



Inclusion, Diversity & Equity

University of Missouri

2021-22 YEAR IN REVIEW



“At the University of Missouri, we’re committed to inclusive excellence for our students, faculty and staff because we know each person brings a valuable perspective to our learning, research and engagement.”

—Mun Y. Choi, PhD
University of Missouri President

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WORKING TOGETHER TO CHART A NEW COURSE



At the University of Missouri, diversity, equity and inclusion are deeply embedded into the fabric of our campus community. Through the Division of Inclusion, Diversity and Equity (IDE) and collaborative partnerships throughout the university, we work tirelessly each day to ensure our students, staff and faculty have the necessary support and resources to succeed. Over the past year, IDE has made significant changes to meet the evolving needs of the campus. With a renewed focus on student success, faculty achievement and staff development, IDE is charting a new course toward inclusive excellence.

As with any new course, at times there will be unexpected challenges along the way. However, I have been repeatedly impressed by the resolve of our campus community to always want the best for each other and to persevere through any problem despite its difficulty. For this reason, Mizzou will always be a place where you can thrive and have incredible experiences on campus, whether you're from St. Louis, the Bootheel or beyond. Our commitment to diversity makes the seemingly impossible, possible.

While we have made significant progress related to diversity, equity and inclusion, we know that we still have work to do. I call upon the entire Tiger family to join us in making Mizzou the best destination for personal and collective success. With your help, there is no problem too complex to solve or any dream too big to achieve. Thank you for a great year!

Maurice D. Gipson, JD, PhD

Vice Chancellor for Inclusion, Diversity and Equity

ACCESS AND LEADERSHIP DEVELOPMENT

Over the past year, the Office of Access and Leadership Development (ALD) continued to enhance the University of Missouri's ability to engage and impact students from underrepresented and underserved populations. ALD supports university-wide goals through the implementation of a framework designed to:

- Establish pipelines through grants and partnerships.
- Encourage leadership, access and engagement, and recruitment and retention.
- Promote collaboration within and outside the campus community.
- Explore potential opportunities to intentionally grow and enhance the unit.

K-12 ENGAGEMENT, OUTREACH AND ACCESS INITIATIVES

The Missouri College Advising Corps (MCAC): Formed in 2008 at the University of Missouri, MCAC is one of 10 inaugural programs of the College Advising Corps (CAC) national network. The mission of MCAC is to empower Missouri students to go to college and succeed.

During the 2021-22 program year, MCAC placed college advisors in 31 partner schools in the Kansas City, St. Louis and southern Missouri regions. This work supported more than 29,000 students from ninth to twelfth grade. Of those students, MCAC provided post-secondary and financial aid coaching and advising to more than 6,500 seniors across MCAC partner schools (as of May 21, 2022*).

High School Men and Women of Color, Honor and Ambition (MOCHA and WOCHA): Providing personal, academic, cultural, social, professional and leadership development to high school students in Missouri, the high school MOCHA and WOCHA program positively impacts academic success, increases retention and develops successful leaders of tomorrow.

- Columbia Public School District and the Jefferson City Public School District sponsored 21 and 22 MOCHA and WOCHA students, respectively. The participants engaged

in a comprehensive program that included a group community service project and workshops/seminars on professional dress and etiquette, college admissions and finances, personal finance, service learning, personal health and fitness, and professional skills development.

Emerging Leaders Program: Typically, the Division of Inclusion, Diversity & Equity and the Missouri Legislative Black Caucus Foundation partner to present the Emerging Leaders Conference, an in-person four-day campus experience for Missouri high schoolers. The conference fosters leadership and advocacy skills and creates opportunities for students to build a foundation for success as leaders in their schools and communities. Last year, due to the COVID-19 pandemic, the event was adapted for a virtual environment.

- The 2021 Emerging Leaders Conference hosted 72 students, sophomore through seniors, primarily from mid-Missouri (Kansas City, Columbia and St. Louis). The attendees were 68% Black/African American, 11% Latino(a), 5% biracial or multiracial.

