



Inclusion, Diversity & Equity

University of Missouri

2022-23 ANNUAL REPORT



“The work we do to ensure that people of different backgrounds, experiences and perspectives feel welcomed and included at this university is critically important.”

-Mun Y. Choi, Ph.D.
University of Missouri President



CONTENTS

2022-23 ANNUAL REPORT

Message from Dr. Maurice D. Gipson	1
Our Demographics	2
Our Impact	4
Belonging	6
Career Readiness	16
Community	20
Education	28
Faculty & Staff	36
Student Success & Retention	44

COMMITTED TO ACCESS AND SUCCESS



I am honored to lead the University of Missouri's award-winning Division of Inclusion, Diversity and Equity, where each team member strives for excellence every day. Inclusion, diversity and equity are integral to everything we do to ensure everyone in the Mizzou community has the resources and support they need to be successful.

The MU Inclusion, Diversity and Equity annual report highlights the efforts we have made to support career readiness, community engagement, educational opportunities in and out of the classroom, faculty and staff development, and student success and retention. The report illustrates how our commitment to inclusion, diversity and equity is embedded throughout the university and is designed to promote access and success for all.

During the 2022-2023 academic year, we achieved numerous successes, and we look forward to building on those accomplishments by collaborating with our campus partners and continuing to foster a culture that reinforces our core values: Respect, Responsibility, Discovery and Excellence.

M-I-Z!

A handwritten signature in black ink, appearing to read "M. D. Gipson". The signature is written in a cursive style and is enclosed within a circular flourish.

Maurice D. Gipson, JD, Ph.D.

Vice Chancellor for Inclusion, Diversity and Equity



Inclusion, Diversity & Equity
University of Missouri

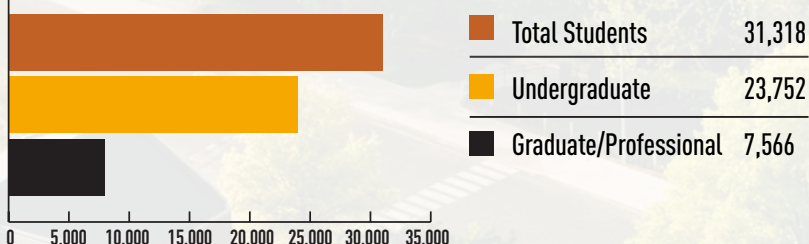


OUR DEMOGRAPHICS

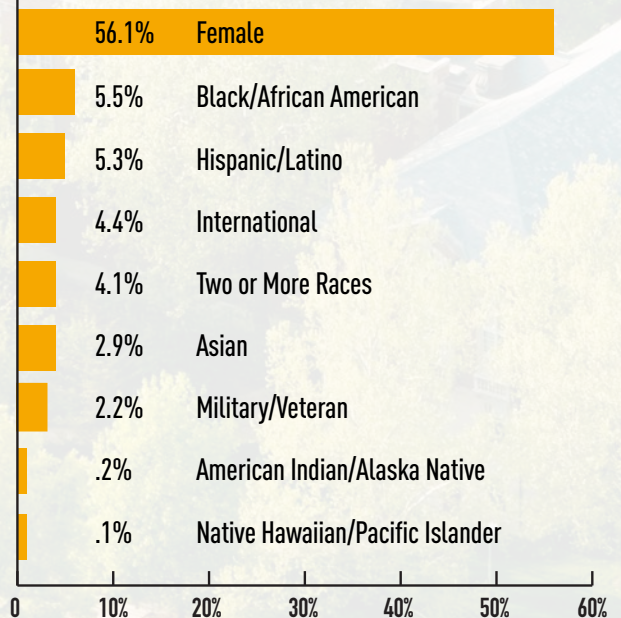
SELECT DIVERSITY METRICS | STUDENTS

Data sources: Fall Student Census. Students with multiple majors are counted under all relevant schools/colleges, but are only counted once at the campus level. Students are counted under the current organizational structure (e.g. majors that were formerly in HES are counted in their current school/college for all years of data).

STUDENT ENROLLMENT TOTAL BY CAREER

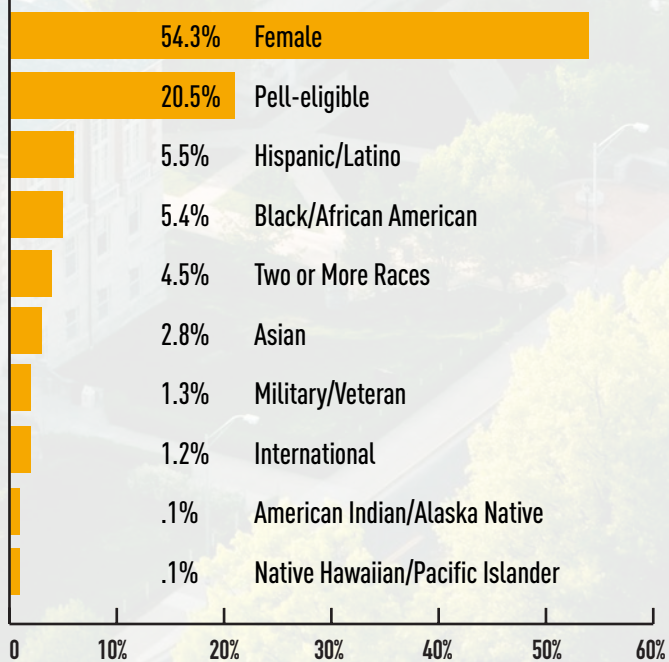


STUDENT ENROLLMENT % OVERALL DEMOGRAPHICS

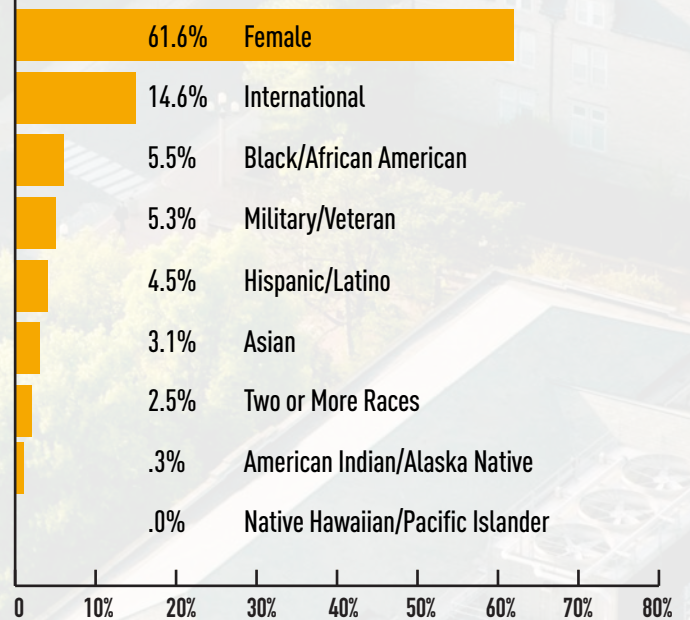




STUDENT ENROLLMENT %
UNDERGRADUATE

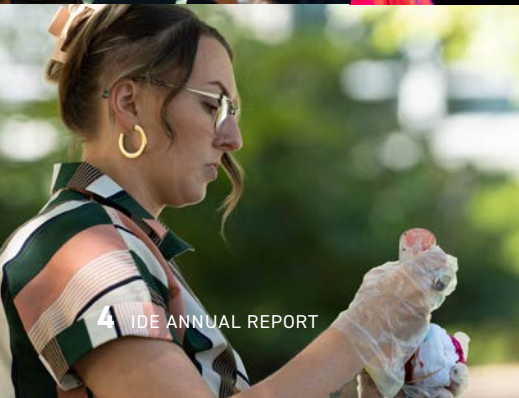


STUDENT ENROLLMENT %
GRADUATE/PROFESSIONAL





OUR





IMPACT



BELONGING

A sense of belonging is a critical part of a healthy and fulfilling university experience. The Division of Inclusion, Diversity and Equity is committed to nurturing the growth and development of students, faculty and staff throughout their academic, professional and personal journey. The division strives to create a community where diverse experiences, backgrounds and perspectives are accepted and celebrated.



WELCOME BLACK BBQ

The Gaines Oldham Black Culture Center (GOBCC), in partnership with the Legion of Black Collegians and National Pan-Hellenic Council, hosts the Welcome Black BBQ, an opportunity for students, faculty and staff to meet new friends and build networks of support at the end of the first week of the semester. More than 500 people attended the 2022 kickoff event, which included food, music, dancing and fellowship.



“The Welcome Black BBQ was a joy – I brought my wife and kids to give them a taste of the vibrance of the Black community at Mizzou, and I was not disappointed. It was like a family reunion for many of my favorite faculty, staff, undergraduate and graduate students. I can’t wait for the next opportunity to connect!”

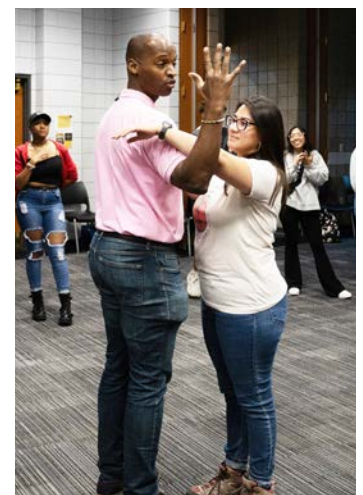
— Michael S. Williams, Ph.D.

