travel for graduate students in the Department of Romance Languages and Literatures. Online contributions may be made at [tinyurl.com/zephirmemorialfund](http://tinyurl.com/zephirmemorialfund).*

# STUDENT PROFILES

## *In Search of Belonging:* Ashley Yong finds confidence in community and purpose in involvement

Words by ERIK POTTER

**N**o one saw the tears coming. One evening when she was about 6, **Ashley Yong** was riding home with her family, staring at the suburban-Chicago cityscape from her back-seat window. They passed a Dunkin' Donuts restaurant, lit brightly in the darkness, empty save for one employee standing behind the counter. Her mind immediately processed, in her 6-year-old way, that that person was alone because he had no family or friends to go home to. She thought he was forsaken. Immediately, she started sobbing.

That story has become part of the Yongs' family lore. Variations of it have repeated throughout Yong's life, though as she grew, she learned to take action on her feelings. A version of the story showed up her junior year of high school, in Darien, Illinois, when she donated 26 inches of her hair to make wigs for people who had lost their own hair to chemotherapy. It appeared again her senior year when she took the \$250 she would have spent on prom and instead used it to make care packages for Chicago's homeless — and then raised \$6,300 online to do it again.

In a way, it also explains why, as a freshman in fall 2015, she wanted to leave Mizzou. It was a tumultuous time on campus. She had trouble understanding what was happening and couldn't connect to her new surroundings. There were 35,000 students on campus, but she felt like that Dunkin' Donuts employee.

One October day, sitting in her room in Mark Twain Hall, she hit a low point. She sat at her desk, pulled up her laptop and dialed her parents on Skype. She told them how she felt. Crying, she said she wanted to go to school somewhere else.

"My parents are very level-headed and strategic," Yong says. They listened to their daughter, but they told her to stay — at least through the end of the school year. If she still wanted to leave after that, she could.

It was good advice.

The next month, Yong went to the Asian American Association's Thanksgiving potluck in Memorial Union. Dozens of students gathered in Memorial Union's Stotler Lounge to share food and play games to get to know each other. Yong felt a sense of warmth and acceptance from the students. She had found a home.



PHOTO COURTESY OF SHANE EPPING

That feeling gave her the confidence she needed to get involved on campus. One of the first things she did was apply to become a Summer Welcome Leader.

Looking back, the Thanksgiving potluck was a turning point for Yong, but it was becoming a Summer Welcome Leader that fixed her in her new direction.

The pivotal moment came when she walked in to her first Summer Welcome training session. Yong, still a freshman, looked around at the other recruits. She saw she was the only Asian American in the room. She realized she was in a position to help prevent someone, especially an Asian American, in the next class of students from going through what she had gone through. The knowledge filled her with a sense of responsibility. She moved past her tears and got to work.

Each evening during Summer Welcome, the student leaders put on a kind of talent show. Yong spoke each night, in a slam poetry-like format, about what it meant to her to be an Asian American. The topic was something she had thought a lot about since joining the Asian American Association. One day, an Asian American incoming freshman and her father pulled Yong aside. "They told me how moved they felt by the fact I had enough courage to be vulnerable and share my experiences in front of an auditorium of people," Yong says.

She knew she was making a difference.

Yong didn't stop there. She also became a residence hall adviser and joined the Outreach Student Recruitment team, which goes to college fairs across the country to recruit students.

"I'm meant to be here," Yong now says.

Yong, a strategic communication major, plans to pursue a master's degree in student affairs after graduation. She wants to help others find the same sense of belonging in their college experience as she has found in hers. "I truly believe that the most important thing in life is the relationships we build," she says. "If I can build even small relationships — to make someone smile — that's huge to me."



## MU senior excels on the court and in the classroom

Words by SARAH SABATKE

**M**U senior **James Bohnett** can often be seen racing around campus from various classes to MizzouRec. As a member of Mizzou's wheelchair basketball team, he balances early morning practices with a heavy academic load.

"You try to plan around sleep," he says. "You try your best."

Players are allowed five years of collegiate eligibility for wheelchair basketball. Bohnett is currently in his last semester of eligibility with the team. He will graduate in May with not one but four bachelor's degrees, one each in political science, economics, mathematics and statistics.