MAC Scholars Summer Honors Academy: Partnering with Columbia Public Schools (CPS), the Division of Inclusion, Diversity and Equity provides up to 50 academically competitive multicultural CPS scholars with a summer academic and enrichment program. The program takes

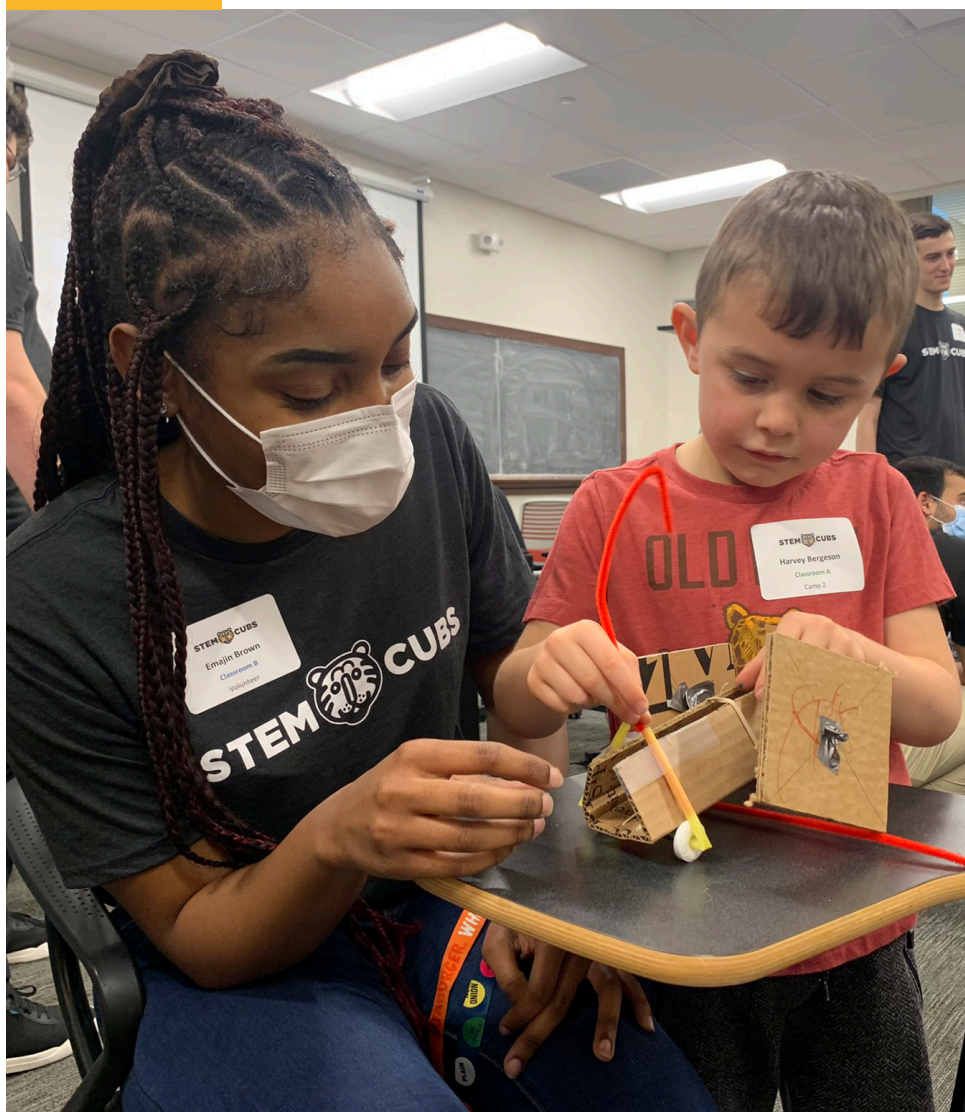
place on the MU campus, with MAC Scholars living in residence halls and experiencing instruction within a college environment. The goal of the program is to help students envision themselves as future college students. In 2021, due to COVID restrictions and mitigation strategies, program participants did not live on campus. MAC Scholars Summer Honors Academy was converted to a two-week daytime academy.