Inclusion, Diversity and Equity Faculty Fellow



DANCING AROUND LATIN AMERICA

Thirty students gathered in the Gaines/Oldham Black Culture Center (GOBCC) to learn the origins of several Latin American dances for Dancing Around Latin America. The night culminates with Assistant Professional Practice Professor Kristofferson Culmer teaching salsa, bachata and merengue. This collaboration between the Cambio Center, Association of Latin American Students, Mizzou Society for Advancement of Chicano and Native American Students, and the GOBCC was an educational and creative opportunity rooted in continuous growth and cultural appreciation.



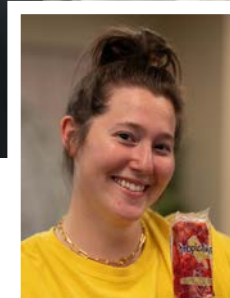
CATALYST AWARDS

Each spring, the LGBTQ Resource Center hosts the Catalyst Awards, honoring the contributions of students, faculty, staff and community members who support the LGBTQ community. Nominators are invited to speak about the unique characteristics and impacts of each recipient. This year, recipients shared how the awards deeply resonated personally and professionally.



MULTICULTURAL MIXER

Hosted by the Multicultural Center (MCC), the Multicultural Mixer provides a social setting for students, faculty and staff from different cultural backgrounds and experiences to engage in intercultural exchange and understanding through dialogue, international food and togetherness. This annual spring event represents the diversity of our campus body, highlighting Latin American, Indian, Jamaican, Asian and Middle Eastern





RISE AND GRIND BREAKFAST

The Rise and Grind Breakfast is a popular program for students, faculty and staff to create new connections, engage in meaningful conversations and cultivate knowledge. This program reflects the mission of the GOBCC to bring together community, experiential learning and creativity to spark collaboration across experiences, disciplines and departments.

Feedback from Event Survey:

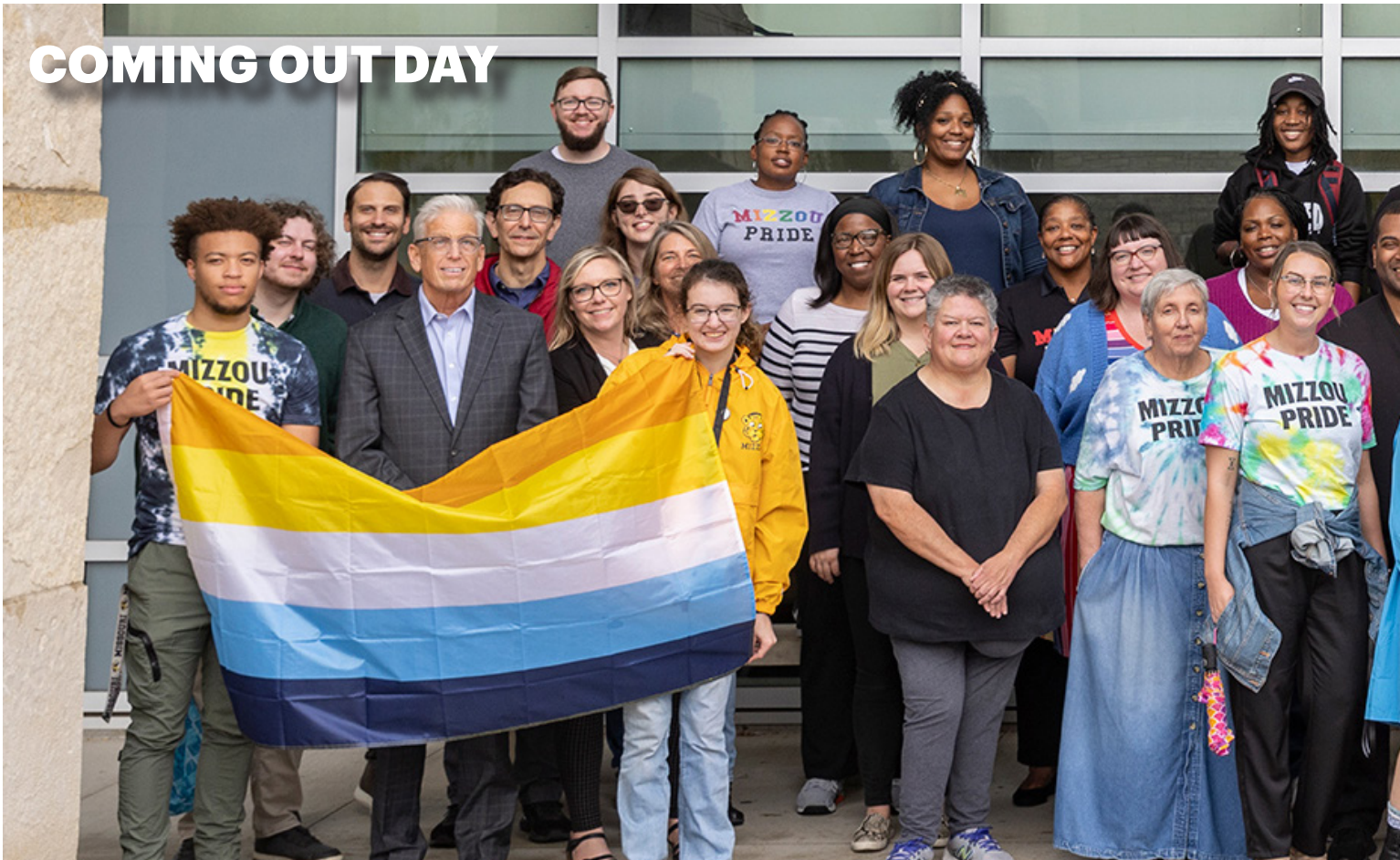
“Enjoyed the fellowship, meeting colleagues from other departments, but also students from different disciplines within my own academic unit. It was nice to speak with students in a different environment and get to know them on a personal level and not just talk about how they are progressing academically.”



QUEER FLING



COMING OUT DAY



RSVP CENTER

In 2022-23, the Relationship and Violence Prevention (RSVP) Center provided more than 151 hours of case management and support services to students, faculty and staff.

POETRY NIGHT

The Division of Inclusion, Diversity and Equity encourages personal exploration to expand perspectives. Each year, the Women's Center hosts Poetry Night in recognition of Women's History Month to allow free expression of ideas, giving students, faculty and staff the opportunity to share their creativity.

WHAT STUDENTS ARE SAYING ABOUT THE RSVP CENTER:

"I had no idea a place like this existed, but after I came in and talked about what was distressing me, the staff's professionalism showed me that my experience was not singular by a long shot. The specialized scope of this office made me feel seen and believed in a way that therapy did not."

"I no longer felt outcast from my community or trapped in my room."

"The space made me feel less alone in a time I was very scared and helped me pursue options I didn't realize I had."





DENIM DAY

The RSVP Center recognized National Denim Day in April as part of Sexual Assault Awareness Month. Students, faculty and staff were encouraged to wear denim in solidarity with survivors of sexual assault and violence. Individuals could share their support on social media, participate in activities, learn the history and impacts of Denim Day, and engage with the services and resources at the center.



ACADEMIC UNITS

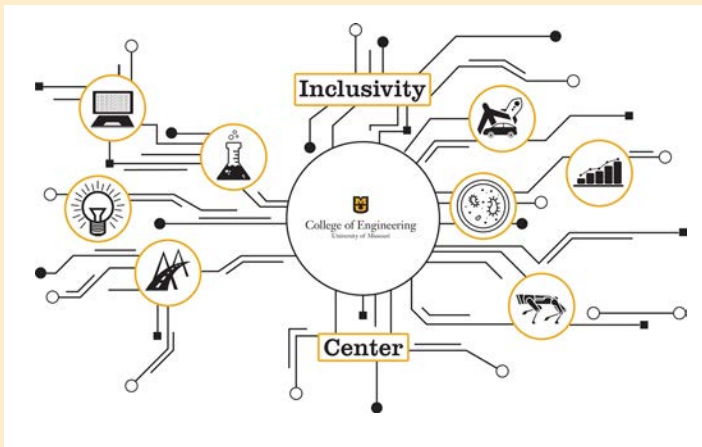
The programs/initiatives highlighted are examples of the efforts made to foster a sense of belonging.

COLLEGE OF EDUCATION

FIRST GENERATION CELEBRATION WEEK

Scholarship funding was established for College of Education and Human Development community members and others to contribute toward programming to affirm and support first-generation students.

COLLEGE OF ENGINEERING



INCLUSIVITY CENTER

The College of Engineering's Inclusivity Center provides an inviting and inclusive space for all students to meet to study, socialize and interact with faculty and staff in an open environment. This work is a reflection of campuswide efforts to create belonging for all Mizzou Tigers.

SCHOOL OF LAW

STUDENT-LED AFFINITY GROUPS

Students at the School of Law lead organizations such as the Women's Law Association, the Missouri Law Veterans Society, Outlaw, the Hispanic Law Student Association, Disabled and Allied Law Students Association, and the Black Law Students Association. Most of these groups are active in the law school, hosting social get-togethers, informational sessions and college-wide events.

SCHOOL OF NURSING

"WE'RE NOT REALLY STRANGERS" — GAME NIGHT

This event builds community among nursing students, faculty and staff who play the interactive game "We're Not Really Strangers."



STUDENT AFFAIRS

NURTURING MINORITY WELLNESS PROGRAM — COUNSELING CENTER

Nurturing Minority Wellness (NMW) is a program of the MU Counseling Center that supports the mental health and wellness needs of students from underrepresented communities. We know that students from these communities can face additional challenges related to mental health and well-being. We strive to foster resilience, joy and a sense of belonging among students.