"The degrees themselves are fairly well in sync," Bohnett says. He started by pursuing a degree in political science and then added economics. The economics degree, he says, required a lot of mathematics and statistics courses. The overlap in course requirements, combined with credits from a community college and a planned fifth year at Mizzou, gave Bohnett an opportunity to maximize his academic experience that he couldn't pass up.

Bohnett says he chose the four subject areas partly out of "pure curiosity." Growing up in a politically interested family and a high school fascination with economic theory inspired his combination of studies in college.

"Originally it was just to sort of taste-test it and see if I enjoyed it," Bohnett says of his economic courses. "It turned out that I really did enjoy it, and I enjoyed the professors and the material, and so I just continued off of that."

His work ethic is evident in academics, and it also plays an integral part in his athletic career. Bohnett grew up in San Jose, California, and began playing adaptive sports at age 7. He enjoyed wheelchair basketball the most and soon joined a junior team in Berkeley, California.

"I wasn't really good at it, but they were more than happy

to have me tag along and try to play the sport," Bohnett says. "I haven't stopped since." Bohnett attended basketball camps at MU when he was in high school and says that the wheelchair basketball team was the main reason that led him to choose Mizzou.

"I got attached to the players who were here and some of the teammates who moved over to here, and it just became the school for me," he says. "To have the opportunity to continue as a collegiate player, to play for Mizzou, was just huge."

While his studies and athletics keep him extremely busy, he says they have opened many doors.

Bohnett was selected for the **MU Kinder Institute** on Constitutional Democracy Scholars program during the summer of 2015 and worked in Washington, D.C., with California Senator Barbara Boxer. He also volunteers with the Star Light Reading Program in Columbia, where MU student-athletes visit area elementary schools to read to and interact with students.

"It's partly an opportunity for us to be involved with the Missouri community but it's also an opportunity for us to introduce adaptive sports to young individuals," Bohnett says, "and to also introduce them to disability in general in a better light."

Among his memorable moments in his five years on campus, Bohnett lists his experience as a statistics tutor and a tutor with the **MU Writing Center**.

"Those opportunities to really assist students, give them a chance to comprehend the material ... and see that spark moment — where they just go 'Eureka!' I always enjoy that," he says.

Bohnett isn't sure exactly what he wants to do or where he wants to go after graduation. Maybe an internship with a firm dealing with economic policy, he says, or even law school. And, with such a variety of degrees, his options are seemingly unlimited.

## Creative Connections: A Mizzou senior uses storytelling to connect with others

Words by SARAH SABATKE

**K**ayla Myers has a knack for connecting with people. Ask anyone she interacts with — whether it be her past residents from Hatch Hall, the fellow members of her honor fraternity or the students she once led during Summer Welcome — and they speak of her with a smile.

However, like many first-time college students, those connections didn't come easily. As a first-year student, she briefly considered transferring to a school closer to her home in Memphis, Tennessee. That changed after she joined Phi Sigma Pi National Honor Fraternity.

Myers says that being in the fraternity made her realize, "OK, this is where I'm supposed to be," she says. "They're essentially my second family."

Once she felt comfortable on campus, Myers started joining other organizations and took a job with MU Residential Life.

### LEARNING TO LISTEN

Myers, who is working toward bachelor's degrees in strategic communication in the School of Journalism and digital storytelling in the College of Arts and Sciences, got the chance to be a peer adviser for the documentary journalism Freshman Interest Group (FIG) in fall 2015.

She didn't know what to expect but she decided to say yes anyway. She ended up leading the FIG for two years.

"I really, really loved it," Myers says. "I got to teach about documentary journalism and talk about film at the same time, and that was really cool."

Working in a student staff role gave Myers an opportunity to connect with an even wider variety of students.

"I learned a lot about what it means to actually be there for people and be present in the hall — but also just present as a human, really listening to your residents, listening when they have questions," she says.

Because of what occurred while she was on the job — the events of fall 2015 on the MU campus and the 2016 presidential election — she found herself using those communication skills often.