- Last year's participants included 30 high-performing, multicultural rising sophomore scholars from Hickman, Rock Bridge, Douglass and Battle high schools. ALD's student mentors led a career and major exploration event that allowed MAC scholars to attend in-person presentations and visit with deans, faculty and advisors from eight MU schools/colleges/departments.

STEM Cubs: A free engineering day camp serving students in grades K-5, STEM Cubs emphasizes the importance of exploratory and experiential learning by engaging elementary school-aged students from underrepresented and low-income backgrounds in science, technology, engineering and mathematics (STEM) activities. The program takes place three times per year (summer, fall and spring) and is a collaboration between the College of Engineering, College of Education and Human Development, and the Office of Access and Leadership Development.

- Approximately 100 students participated in in-person programming in fall 2021, a 161% increase in participation from the previous year.

STEM Cubs



MU McNair Scholars Program



UNDERGRADUATE PIPELINE PROGRAMS

Discover Program: Designed to assist Mizzou freshmen and sophomores from underrepresented groups interested in graduate education, the Discover Program helps students examine graduate education opportunities and career trends, discover the benefits of pursuing an advanced degree in their fields, explore strategies for academic success both as an undergraduate and a graduate student, and learn about paid summer research opportunities. The program also serves as a pipeline initiative for the McNair Scholars Program.

- Seventy-six students actively participated in the program —nine of whom served as program ambassadors. Overall, 230 students were enrolled on the program's Canvas site where they received information on topics such as:
 - Preparing now for graduate school.
 - Undergraduate research opportunities.
 - Financial literacy.

MU McNair Scholars Program: This federal TRiO Program is designed to prepare academically talented MU juniors and seniors from low-income, first-generation backgrounds and/or from groups underrepresented in graduate education for doctoral study. In addition to overseeing an

intense research experience guided by a faculty mentor, the program provides extensive services, resources and activities designed to assist scholars in gaining the skills and experiences needed to successfully apply, pursue and complete an advanced degree.

- Last year, 30 students participated in this program, and 94% of active scholars completed a comprehensive, robust research project. Over 75% (15 of 20) of eligible students went on to a post-baccalaureate program including eight to PhD programs and four to master's programs.
- Of the 19 participants selected for the 2022-23 McNair cohort, 10 were Discover Program students.

MOLSAMP: MU participates in the Missouri Louis Stokes Alliances for Minority Participation (MOLSAMP) program. MOLSAMP is an NSF-sponsored program designed to broaden participation in STEM disciplines and increase the number of students receiving baccalaureate and graduate degrees in STEM disciplines.

- Twenty-one MU students participated in last year's MOLSAMP professional development series. Additionally, MU hosted a robust summer research program for 10 students from MU and other program alliance institutions.

UNDERGRADUATE ACCESS, LEADERSHIP AND OUTREACH INITIATIVES

Men and Women of Color, Honor and Ambition (MOCHA and WOCHA): MOCHA AND WOCHA is one-year initiative open to all undergraduate students between their second and fifth academic years of study. The programs are specifically designed through the lens of students of color and aim to positively impact these students' academic efforts and develop successful leaders of tomorrow.

- Last year, the programs supported 26 students academically, professionally and personally through one-on-one meetings, personal and professional development workshops, Dale Carnegie Leadership Training, community service and a leadership retreat that focused on a holistic approach to leadership and wellness. All students achieved at least a 3.0 GPA and were successfully retained.

Mizzou Black Men's/Women's Initiative (MBMI/MBWI): This one-year developmental undergraduate program is designed to assist new and returning students in making a successful transition into the collegiate environment at Mizzou. The initiative provides a foundational environment that enhances growth, development and opportunities that lead to the retention and persistence of participants to pursue their educational goals. Last year, 15 men and 25 women participated.

GRADUATE STUDENT PROFESSIONAL DEVELOPMENT PROGRAMS

Graduate Scholars of Excellence: Graduate Scholars of Excellence (GSE) is open to underrepresented students currently pursuing a doctoral degree at Mizzou. The program focuses on providing retention and success resources, as well as programming that furthers professional development among underrepresented graduate students.