DISABILITY CENTER GRADUATION CEREMONY

The Disability Center hosts a graduation reception celebrating the accomplishments of students with disabilities who graduate from Mizzou that semester. Students are also provided cords; cords are blue (representing disability justice) and white (to remind all that not all disabilities are apparent). Students unable to attend the ceremony still have an opportunity to pick up their cords. All students identifying as disabled are welcome to attend and receive a cord; there is no requirement that students are receiving accommodations through the Disability Center.

NATIONAL PAN-HELLENIC COUNCIL (NPHC) NIGHT AT MEN'S BASKETBALL

Dennis Gates, Mizzou Men's Basketball head coach, invited members of the National Pan-Hellenic Council to participate in a showcase of NPHC organizations at halftime during the men's basketball game on Feb. 21, 2023. NPHC chapters provided the audience with an overview of their respective chapter and organization's history while also sharing information on their local service partnerships.

CAMPUS ACTIVITIES PROGRAMMING BOARD: INTERNATIONAL WELCOME PARTY — DEAN OF STUDENTS

The International Welcome Party is a huge showcase of food, drinks and activities from across the globe. Students, faculty and staff had the opportunity to celebrate the start of a new school year with many of MU's Multicultural Student Organizations.

MGC TRADITIONS/SENIOR SENDOFF — MULTICULTURAL GREEK COUNCIL (MGC)

The Multicultural Greek Council hosted MGC Traditions in fall 2022 and spring 2023. The program celebrates the contributions of culturally based fraternities and sororities on MU's campus while also recognizing MGC-affiliate graduating seniors.



CAREER READINESS

Learning by doing, also known as the Missouri Method, is a way of life at the University of Missouri. The Division of Inclusion, Diversity and Equity (IDE) provides students with the foundation for growth and excellence through hands-on learning opportunities outside of the classroom. Through IDE programming, students enhance soft and professional skills, acquire experience and learn workplace etiquette.

DEMYSTIFYING CAREERS IN HIGHER EDUCATION PANEL

This collaboration between the Relationship and Sexual Violence Prevention (RSVP) Center and the Women's Center illuminates the pathways from undergraduate education to the professional world and offers advice and resources relating to gender parity, navigating different professions and career advancement.

LEADERSHIP OPPORTUNITIES

Over 50 diverse student organizations are connected to the Division of Inclusion, Diversity and Equity, providing students with the opportunity to build community, gain leadership skills and make an impact on campus life. Executive councils, affinity organizations and student governments are available to any interested students and provide an opportunity to become campus advocates, allies and leaders.

PRAXIS EDUCATION

The RSVP Center engages graduate and undergraduate students from the Sinclair School of Nursing, the Department of Human Development and Family Science, the School of Social Work and Public Health in praxis education. Through praxis education, students gain hands-on clinical, educational, project management and program development experience. Participants also learn best practices, clarify their career interests and build professional connections within their desired field. In 2023, 10 students participated in this program.

SERVICE LEARNING

Through service learning at the RSVP Center, students identify and respond to community needs. Program participants have the opportunity to design projects according to their skills, interests and career goals. During the 2022-23 academic year, students developed training on empathetic mandated reporting, provided education to health care providers and expanded the Pathways program.

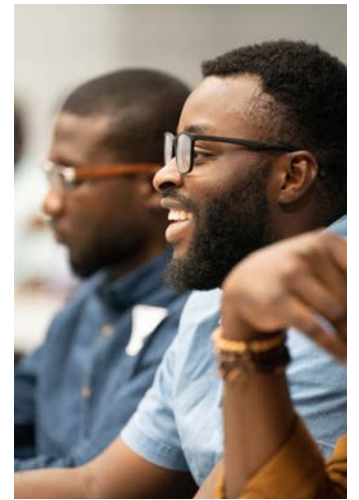
WORK STUDY

Qualifying students have the opportunity to participate in work study programs through each of the Division of Inclusion, Diversity and Equity Resource Centers. These programs equip students with competitive skills that increase preparedness for career entry and success and connect them with professionals in their field of interest.



GRADUATE SCHOLARS OF EXCELLENCE (GSE) FIRESIDE CHAT SERIES

The Graduate Scholars of Excellence (GSE) initiative housed in the Office of Academic Access and Leadership Development (AALD), offers many opportunities to engage, support and mentor current and prospective underrepresented undergraduate students who are considering graduate school. GSE Scholars are between their second and fifth academic years of study and have expressed a keen interest in receiving personal, academic, cultural, social, professional and leadership support. This year, the Fireside Chat series was introduced. The series featured open and unstructured conversation between GSE Scholars and invited faculty, administrators and industry professionals who shared their educational journeys, career paths and lessons learned.



COLLEGIATE MOCHA/ WOCHA/GSE RETREAT

The AALD hosts a retreat that focuses on leadership and professional and personal development for collegiate Men of Color, Honor and Ambition (MOCHA) and Women of Color, Honor and Ambition (WOCHA). Participants gain information and skills relating to personal branding, professional etiquette and networking, career readiness, effective dialogue and conflict navigation, and dining etiquette through a series of presentations and workshops.



CAREER COACHING

AALD's Student Success Coaching Program includes a Career and Professional Development track focused on providing undergraduate students with information, resources and coaching that support career exploration and planning. This track includes navigation from university to professional life, identifying and building career competencies, interview preparation and financial literacy.



STUDENT AFFAIRS

DISABILITY CENTER FACULTY MENTOR PROGRAM — DISABILITY CENTER

The Faculty Mentor Program connects disabled students with faculty who can offer support, encouragement and guidance on handling academic relationships and the demands of college.

ACADEMIC UNITS

The programs/initiatives highlighted are examples of experiential learning opportunities that prepare students for the future.

SCHOOL OF JOURNALISM

THE KNIGHT NONPROFIT NEWS INTERNSHIP PROGRAM

The Knight Nonprofit News Internship Program is a scholarship partnership between MU and the Institute for Nonprofit News Internship (INN). The program strives to develop a more diverse workforce, particularly around leadership and management. The students work for INN member newsrooms with the help of subsidized internships. The internship program selects diverse students to place into newsrooms, particularly in audience and product management positions that could potentially lead to management and leadership roles.



Sandy Sharp from NBCU speaks to a group of students.

NBCU — SANDY SHARP FROM NBCU SPEAKS TO A GROUP OF STUDENTS.

The School of Journalism received a grant from NBC Universal News Group's NBCU Academy for \$150,000 to fund scholarships for 8-10 underrepresented students who are juniors and seniors in the school to help retain and reduce the debt load of those students after graduation. The partnership also provides experiential opportunities and professional development to all students in the School of Journalism.



COMMUNITY

The Division of Inclusion, Diversity and Equity brings together diverse perspectives and experiences to facilitate cultural exchange and build a solid foundation for continuous growth. Within the division, we strive to make connections and serve as a resource for every Missourian.

SIGNATURE LECTURE SERIES – JONATHAN “JAY” AUGUSTINE

IDE hosted scholar Jonathan “Jay” Augustine for the first lecture in the 2022-23 Signature Lecture Series. Augustine’s lecture was titled, “Making the Case for Diversity: Higher Education, Political Participation, and the Future of Affirmative Action.” Augustine encouraged attendees to use leadership positions as a platform for change and take every opportunity to use personal influence to broaden their own scope and the scope of those around them.



DUAL LANGUAGE EDUCATION TRAINING FOR CENTRAL MISSOURI COMMUNITY ACTION

The Cambio Center provided Dual Language Education Training for Central Missouri Community Action. This training covered strategies and activities Head Start educators can use in their classrooms/programs to support multilingual students and their families.

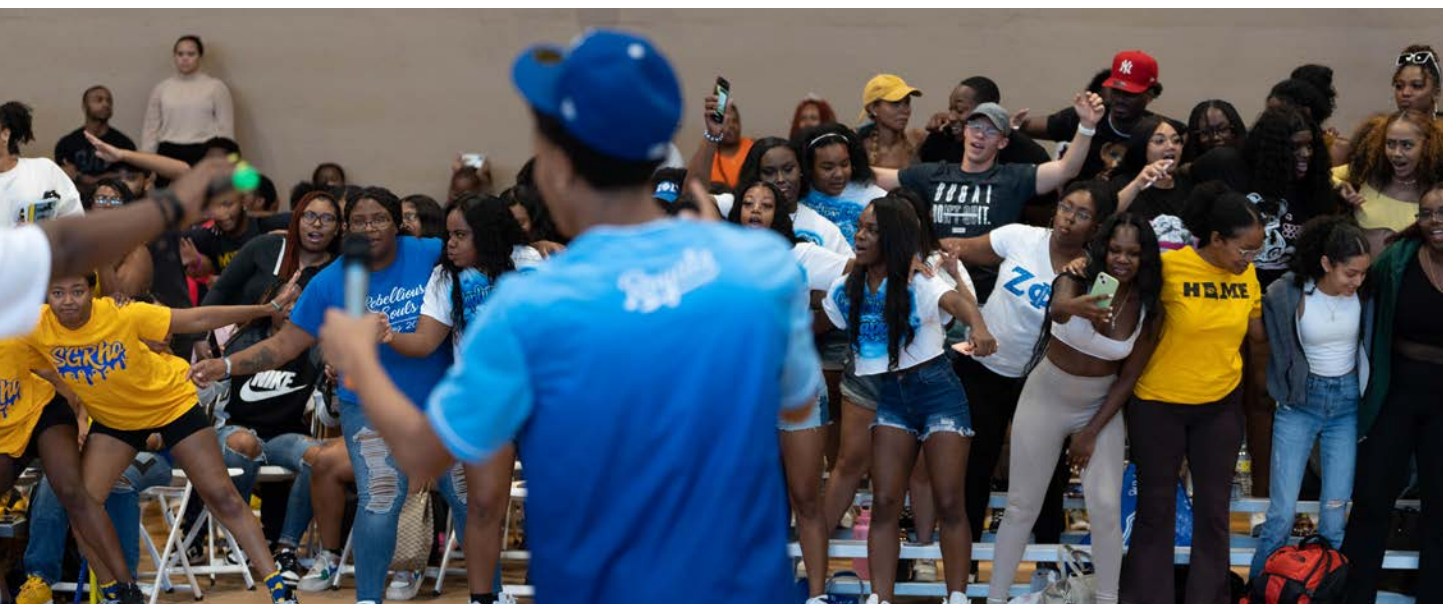
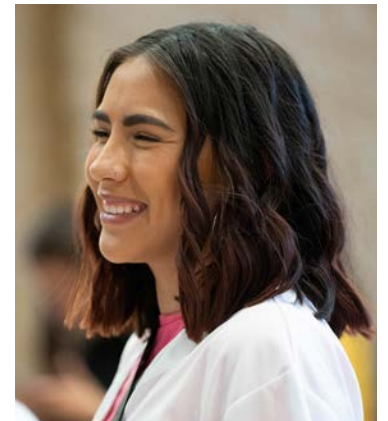
BILINGUAL READ ALOUD & ACTIVITY