"They just didn't know what was happening and ... it was the first time that I really had to think about how important it is to just talk to people about what's going on."

### DIGITAL CONNECTIONS

Myers carries some of her experiences in Residential Life over to her work in digital storytelling. She seeks out projects that deal with representation and identity. She wants her work to start conversations and make connections with audiences.

One project she is particularly proud of focuses on something very close to her: her hair.

"I just took pictures of the process, [from] me taking out [my] African braids to how my hair is right now," she says. "That was showing something that's really important to me — my hair



PHOTO COURTESY OF MONIQUE WOO

— and being able to talk to people about it."

Myers has focused more on the film production side of the digital storytelling program and will be getting some first-hand experience as an art installations intern during the 2018 True/False Film Fest. She says her love for film and creative arts could potentially carry over into her post-graduation plans.

### MOVING ON

As she approached her senior year this past fall, Myers decided she didn't want to continue in a student staff role. Instead, she applied for — and landed — the job of student coordinator for the FIG program. In that position, she supervises the peer advisers and the FIGs they teach.

On top of her involvement in Phi Sigma Pi (where she is now chapter president) and Residential Life, Myers also worked as a Summer Welcome Leader during summer 2016 to welcome prospective students and their families to campus.

### 'YOU ARE YOU'

During every Summer Welcome session, prospective students and their families are treated to a revue — a talent show of sorts. The Summer Welcome leaders perform sketch monologues dealing with issues important to them. Myers' monologue was about body positivity, and she says it was one of her proudest moments.

"I don't think I would've been able to do that every night if I hadn't been surrounded by people who really supported me and were just, like, 'You are you, Kayla. This is your experience and you should share that with people,'" she says.

Feeling free to be herself — and finding others who supported her — has helped to define Myers' time at MU. "I think, especially for students of color or students who are of other marginalized identities, you feel like you have to do the work for people to accept you on campus or to make you feel like you belong in this space," Myers says.

She's learned, through the connections she's made and the experiences she's had, that she doesn't have to carry that burden.

She wants other students to know that, even if they might not feel like they have connected yet, they belong on campus just as they are.

"You don't have to do all of this emotional work for people," she says. "You belong in whatever space that you're in."

## Meet *Jasmine Pool*, Marching Mizzou's first black female drum major since 1999

Words by PETER BAUGH

**T**he soft hum of wind instruments carries through Loeb Hall. Photos of Marching Mizzou decorate its winding hallways, transforming dull walls into slabs of memories. The marching band is intertwined with football Saturdays, and this is a place where its members are celebrated.

Some pictures show members marching on Faurot Field; some show them posing by the Columns on Francis Quadangle. There are hundreds of people from decades' worth of bands, each musician an embodiment of school spirit and pride.

Almost every face is white.

The 2017 group photo hangs in Room 202. Jasmine Pool stands in the front row with the band's leadership team; the Columns loom overhead. She is the first African-American woman to be a Marching Mizzou drum major — the highest-ranking student leadership position in the band — since Charlisha Greene in 1999.

Pool is a junior law and psychology student from the St. Louis area. A piccolo player in the band her freshman and sophomore years, she was named one of the four drum majors in April after a monthlong process of interviews and auditions.

Pool was a part of a mostly black student body when she attended McCluer North High School in Florissant. She said joining a predominantly white band was an adjustment.

"This year I can count out all the people of color in the band," Pool said. "I really want it to be more diverse. That (way) when people come they can feel like that's something they definitely want to be a part of."

Marching Mizzou practices four times a week during the football season, and Pool makes sure rehearsals run smoothly. She leads band members in stretches and reminds them of marching fundamentals. Pool memorizes every song Marching Mizzou plays, and she signals to the band whenever there is a change of pace during the performance. Director Amy Knopps praised Pool's tempo at practice and was impressed with how quickly she mastered the time changes of a complicated Elvis medley the band performed earlier in the season.

On game days, Pool and her fellow band members arrive five hours before kickoff. The drum majors help conduct the halftime show, as well as music throughout the game.

"They are truly the face of our organization," said Knopps, who was a Marching Mizzou drum major with Greene in 1999.