- Last year, 23 students participated in the program, and 22 of them completed all program requirements. Notably, scholars provided approximately 450 mentorship hours to their undergraduate mentees, presented their research at various academic conferences and saw all four of the program graduates obtain tenure track positions or post-doctoral fellowships.

Southern Region Education Board (SREB) Doctoral Scholar Program: The goal of the Southern Region Education Board Doctoral Scholar Program is to increase the number of minority students who earn doctorates and choose to become faculty at colleges and universities. The program has long partnered with SREB-region states to provide services that help minority scholars attain doctorates.

- All SREB scholars are integrated into the professional development programming offered by the GSE program.
- MU currently supports four MU doctoral scholars and two dissertation-stage fellows.
- All scholars participated in the Institute on Teaching and Mentoring.

Graduate Scholars of Excellence



After planting lettuce and radishes in March, students at the Gaines/Oldham Black Culture Center harvested and prepared the vegetables for a garden-to-table meal.



OFFICE OF STUDENT DIVERSITY AND ACADEMIC INITIATIVES

In the 2021-22 academic year, the Office of Student Diversity and Academic Initiatives was established to provide more resources for student support and success. The office includes the Department of Social Justice, the Relationship and Sexual Violence Prevention Center (RSVP) and the Office of Student Support and Success.



HIGHLIGHTS

- In November, the centers hosted **open houses** to welcome students to the spaces and introduce new staff.
- **Free Coffee Tuesdays** at the Women's Center returned this year for a total of 10 events. About 30-40 people visited the center each week to socialize and network.
- In the fall, **Game Day at the Multicultural Center** helped students connect with new professional staff at the centers. Using interactive play, the event laid the foundation for staff to cultivate meaningful relationships with the 25 students who attended.
- The **RSVP Peer Educator program** is composed of 26 MU students who are dedicated to ending intimate partner and sexual violence on our campus. The peer educators provide excellent and relatable education on issues including rape culture, stalking, intimate partner and sexual violence, and healthy relationships. Last year, the peer educators delivered more than 40 presentations —both requested facilitations and weekly open presentations — reaching more than 1,200 students in Greek chapters, classes, student organizations and student teams.
- The brainchild of student Isaiah Massey, president of the MU chapter of MANRRS (Minorities in Agriculture, Natural Resources and Related Sciences), an **urban garden at the Gaines/Oldham Black Culture Center** created interest in



and awareness of the importance of sustainability and agriculture. Volunteers constructed the garden in March 2022 during Grow for the Soul, a service event under the direction of MANRRS and the Columbia Center for Urban Agriculture, a local nonprofit. The volunteers were invited back in April to harvest and enjoy their lettuce and radishes at a farm-to-table dinner. The garden demonstrates how students can initiate projects and create collaborative relationships between the university and the Columbia community.

- In fall 2021, the Gaines/Oldham Black Culture Center (GOBCC) hosted the **Final Stretch**, a three-day in-person study hall. For some students who became Tigers during the pandemic, it was the first time they were able to visit the center, where they learned they could meet friends, socialize and study. About 45 students participated each day of the Final Stretch.
- In January and February, the Division of Inclusion, Diversity and Equity and the MU Career Center

presented a **career series** to help students prepare for their next move after college. The four-part series covered networking, resume and cover letter advice, how to dress professionally and job interview tips. More than 100 students participated in the series.

- The Women's Center leads a campus committee every March to organize events for **Women's History Month**. Partners this year included the Status of Women Committee, the Department of Women's and Gender Studies, graduate students and members from The Bridge. The month included Women's Poetry Night, an event open to students, faculty and staff. Ten readers and more than 30 participants attended. The Women's Center also hosted a series of virtual and in-person events discussing topics such as "To be a feminist," "Violence against bi and pansexual women" and "Eating disorders: The road to recovery."
- Every academic year, the RSVP Center offers **advocacy and case management services**, including brief



GOBCC Urban Planting



emotional support and academic/legal/medical support through the university's Title IX and equity processes. The center helps individuals navigate complex systems and ensure they are getting the information they need. Last year, the center spent nearly 230 hours supporting MU students, faculty and staff.