In partnership with the Daniel Boone Regional Library, the Cambio Center led a bilingual read-aloud of “My Family and I,” or “Mi Familia y Yo,” by Gladys Rosa-Mendoza. Participants created flashcards of family-related terms in English and Spanish for continued dual language engagement.



FALL FEST

In fall 2022, more than 300 participants filled MizzouRec for Fall Fest. This event brings together academic units, service units, student organizations, local businesses and nonprofit organizations to provide students with resources highlighting internship, scholarship, fellowship and employment opportunities on and off campus. During Fall Fest, students also engaged with live performances from the National Pan-Hellenic Council, Legion of Black Collegians Gospel Choir, Zou Shake and Zou Soul.





BLACK HISTORY MONTH KEYNOTE

Michelle Ndiaye, the special representative of the chairperson of the African Union, head of the African Union Liaison Office in the Democratic Republic of the Congo and the granddaughter of Léopold Sédar Senghor, founder of the Negritude Movement and the first President of Senegal, delivered the 2023 Black History Month keynote address. Ndiaye also engaged faculty, staff and students during a lunchtime presentation.



JUNETEENTH 2022

Every year, the Columbia community hosts a Juneteenth parade culminating in a celebration at Douglass Park. In 2022, Maurice Gipson, vice chancellor for Inclusion, Diversity and Equity, participated in the Columbia Juneteenth parade, which commemorates the emancipation of enslaved people in 1865.



MU CELEBRATES MARTIN LUTHER KING JR.

Annually, the University of Missouri celebrates the life and legacy of Martin Luther King Jr. The 2023 celebration began with an artist showcase featuring student organization Mizzou Black Creatives. Student artists were available to discuss their artwork and answer attendee questions. The showcase was followed by the keynote event, featuring selections by the Columbia Community Gospel Choir. The keynote address was given by Clayborne Carson, centennial professor emeritus of history at Stanford University. The “Keeper of the Dream” Award was presented to Eryca Neville, principal of Frederick Douglass High School in Columbia Missouri. This award honors Columbia community groups or members who have made significant contributions in the areas of race relations, social justice and human rights.



ACADEMIC UNITS

The programs/initiatives highlighted are examples of the ways the University of Missouri has strengthened its community involvement.

COLLEGE OF EDUCATION

AVID – BRIDGE TO MIZZOU

AVID, Advancement Via Individual Determination (AVID), is a global nonprofit organization dedicated to closing the achievement gap by preparing all students for college and other postsecondary opportunities.

SCHOOL OF JOURNALISM



THE MISSOURI SCHOOL OF JOURNALISM SUMMER WORKSHOP PROGRAM

The Missouri School of Journalism Summer Workshop Program is an international recruitment initiative promoting the School of Journalism and its programs to high schools with diverse populations in urban and rural areas.

This program offers direct experience with a diverse group of professional journalists and strategic communicators that teaches skills for general journalism, investigative journalism and advertising and public relations through workshops. On average, about 25-30 percent of the workshop participants go on to attend Mizzou to major in journalism.

AUDIENCE GROWTH FOR BLACK-OWNED NEWSPAPERS PROJECT

The Reynolds Journalism Institute (RJI) funded a pilot project with RJI, Dynasty Media and Minnesota Digital to increase the reach of Black media and connect its contributors with new revenue streams. This project builds on a successful effort by the Minneapolis Spokesman-Recorder, using digital screens offering news, information and advertisements in strategic locations throughout St. Louis.



Audience Growth for Black-Owned Newspapers Project: Paul Bird, co-founder, Minnesota Digital, and Tracey Williams-Dillard, CEO and publisher of The Minnesota Spokesman-Recorder at the Spokesman-Recorder office in south Minneapolis.

BIPOC MEDIA PROJECT

RJI is funding an initiative to make loans and grants from bank community development funds available to minority-owned news organizations around the country to help them with the digital transformation required to sustain their businesses. RJI forged this partnership with the Multicultural Media and Correspondents Association (MMCA) and Dynasty Consulting to help three publishers of color in three different markets tap into community development financing and use those investments to test new revenue strategies.



Bipoc Media Project:
(Back row left to right) Levi Rickert, Daniel Laplaza, Da'Shaun Harrison. (Second row left to right) Emily Daly, Maria Hernandez, Melanie Figueiredo, Sonali Kohli, Rae'Mah Henderson, Valeria Fernandez. (Third row left to right) Leonor Ayala Polley, Ashton Lattimore, Ariam Alula, Janelle Zagala, Andaiye Taylor, Mitra Kalita, Ellah Nze. (Front row left to right) Ashanti Martin, Arya Royal, Mukhtar M. Ibrahim, Tareq Alani, Candice Fortman, Mazin Sidahmed, Sara Lomax.

SCHOOL OF LAW

VETERANS CLINIC

Under the supervision of experienced attorneys, law students at the Mizzou Law Veterans Clinic help veterans with discharge upgrades and Department of Veterans Affairs disability compensation claims. In addition to directly representing veterans with their disability claims, the clinic also participates in high level amicus brief writing, training and education for practicing attorneys, and rural veteran outreach through Tigers for Troops. The clinic also hosts a symposium each year, focusing on a topic related to veterans. This year's symposium focused on discrimination in the military.

SCHOOL OF MEDICINE

VIRTUAL RESIDENCY FAIR

The School of Medicine Diversity, Inclusion, Culture and Equity (DICE) Office holds Virtual Residency Fairs twice a year to assist departments in recruiting diverse applicants. During the virtual fair the students are introduced to the School of Medicine and its current diversity initiatives. The students are also given the opportunity to visit departments of interest in separate breakout rooms where they can meet faculty and current residents. Students who attend are encouraged to participate in the Visiting Student Diversity Program.

BRIDGING THE GAP: OUTREACH IN ORTHOPEDIC SURGERY

This inaugural event, sponsored by the DICE Office, was organized by a fourth-year medical student going into orthopedic surgery. The program invited area middle and high school students interested in the field of orthopedic surgery to the Missouri Orthopaedic Institute for a day to engage in hands-on activities, tours and panel discussions. The program focused on females and underrepresented minorities — both groups are underrepresented in the field of orthopedic surgery — but was open to all. The Department of Orthopaedic Surgery plans to continue this program annually.

BLACK MEN IN WHITE COATS YOUTH SUMMIT

The Black Men in White Coats Youth Summit was sponsored for the first time in Missouri by the University of Missouri School of Medicine in April 2023. The initiative was started by alumnus Dale Okorodudu, M.D. The Youth Summit is an opportunity for underresourced students from elementary to undergraduates studies to have an introduction to medicine. The Youth Summit had hands-on activities, panel discussions and speakers. Okorodudu was the keynote speaker for the event. The School of Medicine plans to have another Youth Summit in 2025.

EXTENSION & ENGAGEMENT

NEIGHBORHOOD LEADERSHIP FELLOWS – INCLUSIVE COMMUNITIES SESSION

The Neighborhood Leadership Academy (NLA) provides in-depth and multifaceted leadership training that emphasizes community-building principles and strategies, project planning, organizational leadership and management practices and personal leadership skills. The objectives for this session were to:

- Gain a better understanding of their own perceptions, perspectives and how they see the world.
- Understand and appreciate individual and cultural differences and commonalities.
- Explore diversity and inclusion and how it may relate to neighborhood issues.
- Learn about resources that can help address inclusion challenges at the neighborhood level.

COLLEGE OF HEALTH SCIENCES

CALEB SCIENCE CLUB MINI — CHS SESSIONS

In collaboration with Granny's House, the College of Health Sciences hosted a hands-on session for fifth through 12th graders participating in the CALEB Science Club. Attendees learned about and participated in five different career paths in the health professions field: diagnostic medical ultrasound, nuclear medicine, occupational therapy, radiography and respiratory therapy.