Sophomore saxophone player Clayton Johnson remembers feeling a little nervous as he waited in the parking lot before the first home game last season. Pool marched up to him and enthusiastically introduced herself. They instantly bonded over being two of the few African-American students in the band.

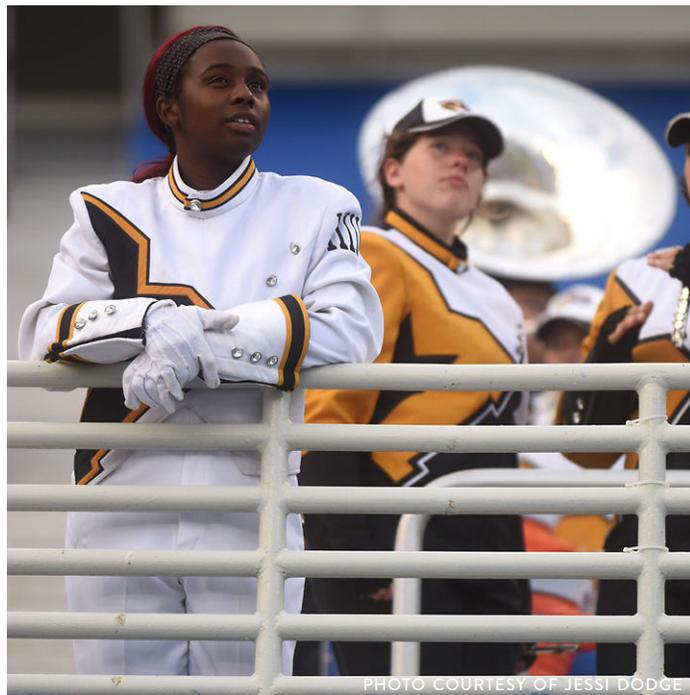


PHOTO COURTESY OF JESSI DODGE

Marching Mizzou drum major Jasmine Pool looks out onto the field before a game against Kentucky on Oct. 7 at Kroger Field in Lexington, Ky. This is Pool's first year as a drum major and her third year in Marching Mizzou.

"Mizzou is a very diverse campus, but you go to band, (and) it's predominantly white," Johnson said. "Having her come to you, talk to you, and get your name and your story and where you're from, it makes you feel more included."

Johnson is considering applying for drum major next fall. He said it's not a position he would have envisioned himself pursuing, but watching Pool planted a seed in his mind.

This will almost certainly be Pool's last season with Marching Mizzou. She will be applying to law schools next fall and said band would put too much on her plate.

"I get to end it off being a drum major at a bowl game," she said with a smile.

Johnson is proud of the standard his friend set and hopes it leads to more diversity within the band going forward.

"It's good to have her come up, but if nobody comes behind her it's sort of defeating the purpose," Johnson said. "Just having her there, though, gives every other minority student hope."

While watching Pool conduct during the 2017 season opener against Missouri State, Johnson filled with pride. He said Missouri is not always the most welcoming state for minorities, and he admired Pool performing with so many people watching.

She was completely unfazed by the crowd. Her beaming face shone on the Jumbotron.

Originally published in the *Columbia Missourian*

# SENIORS {of} MIZZOU

ALL PHOTOS BY RYAN GAVIN

## ALIYAH HILL

**HOME:** Chicago, IL | **MAJOR:** Health Science | **INVOLVEMENT:** Summer Welcome, Mizzou Alternative Breaks, Relay for Life, Diversity Across the Curriculum SHP, Minority Association of Pre-Health Students, National Society of Black Engineers



Something my grandmother taught me growing up was "A closed mouth doesn't get fed." Meaning that if you don't ask for something, you can't expect anything to be handed to you. Without faith, consistency and hard work you can expect to achieve much.

In college you meet so many individuals who help expand your network, and you also are granted new opportunities. A lot of the opportunities I received at the university were due to me going out and getting them. Yes, I did hear no sometimes, but that adds to my journey.

It wouldn't be as fun if everyone told me yes. In high school I was a very involved student.

Anything anyone asked me to do or presented me with or something I saw as interesting, I joined. Coming to Mizzou felt like the right choice for me because of all the involvement opportunities.