- During Coming Out Week in October, the LGBTQ Resource Center organized the annual **Coming Out Day photo**, a time for students, faculty and staff to show their support and pride for the LGBTQ community.
- The LGBTQ Resource Center releases a full calendar of events every April for **Mizzou Pride Month**. This year, the center had a total of 12 events, including the Catalyst Awards, which celebrate individuals from Mizzou and Columbia who have shown their outstanding dedication to LGBTQIA inclusion. Three undergraduates, two professional students, three staff members and a member of the Columbia community were honored.
- In spring, the RSVP Center revitalized an educational training program created to teach the basics of LGBTQ identities and culture. The center delivered nine trainings to units across campus, including faculty teams, staff departments, Greek life students and professional student courses.

LGBTQ Catalyst Awards



Mizzou Coming Out Day





INCLUSIVE EXCELLENCE AWARDS

In May, as part of Staff Excellence Week, Kathleen Claxton from Student Health and Well-Being and Joel Mandell Stancer from the School of Medicine received 2022 Inclusive Excellence Awards.

The award was established in 2018 by the Division of Inclusion, Diversity and Equity to honor staff members who embody the university's commitment to growing and sustaining a diverse and inclusive learning, living and working environment. The recipients affirm that diversity, inclusion and equity are foundations on which our communities thrive and have contributed to this foundation in significant ways.



NEW FACES

New hires and faculty
appointments in IDE



Jae-Kur Lockhart
Student success coach
Office of Access and Leadership
Development



Kennedy Mitchum
Student success coach
Office of Access and Leadership
Development



Dr. Michael Williams
IDE faculty fellow



Anna Romero
Student success coach
Student Diversity Initiatives



Sophie Hood
Senior student support specialist
Student Diversity Initiatives



Ciarra Small
Programming coordinator
Relationship and Sexual Violence
Prevention Center



AnDrea Jackson
Senior student support specialist
Student Diversity Initiatives



La Toya Stevens
Director of communications



Stephanie White-Thorn
Graduate initiatives coordinator
Office of Access and Leadership
Development



“A rich diversity of people, experiences and ideas is essential to quality higher education. We must be intentional and persistent about our efforts to create and sustain an inclusive learning environment in which everyone can thrive. I am pleased with the progress we have made, and I commend Dr. Gipson and his team for their work to promote inclusion.”

-Latha Ramchand, PhD
Provost and Executive
Vice Chancellor for
Academic Affairs



PROGRAMS FOR FACULTY AND STAFF

The Division of Inclusion, Diversity & Equity offers faculty and staff professional development opportunities with attention to inclusion to foster a learning and research environment where innovation and creativity thrive.



Louis Stokes Regional Center of Excellence Study of STEM Innovation (SOSI Center): A \$1 million project funded by the National Science Foundation, SOSI is designed to support the recruitment and retention of minority undergraduate and graduate students studying STEM. For the first year of the program, MU hosted 60 registrants in a two-and-a-half day virtual SOSI Summer Institute. The program was designed to help program leaders develop an understanding of the challenges of facilitating underrepresented students' success and matriculation in postsecondary STEM, learn how to better design, implement, evaluate and research STEM programming, and understand how to foster an environment where participants can reflect on how to implement the theories of change and measurements into their practice and research.

The Office of Access and Leadership Development programs: Through programming from the Office of Access and Leadership Development, 115 faculty and staff worked with students as mentors, panelists, instructors and presenters during the 2021-22 academic year.

The Trauma Institute Conference: In April, the RSVP Center hosted the re-imagined version of its annual Trauma Institute Conference. The half-day conference was created to provide campus professionals and stakeholders with key information, skills and training on trauma-informed care and practice that they can apply to their own careers. Last year's conference hosted 35 professionals from units including human resources, the School of Medicine, the School of Social Work and the Division of Student Affairs.