BATTLE HIGH SCHOOL MENTOR PROGRAM VISIT TO COLLEGE OF HEALTH SCIENCES

Juniors and seniors from Battle High School visited the College of Health Sciences and learned about the college's programs. High school students had time to ask questions during the student panel discussion with College of Health Sciences student ambassadors. Participants took a walking tour of campus then had a lunch wrap-up session in one of the dining halls.

MEDICAL EXPLORATIONS

In collaboration with the School of Medicine's Medical Explorations program, the College of Health Sciences faculty, staff and students assisted high school juniors and seniors who are exploring various health careers. A team of health care professionals came together to discuss two simulated patients' scenarios so that students could see how the various health care roles integrate, collaborate and create a team.

GRADUATE SCHOOL

TIGERVIEW CAMPUS VISITATION PROGRAM

The TigerView Campus Visitation Program aims to prepare participants to successfully apply to the graduate program of their choice. Program participants explore the opportunities for research and academic growth available at Mizzou, attend social activities and tours, and interact with current faculty, administrators, staff and graduate students connected to specific areas of interest.

“Is an amazing opportunity to meet with faculty and get a better idea of what it looks like to be part of University of Missouri!”

“TigerView is an unmatched, eye-opening experience.”





EXTENSION & ENGAGEMENT

NAVIGATING DIFFERENCE: CULTURAL AWARENESS MODULE FOR LEE'S SUMMIT, MO

The workshop focuses on building cultural awareness and providing tips individuals can use to increase their awareness to address stereotypes.

EDUCATION

The Division of Inclusion, Diversity and Equity cultivates knowledge by inspiring creativity, investing in hands-on learning and providing professional development opportunities with a wide network of campus partners. At Mizzou, we pride ourselves in working across academic and service units to bring people together and strengthen our reputation as leaders in higher education.

STEM CUBS

STEM Cubs is a free STEM education program hosted three times a year by the Office of Academic Access and Leadership Development (AALD) within the Division of Inclusion, Diversity and Equity, the College of Education and Human Development, and the College of Engineering.

This program emphasizes the importance of exploratory and experiential learning through hands-on activities. STEM Cubs engages elementary and middle school students from Columbia and surrounding communities, particularly those historically underrepresented in STEM education and career fields. Mizzou undergraduate organizations and academic units provided groups to volunteer and serve as instructors for the spring program.





MCNAIR SCHOLARS CONFERENCE AND RESEARCH JOURNAL

The MU McNair Scholars Program prepares undergraduate students who meet federal income guidelines whose parents have not completed an undergraduate degree and/or students from groups underrepresented in graduate education. The purpose of the program is to provide enriching experiences that prepare eligible students for doctoral study. Juniors and seniors have the opportunity to participate in research experiences.

On April 29, McNair Scholars presented research conducted during the 2022-23 academic year at the 34th Annual McNair Scholars Conference and Luncheon. Disciplines represented included psychology, international studies, interior design and political science. Research topics ranged from the effects of foreign aid on political stability and economic growth, autism spectrum disorders, camouflaging and skin conductance levels, stigma and cultural variables and study participants' willingness to seek mental health support. Each year, up to seven research papers are selected for the MU McNair Journal through a panel review process representing the impressive quality of research achieved by McNair Scholars.

THE MISSOURI COLLEGE ADVISING CORPS (MCAC)

Established in 2008 at the University of Missouri, the Missouri College Advising Corps (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. The goals of this program are to help students and their families see college completion as an attainable goal; provide information and assistance with college admissions, financial aid, and planning processes; increase college enrollment among students in partner schools; and provide students with the knowledge and tools to persist and graduate from college.



This program year, MCAC placed college advisors in 26 partner schools throughout Kansas City, St. Louis and Southern Missouri to support 22,368 students from grades 9-12.



FEMINISM IN WAVES

As part of 2023 Women's History Month programming, Kandice Grossman, a post-doctoral research fellow, presented on the topic "Feminism in Waves," exploring the three major waves of the feminist movement. This presentation, hosted by the Women's Center and Relationship and Sexual Violence Prevention (RSVP) Center, focused on dispelling misconceptions and highlighting leaders and constituents of the feminist movement.

FINALS STUDY HALL

The Gaines/Oldham Black Culture Center and the Multicultural Center hosted extended hours to provide Finals Study Hall, fostering an environment where students could study with friends and prepare for the final weeks in the fall semester. With food and drinks provided, students were able to study, write papers, complete projects and support and encourage each other to finish the semester strong.

RSVP PEER EDUCATOR PRESENTATIONS

During the 2022-23 academic year, the RSVP Center peer educators provided training to 2,058 MU students, faculty and staff. Training covered Understanding Rape Culture, Dynamics of Relationship Violence, Dynamics of Stalking and How to Help a Friend. These presentations seek to establish a foundational understanding among participants.

- Provided 32 trainings to students, faculty, and staff.

CULTURE COUTURE

Cultural Couture, a Multicultural Center Signature Event, highlights cultural exchange and education through fashion, food, music, networking and facilitated dialogue. Students, faculty and staff interact and empower each other to become global citizens exemplifying respect, responsibility, discovery and excellence.

- "Loved the diversity and representation from various cultures, as well as the audience participation." - Event feedback

"LITTLE ASHES" FILM SCREENING

In collaboration with the Spanish Theater, the LGBTQ Resource Center hosted a film screening that educated viewers on the history of Salvador Dali and Federico Garcia Lorca, their love affair and the LGBTQ laws in 1920s Spain.



MAC SCHOLARS SUMMER HONORS ACADEMY

MAC Scholars Summer Honors Academy is an ongoing partnership between Columbia Public Schools (CPS) and AALD, providing academic and enrichment experience for 50 academically competitive multicultural scholars during the summer prior to entering 10th grade. The goal of the MAC Scholars Summer Honors Academy is to increase the number of historically underrepresented students in the most rigorous coursework, including honors and advanced placement courses offered through CPS, to promote college and career readiness. During this 10-day academy at the University of Missouri, participants are housed on campus while receiving instruction, encouraging them to envision a future as college students.

CAMBIO DE COLORES 2022

Each year, the Cambio Center hosts the Cambio de Colores Conference, connecting researchers, practitioners, policymakers, students and community members to exchange their ideas, experience and research on Latine and immigrant settlement, belonging and community change. In 2022, the theme was “Floreciendo-Resilience and Changing Communities in Uncertain Times,” which included five tracks: Change and Integration, Civil Rights and Political Participation, Education, Community and Economic Development, and Health and Youth Development.

Conference attendees traveled from 14 states, including Illinois, Kansas and Nebraska. The 2022 conference featured 36 presentations and two workshops. Keynote speakers presented the following:

- “¿Cuántos Somos? A Story of Shifting Demographics in the U.S.,” Ness Sandoval, Saint Louis University
- “Undoing the School-Home Border: Critical Lessons from Transnational Latinx Families Pedagogies,” Idalia Nuñez Cortez, University of Illinois Urbana-Champaign
- “Documenting Latinx History in Missouri,” Daniel Gonzalez, Indiana Historical Society Sal Valadez, LiUNA-Missouri Kansas Laborers’ District Council, and Theresa Torres, University of Missouri-Kansas City
- “The Future is Latino: We Must Invest in the Outcomes of Latino Students Today,” Edgar J. Palacios, Latinx Education Collaborative



URBAN GARDEN



HIGH SCHOOL MEN AND WOMEN OF COLOR, HONOR AND AMBITION (MOCHA AND WOCHA)

In the Dale Carnegie Skills for Success training, students from Columbia and Jefferson City Public Schools focus on shared experiences, practicing vulnerability, building camaraderie, demonstrating confidence and self-advocacy, and creating a vision for a purposeful life. Twenty-five attendees successfully completed this training and received a certificate of completion.



STUDENT AFFAIRS

SOUTH HALL — “SEE THE WORLD AT SOUTH,” RESIDENTIAL LIFE

South Hall staff partnered with South Hall Council for a combined event for inclusion, diversity and equity. Food was catered by a variety of Columbia restaurants, and residents of South Hall had the opportunity to try different foods and learn fun facts about the relationship of food and culture and participated in a dialogue on identity.

ACADEMIC UNITS

The programs/initiatives highlighted are examples of education opportunities outside of the classroom.

COLLEGE OF ARTS & SCIENCE

STRIVE is a program that empowers the 25 departments in the College of Arts and Science to enhance inclusive culture and intellectual pluralism given their essential role in fostering excellence in teaching, research and engagement.

The program has six core principles:

Support for underrepresented (i.e., people of color, veterans, rural populations) students, faculty and staff for accessible and culturally competent mental health support, and for all people to actively participate in education and training.

Training for students, faculty and staff on aspects of human diversity and its relevance to teaching, research and engagement.

Representation and improving the recruitment and retention of diverse faculty, staff and students within the college and in our approach to research, scholarship and creative activity.

Instruction that enhances our ability to raise awareness of the history and need for improving our inclusive culture.

Voice and keeping inclusion at the forefront of collective attention, providing avenues for listening, understanding and constructive dialogue.

Evaluation of aforementioned efforts for improving inclusive culture and enhancing teaching and research impact.

COLLEGE OF EDUCATION

WEDNESDAY WONDERINGS

The Wednesday Wonderings series provides the opportunity for the College of Education and Human Development community to learn from one another, exploring different perspectives on current event topics. The goal of this discussion series is to aid participants in understanding our shared humanity while also valuing our different experiences and perspectives.