My freshman year I learned that in order to be involved, you had to put yourself out there. I was not used to this and was walking around in the dark. I am a first-generation college student and college is nothing like high school. The movies and shows are fake; don't believe them.

Well, I was wrong. So wrong, that I was not involved my freshman year because I did not know how to get involved. It wasn't until my RA told me how I have the potential to do so

much for campus, I just needed to show it. My sophomore year was a breaking point for me and I went out and used my voice and got involved. I wouldn't take back any of my involvement because my involvement shaped me into the person I am today. Serving others and being involved is a piece of who I am.

In college, it's important to find your comfort zone and mine is being involved with my campus community. Whatever community you may consider yourself to be a part of, you have to go seek them. The advice I would give is that with faith, consistency and hard work, you can accomplish your goals and become who you are destined to be. You are the author of your experience, you just have to write it.



## JANNICE NEWSON

**HOME:** Chicago, IL | **MAJOR:** Environmental Science | **INVOLVEMENT:** CAFNR Ambassador, McNair Scholars, Mizzou Black Women's Initiative, National Society of Collegiate Scholars

The pathway to your idea of success or happiness may not be linear; I have learned to take what life throws at me and continue towards my goals. You never know what you can get until you ask. Mizzou has a lot to offer — sometimes you just need to ask what is available to you.



## CLAIRE ROUNKLES

**D**on't be afraid to jump right in. I was able to get so many different opportunities and internships by just talking to people and networking. My first internship was my freshman year photographing the Kansas City Royals, and it ultimately led to me shooting my first World Series in 2015.

It came about through a conversation. I volunteer every year with POYi (Pictures of the Year International) and CPOY (College Photographer of the Year), which are two major photo judging competitions. At POYi, I talked to a graduate student, and he recommended me to the team photographer at the time. I reached out to him and went and shot all summer.

While I was doing everything, going back and forth for classes, I met a lot of Mizzou alumni covering it and photographing it

so it was awesome. I can't really explain it because there were just so many little things that happened.

Reach out to people. Just try to make friends in different areas. I was in the photo-j FIG, so I took the initiative to go to the [Columbia] Missourian photo department and talk to people who were doing the things that I wanted to do.

I'm going to remember the relationships I gained while here. I'm really close to the faculty in my department, and we're such a tight-knit community that I have like three different group chats from different groups of students who have graduated already. There's such a huge alumni network that it's great to always go different places and hear people say, 'I'm a Mizzou alumni!'

HOME: *Tina, MO* | MAJOR:

*Photojournalism* | INVOLVEMENT:

*Columbia Missourian photo department, CPOY, KAM, LSPR, McNair Scholars, POYi, TRiO*

## EVA REIGN THOMAS

HOME: *St. Louis, MO* | MAJOR: *Graphic Design* | INVOLVEMENT: *Residential Life, QTPOC, Triangle Coalition, Oasis, Student Design Center*

**M**y senior year of high school, I said I wasn't going to be the person who did all the things, and here I am. I've learned a lot about myself and about people and how to identify people who are in my corner. I learned how to be independent in a lot of ways.

I didn't jump right in my freshman year — I wanted to scope things out. It wasn't until my sophomore year when I was working for ResLife that I was exposed to so many different clubs and orgs.

The LGBTQ Resource Center was where it started, and I joined Queer/Trans People of Color (QTPOC) and met really cool people through that. I learned more about the other social justice centers. I just kind of lived in the Student Center and didn't want to leave, especially when I started working for the Design Center. That was something I had set out to do since my freshman year.

I started working at the Design Center because I wanted to learn from

everyone there. I think it really helped my education; I learned so much there and how to do different things like how to talk to clients and manage projects. It was a really good experience and chance to learn more about different orgs and connect with different people.

It's funny because everything has kind of flowed together. I think it's really cool how I've been able to try a bit of everything. Have a list of goals you'd like to accomplish and skills you'd like to acquire. It's OK to dabble here and there. If something doesn't work out, it's OK.