Multi-institutional mEntoring Network for Transforming Organizational cultuRe (M.E.N.T.O.R.): This U.S. Department of Agriculture-sponsored project creates collaborative partnerships among land-grant institutions and empowers faculty leadership teams to develop mentoring programs in STEM-related fields.

As part of the program, MU received a \$25,000 grant to fund a mentoring program designed to encourage retention of students underrepresented in the agriculture and life sciences. The funding supported five doctoral students in STEM fields to mentor 20 STEM undergraduate students in research projects. MU participated in the mentor alliance, led by Purdue University, that includes seven predominantly white institutions and six historically black colleges or universities — all land grant institutions.

National Center for Faculty Development and Diversity's Faculty Success Program: The division sponsored Enoch Ng'oma, an assistant professor in the Division of Biological Sciences, to participate in a 12-week online program for tenure-track and tenured faculty that helps develop skills to increase research and writing productivity and create a publication portfolio.



COMMUNITY OUTREACH

Community outreach and external engagement continue to be a priority for the Division of Inclusion, Diversity & Equity. As part of that effort, IDE sponsored and participated in several events for the community in 2021-22.

JUNETEENTH 2021

IDE was a sponsor of Columbia Parks and Recreation's Juneteenth Block Party on June 19, 2021, at Douglass Park. The celebration featured a live DJ, dancing, food and information tables from area organizations. Vice Chancellor Maurice Gipson spoke at the event, and several MU leaders and community members attended.



Keeper of the Dream Award

MLK DAY CELEBRATION

In January, IDE hosted the 2022 Martin Luther King Jr. Day Celebration, titled "Spoken Word: Facing the Challenges of Tomorrow." More than 300 people attended the virtual event that featured keynote speaker Ashley M. Jones, poet laureate of Alabama.



Ashley M. Jones

During the event, the MLK Day planning committee presented Jabberwocky Studios with the Keeper of the Dream Award. The award honors those who promote King's legacy and attempt to make a difference in the lives of others through selfless service. Since 2007, the university has awarded the Keeper of the Dream Award to a Boone County resident or group for their extraordinary leadership and inspiration in furthering the goal of achieving greater cultural and ethnic diversity in the community. Jabberwocky Studios was honored for using art to enhance equity and inclusion in the community, reaching thousands of individuals through classes, camps, public performances and outreach.

The event also featured a performance from Columbia trio K-Voices and an interview with artist and MU doctoral student Bini Sebastian.

BLACK HISTORY MONTH

In February 2022, Jerome Adams, former U.S. surgeon general, visited MU as the keynote speaker for Black History Month. About 250 people attended the in-person talk at Memorial Union, where Adams spoke with David Mitchell, the Ruth L. Hulston Professor of Law at the MU School of Law and co-director of the Michael A. Middleton Center for Race, Citizenship and Justice, and answered audience questions. While on campus, Dr. Adams also met with students at the School of Medicine, School of Law and the Gaines/Oldham Black Culture Center.

In addition to IDE, the event was co-sponsored by the Trulaske College of Business, International Programs, MU School of Law, MU School of Medicine, the College of Education and Human Development, the MU Honors College, the Michael A. Middleton Center for Race, Citizenship, and Justice, the MU College of Arts and Science's Department of Black Studies, the Kinder Institute on Constitutional Democracy and Peace Studies.

The keynote was one of several university-sponsored Black History Month events. Other opportunities included featured speakers, concerts and discussions around the theme of Black health and wellness.



AN EVENING WITH STEPHANIE BEATRIZ

In April 2022, the Campus Activities Programming Board and IDE co-sponsored the free event "An Evening with Stephanie Beatriz" in Jesse Auditorium. Christina Carney, an assistant professor in the MU Department of Black Studies and the Department of Women's and Gender Studies, moderated the Q&A with the actress, producer and LGBTQ+ activist who talked about her work on *Brooklyn Nine-Nine* and *Encanto*, her time in Columbia as a Stephens College student and the importance of diverse, LGBTQ+ representation in the entertainment industry.