COLLEGE OF ENGINEERING

CASE/ENGINEERING SUMMER BRIDGE ACCELERATOR PROGRAM

Center for Academic Success and Excellence (CASE)/ Engineering Summer Bridge Accelerator Program offers students the ability to take courses such as pre-calculus mathematics, computer programming and chemistry that are foundational for an engineering computer science or IT degree. The Bridge program also offers workshops that prepare students for engineering study and careers.



HONORS COLLEGE

HONORS LAND GRANT SCHOLARSHIP

The Honors College continues to oversee the Honors Land Grant scholarship. This scholarship, which is being phased out, provides a housing scholarship to Pell-eligible students receiving the Land Grant Scholarship.

SCHOOL OF JOURNALISM

THE MISSOURI SCHOOL OF JOURNALISM SUMMER RESEARCH PROGRAM

The Summer Research Program serves to create a pipeline of students from historically Black colleges and universities (HBCU's) to pursue master's degrees in journalism and mass communication.

MISSOURI ON MIC PROJECT

Missouri on Mic is both an oral history project and an audio journalism project, with segments from KBIA's field conversations airing each Monday during NPR's "Morning Edition" and "All Things Considered."



Missouri on Mic: Emma Boyle, left, Becca Newton and Regan Mertz make adjustments to a sound mixer at the Columbia Farmers Market in Clary-Shy Community Park.



Missouri on Mic: A young Missouri on Mic participant, left, who is inside a portable audio booth, answers questions from KBIA student Emma Boyle, at the Columbia Farmers Market.

SCHOOL OF LAW

MICHAEL A. MIDDLETON CENTER FOR RACE, CITIZENSHIP, AND JUSTICE

A partnership between the School of Law and the College of Arts and Science, the Middleton Center for Race, Citizenship, and Justice, directed by Professor David Mitchell, is a multidisciplinary center that facilitates dialogue on its core research pillars of race, citizenship and justice.

The Middleton Center, along with co-sponsors, hosts monthly events and panel discussions. Audiences are in person and virtual via Zoom, and include community members, in addition to faculty, staff and students.

LAWYERING: PROBLEM-SOLVING AND DISPUTE RESOLUTION

The School of Law has a required course called Lawyering: Problem-Solving and Dispute Resolution. Portions of the course focus on active listening and how lawyers can be client centered. The course discusses cultural competency with each professor exploring various aspects of the topic, including how race, sex, disability, age, religion or other issues might affect representation.

SCHOOL OF MEDICINE

PROGRAM/INITIATIVE: PATHWAYS TO SUCCESS PROGRAM (AUGUST 2022-JUNE 2023)

This School of Medicine program provides under-resourced and underrepresented students academic support, mentorship, high-touch support, MCAT prep and health care-related activities to assist with preparing a competitive candidacy for medical school. Since the program's initiation, it has also developed a pre-admission arm that provides provisional acceptance to competitive students pending they successfully complete the program's requirements. During the 2022-23 academic year, the program had three students in medical school and four graduating undergraduate seniors accepted to the medical school who are matriculating this fall.

TRULASKE COLLEGE OF BUSINESS

LUNCH AND LEARN

Mike Goldstein, Trulaske School of Business and Vasey Academy alumnus, facilitated an interactive discussion on how values play a critical role in personal development. Hosted by the National Association of Black Accountants (NABA), the session provided students with practical steps to match purpose with core values and a self-assessment plan to utilize beyond the session.

COLLEGE OF HEALTH SCIENCES

PRE-PHYSICAL THERAPY SCHOLARS PROGRAM

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 resources to develop their academic performance and the personal and professional skills required to apply to graduate school.



Harris-Stowe Purina Scholars Program Directors (from left) Rodney Thomas, Purina PetCare; Dr. Laurie Wallace, University of Missouri Veterinary Online Programs; Dr. Carmel Martin-Fairey, Biology Department Chair, Harris-Stowe State University; and Dr. Benjale Bailey, previous director of McNair Scholars and DEI, Harris-Stowe State University.

COLLEGE OF VETERINARY MEDICINE

HARRIS-STOWE PURINA SCHOLARS PROGRAM

The Purina Harris-Stowe Scholars Program works to diversify the veterinary profession by providing students from an HBCU (historically Black college or university) information, education and an entry point to the field of veterinary medicine. This collaboration between Nestle Purina PetCare in St. Louis Harris-Stowe State University; and University of Missouri Veterinary Online Programs, allows selected undergraduate students to complete the online University of Missouri Undergraduate Certificate in Veterinary Sciences. All fees and tuition are paid by funds provided by Purina PetCare, St. Louis, Missouri.



Harris-Stowe Purina Scholars Program first cohort (sitting at a table) Director Dr. Carmel Martin-Fairey (standing) Seated (from left): Jazzmine Meekie, Ariel Stroud and Chelsea Hogans at the STEM Fair at Harris-Stowe State University in February 2023.

FACULTY & STAFF

The Division of Inclusion, Diversity and Equity cultivates knowledge by inspiring creativity, investing in hands-on learning and providing professional development opportunities with a wide network of campus partners. At Mizzou, we pride ourselves in working across academic and service units to bring people together and strengthen our reputation as leaders in higher education.

INCLUSIVE EXCELLENCE AWARDS

The Division of Inclusion, Diversity and Equity honors two staff members each year through the Inclusive Excellence Awards. Emily Mahler from the College of Health Sciences and Jayson Meyer from Alumni Relations were the 2023 recipients, embodying the university's commitment to growing and sustaining a diverse and inclusive learning, living and working environment. Through these awards, the university is proud to affirm and recognize that inclusion, diversity and equity are foundations on which our communities thrive and honors those who contribute to this foundation for success.



NATIONAL CENTER FOR FACULTY DEVELOPMENT & DIVERSITY

The National Center for Faculty Development and Diversity organizes the Faculty Success Program, a 12-week online program that assists non-tenure-track, tenure-track and tenured faculty in developing the skills necessary to increase research and writing productivity while maintaining a healthy work-life balance. Through collaboration between the Office of the Provost and the Division of Inclusion, Diversity & Equity, MU provided scholarships for 12 faculty.

FAMILY ROOM

The Women's Center offers a variety of resources to faculty, staff and students. The Family Room, housed in the Women's Center, is a space where parents and caregivers can study, have a play area for their children and use a private lactation station.

THE LOUIS STOKES REGIONAL CENTER OF EXCELLENCE FOR THE STUDY OF STEM INTERVENTIONS (SOSI CENTER)

The Louis Stokes Regional Center of Excellence for the Study of STEM Interventions (SOSI Center), founded by the National Science Foundation, is an organization that utilizes strengths-based models to improve student recruitment and retention in STEM. It is housed in the Office of Academic Access and Leadership Development within the Division of Inclusion, Diversity and Equity

This year, SOSI launched a three-part Lunch and Learn webinar series that addressed strategies to foster and support critical strengths-based conceptual frameworks related to STEM programs, activities and research. Center leadership also presented workshops and panel discussions at the following national and international conferences:

- 96th Annual National Association for Research in Science Teaching International Conference
- The Emerging Researchers National (ERN) Conference in Science, Technology, Engineering and Mathematics (STEM), hosted by the American Association for the Advancement of Science (AAAS), Inclusive STEM Ecosystems for Equity & Diversity (ISEED), National Science Foundation (NSF) and Division of Human Resource Development (HRD)

RESEARCH PRESENTATIONS

The Cambio Center collaborates with university centers, academic units and internal and external scholars to host regular research presentations. In these presentations, participants discuss and disseminate research findings related to Latine and immigrant communities.

NATIONAL SCIENCE FOUNDATION INCLUDES ASPIRE ALLIANCE INSTITUTIONAL CHANGE (ICHANGE) NETWORK

The University of Missouri participates in a three-year institutional change effort to develop inclusive faculty recruitment, hiring and retention practices. Mizzou participated in the iChange cohort program from 2019 to 2022. The Association of Public and Land-grant Universities (APLU) co-leads the effort, known as Aspire: The National Alliance for Inclusive and Diverse STEM Faculty. The National Science Foundation funds the effort as part of its INCLUDES initiative. In summer 2022, a team from MU attended the Aspire Summer Institute. In fall 2022, the Aspire Summer Institute and the IChange teams at MU joined together to collaboratively work on goals and actions. MU is a part of the IChange Network, which provides MU and other participating institutions with comprehensive support and resources for institutional change, including a leadership institute to assist with professional development for existing faculty from underrepresented groups and a competitive funding program to foster new campus-based initiatives to diversify STEM faculty.

RSVP INSTITUTE

The RSVP Institute, founded by the RSVP Center, provides a series of workshops designed to equip faculty and staff with skills related to equity and violence prevention. During the 2022-23 academic year more than 100 faculty and staff attended training on Empathetic Response, Bystander Intervention and Secondhand Trauma.

CONNECTION

Facilitated by Maurice Gipson, vice chancellor for Inclusion, Diversity and Equity, and Candace Kuby, associate provost for faculty success, the faculty program Connection is designed to create community by providing holistic support during the tenure and/or promotion process. Connection primarily supports assistant- and early associate-level professors.





ACADEMIC UNITS

The programs/initiatives highlighted are examples of the work academic units do to support faculty and staff development.

COLLEGE OF ENGINEERING

INCLUSION, DIVERSITY AND EQUITY (IDE) FELLOWS

The IDE fellows program is designed to develop IDE initiatives at the departmental level.

HONORS COLLEGE

STAFF DEVELOPMENT

In 2022-23, the Honors College held trainings for faculty and staff on supporting students requiring disability accommodations; CARE Team; and providing safe spaces.