I'm really happy with where I've gotten to at Mizzou. It was here that I found the people who were ready to affirm me as a black trans woman, which is something I never expected. I literally always told myself that if I had lived in New York, I would've started my transition. It was my justification for not going forward with it or even exploring the possibilities of being trans.

But I've met such awesome people, particularly Deb, who let me stay in their



house for free last summer. I've been lucky in ways that girls like me haven't been. Obviously I still face a lot of bigotry and discrimination, but at the same time, I've had so many people in my corner. I didn't lose my job when I started my transition. People at my jobs were totally cool with it. It's another bit of privilege I often think about.

I think that bit of luck and circumstance and just the good people I've been able to meet, that's why I'm about to graduate. I'm really fortunate for that, and I hope that other trans women of color who walk on this campus are even more fortunate than I've been.



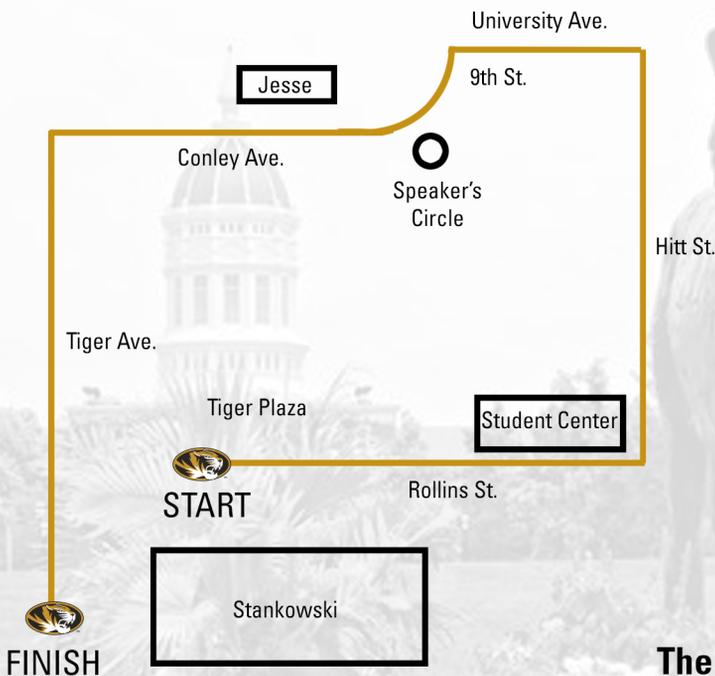
# THE INCLUSIVE EXCELLENCE MILE

**SATURDAY, MAY 5 FROM 10 A.M. - 12 P.M. CT**

**HELP US RALLY THE ENTIRE MIZZOU CAMPUS  
AND LOCAL COMMUNITY AT TIGER PLAZA!**

On behalf of the Division of Inclusion, Diversity and Equity we would like to invite you to run, jog or walk in the Inclusive Excellence Mile, an event focused on acknowledging and respecting our differences while affirming our common humanity. The purpose of this event is to serve as a “rallying cry” for the entire Mizzou campus and local community.

## LOCATION: MU CAMPUS



## TO REGISTER VISIT

[GetMeRegistered.com/InclusiveExcellenceMile](http://GetMeRegistered.com/InclusiveExcellenceMile)

## COST

MU Campus ( Faculty, Staff, Student) - **\$5.00**

Non-MU Campus age 13+ - **\$10.00**

Youth age 10-12- **\$5.00**

Children age 9 and Under - **Free**

Awards presented to 1st, 2nd and 3rd place finishers in each of the following age groups:

**14 & under // 15-19 // 20-24 // 25-29 // 30-34**

**35-39 // 40-44 // 45-49 // 50-54 // 55-59 // 60+**

**The overall fastest male & female will receive an award.**

The Inclusive Excellence Mile will support a variety of charitable organizations in addition to raising awareness of inclusion, civility and mutual respect. Charities benefited will be the United Service Organization (proceeds to military assistance), Rally4Rhyan (pediatric cancer) and Circle of Sisterhood (removing barriers to education).

**Anyone participating in the Inclusive Excellence Mile will also receive a discounted ticket for Mizzou Softball's May 5 game vs. Florida at 2 p.m. at the Mizzou Softball Stadium.**