OUR PARTNERS

The Division of Inclusion, Diversity & Equity is proud to partner with other academic institutions and with units and organizations on campus, in the community and beyond.

INTERNAL PARTNERSHIPS

Black Faculty and Staff Organization
Cambio Center
Center for Academic Success and Excellence
College of Agriculture, Food and Natural Resources
College of Education and Human Development
College of Engineering
Department of Black Studies
Department of Human Development & Family Science
Department of Theatre
Division of Biological Sciences
MIZ-OUT
School of Health Professions
School of Music
Status of Women's Committee
THRIVE
Trulaske College of Business

STUDENT ORGANIZATIONS

Association of Black Graduate and Professional Students
Black Pre-Law Student Association
Chabad Jewish Student Organization
Legion of Black Collegians
MU Muslim Student Organization
Student Veterans Center
ZouSoul

EXTERNAL PARTNERSHIPS

Alabama A&M University
City of Columbia
College Bound
Department of Higher Education & Workforce Development
Florida A&M University
Fontbonne University
Greater St. Louis Inc.
Harris-Stowe State University
Heart of Missouri United Way
Jefferson College
KC Degrees
Lincoln University
Maryville University
McKendree University
Michigan State University
Missouri College Access Network
Missouri State University
Muriel Battle Scholarship Gala - Delta Sigma Theta Sorority, Inc.
National GEM Consortium
North Carolina A&T State University
Ohio State University
Pennsylvania State University
Philander Smith College
Purdue University
Saint Louis University
Southeast Missouri State University
Southern Illinois University Edwardsville
St. Louis Community College
Truman State University
Tuskegee University
Understanding Interventions
University of Arkansas-Pine Bluff
University of Central Missouri
University of Kentucky
University of Michigan
University of Missouri - St. Louis
University of Missouri - Kansas City
University of Nebraska - Lincoln
Washington University in St. Louis
Webster University



OTHER PARTNERSHIPS



STUDENT COMMUNITY OF PRACTICE THRIVE

The THRIVE program fosters new leadership skills in students while helping to create positive, inclusive cultures in the STEM fields. This year culminated in a community of practice showcase in May at the Teaching for Learning Center that featured different pieces of art that students created to tell their stories.

PRE-PT SCHOLARS MU SCHOOL OF HEALTH PROFESSIONS

Pre-PT Scholars is a pipeline program designed to support Mizzou undergraduate students from historically underrepresented and underserved backgrounds who are planning to apply to a graduate physical therapy program. During the approximately two-year Pre-PT Scholars program, students are provided with resources to develop their academic performance as well as the personal and professional skills required to apply to graduate school.

AFRICA FILM SERIES SCREENING OF 'THE WEDDING PARTY' AFRICAN INTERDISCIPLINARY STUDIES HUB



The African Interdisciplinary Studies Hub hosted a film screening of *The Wedding Party*. Before the screening, there was a presentation about Nigerian wedding customs and the importance of marriage in Nigeria. After the screening there was a Q&A with a panel of Nigerian graduate students from the African Graduate and Professional Student Association.

EXPLORING RACIAL EQUITY VALUES WITH GRACE AND INTENTION MU SCHOOL OF SOCIOLOGY

On Feb. 19, 2022, in her interactive presentation, Reena Hajat Carroll, executive director for the California Conference for Equality and Justice, discussed racial equity, taught communications skills and provided participants the opportunity to practice some of the skills she taught.

HOSTING MASTER DRUMMER EMMANUEL AGBELI MU SCHOOL OF MUSIC

From April 13 to 19, 2022, the School of Music hosted Emmanuel Agbeli, master drummer, dancer and director of the Dagbe Cultural Institute & Arts Centre in Kopeyia, Ghana. During Agbeli's time at Mizzou, he presented a series of classes and workshops and performed a concert at the Missouri Theatre. Agbeli also hosts Mizzou students in the summer who participate in the Global Mizzou Service: Education and Heritage of Ghana program.





Inclusion, Diversity & Equity

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