CURRICULUM

The Honors College continues to offer an array of signature courses that address issues of diversity, such as the Honors Humanities Sequence, the Honors Behavioral Science Sequence and Black Women in Music.

SCHOOL OF JOURNALISM

ACCESSIBILITY FOR ONE MEANS ACCESSIBILITY FOR ALL (PROFESSIONAL DEVELOPMENT)

This presentation focused on disability etiquette and how to make workspaces and classrooms more accessible to students and coworkers with disabilities, without having to pay for large building projects.

SCHOOL OF LAW

FACULTY READING GROUP ON INCLUSIVE TEACHING

During the 2022-23 academic year, Associate Dean Ben Trachtenberg and Professor Anne Alexander led a series of faculty discussions and exercises on inclusive teaching methods. These discussions centered on how to use various teaching techniques to reach all learners.

SCHOOL OF MEDICINE

FACULTY DEVELOPMENT PROGRAM — ADDRESSING AND REDUCING CULTURAL BIAS IN MEDICINE

Addressing and Reducing Cultural Bias in Medicine is a faculty development curriculum for School of Medicine faculty and staff and MU Health Care staff. The purpose of the curriculum is to provide foundational knowledge for faculty and staff with student- and patient-facing responsibilities.

TRULASKE COLLEGE OF BUSINESS

BUSINESS SCHOOL DEI COLLABORATIVE (CONFERENCE)

Trulaske College of Business is a charter member of the nationally-recognized Business School DEI Collaborative. Jason McKinney, director of IDE – Trulaske, and Leilani Tiefenthaler, senior program coordinator of IDE – Trulaske, attended the conference as professional development and to network with counterparts in higher education.

SCHOOL OF NURSING

SMALL GROUP DISCUSSIONS

The Sinclair School of Nursing hosted small group discussions for faculty:

- Trauma-informed education basics (beyond resilience) – Discussion on the impact of trauma on student participation.
- Trauma informed in online/distance education – Discussion on how to place trauma-informed teaching principles into online courses.
- Neurodivergence/mental health – Discussion on neurodiversity.

IDENTITY WORKSHOP

The Identity Workshop discussed the 11 different social identities, recognized personal status within each identity, reflected on the identity status of those in each person's trust network and explored the impact each participant's status has on how they view themselves.

FOLLOW UP IDENTITY WORKSHOP

Small group discussion about identities. How our status within identities impacts the way we view the world and what we expect from students and colleagues.

COLLEGE OF HEALTH SCIENCES

DIAGNOSTIC MEDICAL ULTRASOUND (DMU) PROGRAM FACULTY IDE CERTIFICATION

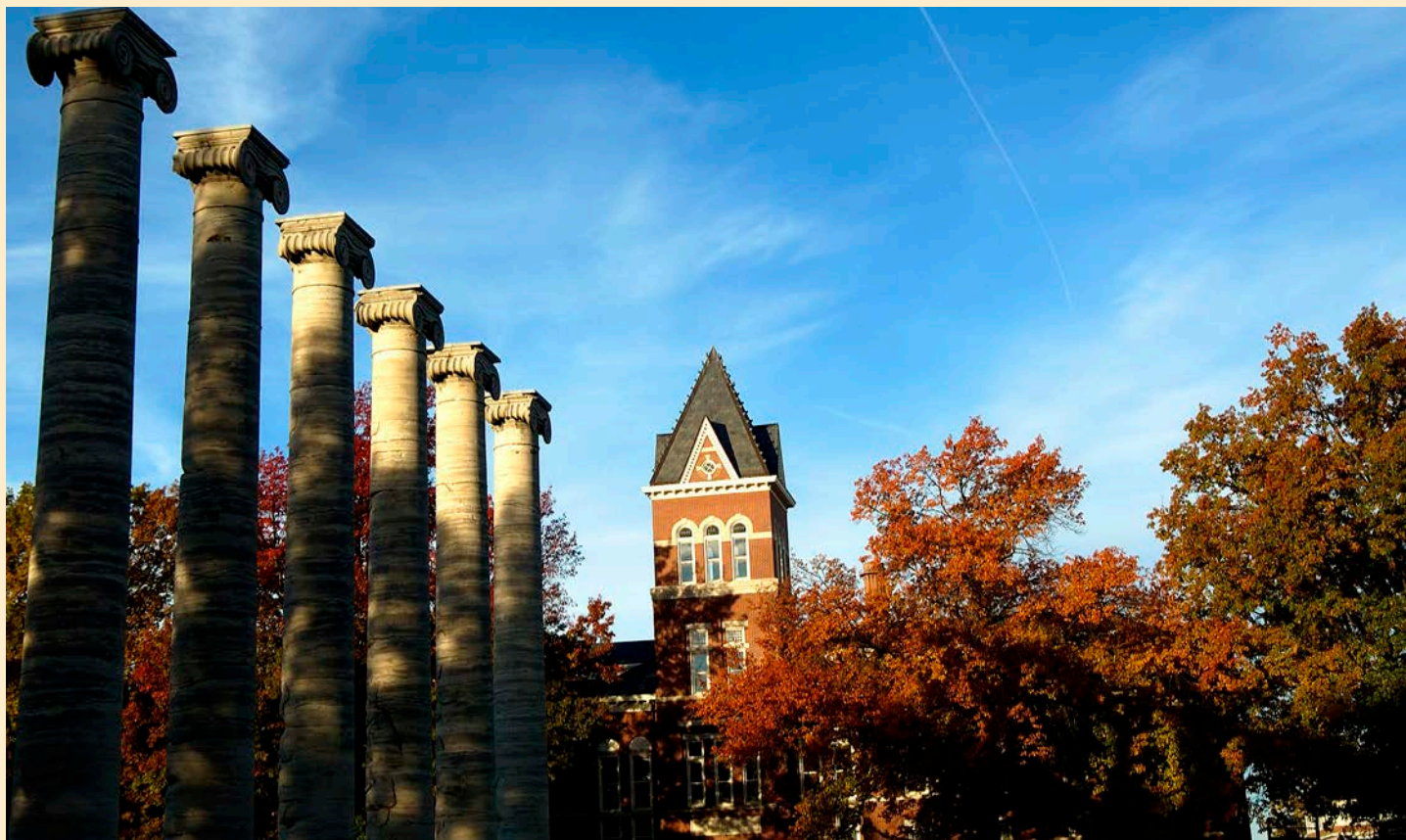
Three DMU faculty members earned “Teaching & Learning in Diverse Classrooms” certificates in spring 2023 through edX Cornell. Faculty members also participated in Mizzou’s correlating weekly Zoom discussions and made specific plans for classroom and co-curricular activities to promote an inclusive environment. DMU faculty will additionally be working to implement universal design principles into all DMU courses.

DMU ADMISSION REVIEW AND AMENDMENT

A team assessed and updated DMU Admission Policies and processes with an intent to remove barriers for underrepresented student populations. Program prerequisites were reevaluated and updated, and the curriculum was modified to reduce time-to-degree. The program also created an Application Checklist and Program Information Packet that increases transparency in the DMU admission process and is published publicly on the DMU website.

DMU PARTICIPATION IN EDUCATIONAL AND RECRUITMENT ACTIVITIES

DMU Faculty participated in educational and recruitment opportunities focused on underrepresented student populations including Mizzou Medical Explorations Workshop and the CALEB Science Fair; they will also work with the inaugural Summer Bridge Program in June 2023.



CLINICAL LAB SCIENCE (CLS) PROGRAM ADMISSION REVIEW

The team assessed and updated CLS Admission Policies and processes with an intent to remove barriers for underrepresented student populations.

CLS PROGRAM PARTICIPATION IN EDUCATIONAL AND RECRUITMENT ACTIVITIES

CLS Faculty will participate in educational and recruitment opportunities targeting underrepresented student and patient populations.

The CLS Faculty participated in 10 events during the academic year, including Mizzou Medical Explorations Workshop, several Teaching Renewal Week presentations, the Office of Diversity Programs Annual Health Professions Fair at Washington University, and the Columbia Young Scientists Expo.

PREPARING FUTURE FACULTY FACULTY DIVERSITY POSTDOCTORAL PROGRAM

The Preparing Future Faculty - Faculty Diversity (PFFFD) Postdoctoral Program is designed to promote faculty diversity by developing scholars for tenure-track faculty positions at the University of Missouri or elsewhere. The primary goal of the program is to recruit exceptional postdoctoral scholars, retain in tenure-track faculty positions and increase faculty diversity at Mizzou. The fellowship provides opportunities for faculty to participate in professional development activities such as teaching their discipline during the second year.





EXTENSION & ENGAGEMENT

MU EXTENSION EDIC FIRESIDE CHATS

MU Extension faculty and staff were provided an open, safe and trusting forum for dialogue, sharing and learning around equity, diversity and inclusion issues, education and training. These sessions strengthen MU Extension's competencies and understanding of how to keep equity, diversity and inclusion central in their lives and work.

Topics

- Equitable Access: Moving Beyond Compliance
- Demonstrating Respect and Dignity Through Inclusive Language
- Disability Awareness 101
- Accessibility for All
- Engagement with Missouri's Latino communities
- What Do "the Holidays" Mean to You? To all?
- Ageism, Age Diversity, Multigenerational Workforce
- Translation

MISSOURI 4-H PROGRAM: INITIATIVE OPPORTUNITIES FOR ALL — INTERCULTURAL DEVELOPMENT INVENTORY (IDI)

Missouri 4-H Opportunities for All is designed to increase intercultural competence and review policies to increase accessibility, creating a welcoming environment for Missouri youth.

STUDENT SUCCESS & RETENTION

The Division of Inclusion, Diversity and Equity invests in the personal and professional development of our students throughout their academic journey. The division supports all facets of student growth, promotes success and provides tools and experiences students need to enter the workforce with confidence. The division offers a variety of engaging and enriching programs designed to enhance the student experience.

MIZZOU BLACK MEN'S INITIATIVE (MBMI) & MIZZOU BLACK WOMEN'S INITIATIVE (MBWI)

Housed within AALD, the Mizzou Black Men's Initiative and Mizzou Black Women's Initiative foster a sense of belonging, promote engagement in curricular and co-curricular life at the university, and encourage self-responsibility. These one-year leadership and identity development undergraduate programs focus on the retention and persistence of students to articulate the benefits of higher education and expectations and values of the university. Students can receive up to four credit hours toward their degree program.

FEEDING FOR FINALS

Feeding for Finals provides access to nutritious food at the end of the semester. Each semester, the Division of Inclusion, Diversity and Equity (IDE) collaborates with campus partners to give students daily meal vouchers through local vendors. During the 2022-23 academic year, IDE provided 2,261 meals in collaboration with the Division of Student Affairs, Undergraduate Studies, the Graduate School, Four Front Council, the International Center, the Legion of Black Collegians, the Asian American Association, the Missouri Student Association, the Association of Latin American Students and the Queer Liberation Front.

FINE ART BEFORE FINALS

Expression through the arts is encouraged at Mizzou. Fine Art Before Finals, a collaboration between the LGBTQ Center and Relationship and Sexual Violence Prevention (RSVP) Center, offers students relief from stress, so they have the focus, rest and confidence they need to succeed on their finals. Some of the murals created during this event are displayed in the LGBTQ Center and RSVP Center libraries.

CAFECITO & COURSEWORK

The Cambio Center offers space for students to study, work on projects, research and complete coursework. This recurring event allows participants to build a personal and academic community to support their undergraduate and graduate careers.

LOVE YOUR BODY WEEK

Love Your Body Week, hosted by the Women’s Center, promotes healthy relationships between students and their bodies, equipping them to care for, respect and trust who they are. It challenges negative and exclusive societal messages students receive through celebration and affirmation.



TAKE BACK THE NIGHT

Each year, the RSVP Center works with students to host Take Back the Night. During this event, students, faculty and staff participate in a march and vigil to bring awareness to relationship and sexual violence. Participants can share their personal experiences in a safe and supportive atmosphere. At the event, representatives from the Counseling Center provide on-site support.





“The mere existence of the Multicultural Center at Mizzou has been really impactful for me. I think back on my last four years at Mizzou, and I know that my time here was deeply ingrained and would

not have been the same without the Division of Inclusion, Diversity, and Equity.”

— Jane Elliston

Master of Public Affairs '23

LUNCH AND LEARNS

Learning takes place in and outside of the classroom, and enriching opportunities prepare students for success and academic persistence. As part of this effort, the Gaines/Oldham Black Culture Center and the Multicultural Center launched the “Know Your Resources: Lunch and Learn Series” in collaboration with the Office of Undergraduate Research, the Counseling Center, the Office of Global and National Fellowships, and the Department of Human Development and Family Science (ShowME Healthy Relationships Program). Nearly 100 students participated to learn more about quality resources covering topics such as financial literacy, undergraduate research and healthy relationships.

DISCOVER PROGRAM

The Discover Program is AALD’s program for early exposure to graduate school and post-baccalaureate education. Discover’s objectives are to create a culture of post-baccalaureate pursuit by helping students understand the benefits, opportunities and career trends within their disciplines. Discover cohorts attend a workshop series that can be categorized in four main areas: exposure to post-baccalaureate school; research; career readiness; and academic success. These workshops focus on opportunities with a post-baccalaureate degree in both academia and industry, how to pay for graduate school and the differences between graduate school and professional school. Students also learn what academic research is and how to get involved in summer and academic undergraduate research programs. In collaboration with offices across campus, students explore possible careers and attend seminars on developing core career competencies. To aid students in academic success and retention, students learn about goal development, studying skills and financial success and literacy, as well as mental health and wellness.



STUDENT SUCCESS COACHING PROGRAM

The Office of Academic Access and Leadership Development (AALD) within IDE launched the pilot Student Success Coaching Program (SSC) in 2022 to support the academic, personal and professional development of students. The SSC coaches provide a variety of services to AALD program participants and student organizations within IDE, including developing and delivering the Student Success Workshop series, coaching sessions for small groups, holding one-on-one student success planning meetings and providing student support resources, tools and referrals.



STUDENT AFFAIRS

PHA RECRUITMENT ACCESSIBILITY PLANS, PANHELLENIC ASSOCIATION (PHA)

Leaders within the PHA community work with their chapters to implement accessibility plans for formal recruitment to ensure prospective members' accommodations are considered when preparing for formal recruitment.

ACADEMIC UNITS

The programs/initiatives highlighted are examples of the many ways the university support student success.

COLLEGE OF EDUCATION

DORSEY LEADERSHIP ACADEMY

Provides leadership opportunities and other programming for future teachers from underrepresented groups or those who are the first in their families to earn a bachelor's degree.

COLLEGE OF ENGINEERING

PEER MENTORING

The peer mentoring program strives to increase retention of first-year students by providing guidance, encouragement and advice to new students in the College of Engineering. All student mentees are enrolled in ENGINR 1000, Introduction to Engineering, or ENGINR 1050, Fundamentals of Engineering. Mentors are recruited from third- and fourth-year students in engineering. Mentors lead discussions with students in these classes in small groups regularly during the semester.

“This program makes it so much easier for new students to connect with other engineers and make friends right away. We’re able to come together and help students succeed in engineering and connect them with everything the College of Engineering and Mizzou have to offer. I definitely wish I’d had a peer mentor.”

– Paige Miller, Peer Mentor BS BME '23

“Thinking back to my first year of college, I would have liked to have this mentorship program so that I could have received advice from upperclassmen who had similar experiences as me. Personally, I have benefited from this experience by improving my management skills, organizing group meetings around everyone’s busy schedules. I have also improved my communication skills by actively listening to student concerns. I hope they felt supported and welcomed.”

– Lily Teuscher, Peer Mentor BS IT '23

SCHOOL OF JOURNALISM

JOURNALISM ACADEMIC MENTORING (JAM) PROGRAM

The journalism academic mentoring (JAM) program includes four distinct programs to help ensure student success when students find themselves on probation. JAM grew from its first semester as a peer mentoring program to its current array of programs based on the varying needs students have at various stages in their journalism program. All programs were developed based on observation of student needs and are overseen by the School of Journalism’s director of student services, senior academic advisor and advising staff. Programs are guided by in-house expertise in instructional design. This program is particularly helpful in the retention and graduation completion of our diverse student population.

JAM programs include:

Tigers Persist: Students with a GPA between 2.7 and 2.9 are provided with a one-time workshop on best practices in student success and are encouraged to enroll in an eight-week student success course offered on campus.

Paws for Success: Students with a GPA between 2.5 and 2.7 are required to complete a workshop series of three one-hour modules that focus on best practices in student success.

One to One: Intended for sophomores, this program has peer mentors working in a highly intensive/structured 8-week series with students on probation who have between a 2.0 and 2.5 GPA.

JAM Self-Sufficiency: Intended for Juniors and Seniors, this online series provides a tune-up for students who have been placed on academic probation.

COLLEGE OF HEALTH SCIENCES

SUMMER BRIDGE ACCELERATOR PROGRAM

The College of Health Sciences, the Center for Academic Success and Excellence (CASE), the College of Arts and Science faculty, the College of Education & Human Development, the College of Engineering faculty and MU staff collaborated on the Summer Bridge Program to address the academic and socio-emotional needs of 30+ incoming freshmen, particularly those from underrepresented or disadvantaged backgrounds, who may face additional barriers in their transition to college. The program seeks to bridge the gap between high school and college, allowing participants to develop essential skills, build confidence and establish a strong foundation for success in their academic interests. This program has provided targeted support and resources to increase student retention rates and foster a sense of belonging within the college community.

GRADUATE SCHOOL

GLIMPSE INTO GRADUATE SCHOOL

Glimpse is a program to provide current undergraduate students from the University of Missouri and Lincoln University with the resources, programming and support necessary to achieve their aspirations for graduate study. The program encourages students who are members of underrepresented groups in graduate education and/or first-generation college students with an interest in one of MU's graduate programs to apply.

FIRST-YEAR SCHOLARS

First-Year Scholars is a program designed to help incoming MU students in their first year in graduate school develop a cohort of support. It consists of monthly meetings during the fall and spring semesters, social gatherings and individual support meetings with the director of the Center for Inclusive Excellence in Graduate Education. Marshall, Ridgel, Carver, McNair Fellowship Recipients (fellowships awarded by MU Graduate School) and/or TigerView participants in the first year of their graduate program are invited to participate.

GLOBAL GRAD CONNECT

This pilot program started in spring 2023, via Zoom, for international graduate students. Conversation topics included living in the U.S., adjustment, teaching and communicating. Each meeting has a topic and, at times, a podcast/video as part of the meeting theme. Meetings were held every two weeks.

WORKFORCE ENHANCEMENT GRANT

The Supporting Career Readiness of Graduate Student-Parents Scholarship Program is for enrolled graduate students who are also parents and are participating in unpaid internships. This new scholarship is made possible by a grant from the Missouri Scholarship & Loan Foundation.





Inclusion, Diversity & Equity

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