



Carol Campbell-Welsch, Jean Campbell and Joan Campbell

## Philanthropy: A Family Business

At Jean Campbell's celebration of life in spring of 2016, friends and family took turns remembering a woman who spent her life lifting up those around her. While each memory was unique, two common themes were spoken of fondly and frequently - service to others, and dedication to achievement.

Inspired by parents who valued accomplishment and community involvement, Jean consistently modeled both, working tirelessly to ensure that those around her had the opportunity and resources to live up to their potential. With an unwavering commitment to family, it should come as no surprise that Jean raised children who grew to hold the same values. These ideals and her dedication to CEW inspired her son-in-law, Timothy Williams, to endow the Jean Campbell Scholarship. "She was achievement oriented, not for the sake of achievement, but to make the world a better place," Tim remembers.

This endowed scholarship, established in memory of his late wife, Joan, and in honor of Jean's lifetime of accomplishments, will support women and underserved students at the University of Michigan.

After serving as one of the founding members of CEW in 1964, Jean took the helm as director until her retirement in 1985. She contributed immeasurably to CEW's growth and reach, raising the funds necessary to create the Center's scholarship program. In the years since its inception, the program has awarded scholarships to more than 1,700 remarkable students. Jean's many accomplishments outside of the Center, along with her commitment to the development of research on women's education, earned her national recognition, culminating in the University of Michigan awarding her an honorary Doctor of Laws Degree alongside former President Barack Obama in 2010. "The

feeling of pride was indescribable," her daughter Carol reminisces. "You don't know the definition of some words until you do: that was thrilling."

Jean was devoted to her family, her husband, and three children Bruce, Joan, and Carol. Tim recalls her as "the biggest cheerleader for her three children," always having positive things to say about each of them. Jean led by example, continually fighting for the disadvantaged and ensuring that they had the support to achieve their goals. Both of Jean's daughters parlayed that inspiration into careers in service of others, with Joan often speaking of her mother's graciousness and giving nature. It was Joan's appreciation for her mother's work that led to Tim's recent donation to CEW. This scholarship joins the already existing Jean Campbell Research Fund, developed in 1978 to support research that increases understanding about women's lives and the challenges they face.

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Paired with a U-M student support match, this gift will create the Jean Campbell Scholarship Fund and allow future recipients to feel the vast and lasting effect of Jean's lifetime of work. "I feel like I'm in a family business," Carol said when speaking of her own recent gift to the endowed scholarship fund, "the gifts that my mother and sister gave me are what I want to continue passing on through that donation." With the creation of this fund, Jean will be recognized permanently as part of the impactful program she began many years ago, and her story will be shared with recipients for years to come. The first Jean Campbell Scholarship will be awarded in 2019, and will inspire generations of recipients to pursue their educational goals.

If you would like to make a gift to the Jean Campbell Scholarship Fund, please contact Charlotte Myers at [charlomy@umich.edu](mailto:charlomy@umich.edu) or 734-764-7258.



Jean Campbell

## 2017 Mullin Welch Lecture

# Spectrum of Advocacy & Activism Symposium: Finding Your Voice

On November 15, 2017, CEW is leading a one-day symposium focused on advocacy and activism training as part of its annual Mullin Welch Lecture activities. The symposium will include presentations by local and national advocacy experts who have taken varied approaches to advocacy in ways that best leverage their current context (power, privilege and identity). Training sessions will feature capacity-building workshops on a range of topics from community organizing to bystander intervention to running for political office. The morning keynote will examine how activism has changed over time, how advocacy is tied to a person's situational power, and how partnering with diverse perspectives can strengthen advocacy and activism efforts.

Goals for this one-day symposium are:

- to engage students, practitioners, and researchers who are interested in advocacy and activism;
- to equip symposium participants with advocacy training that can be applied to their area(s) of interest;
- to develop a network among attendees for potential partnerships beyond the symposium; and
- to highlight the value of diverse perspectives in advocacy work.

Health outcomes has been selected as the theme for this year's symposium because of increasing uncertainty surrounding healthcare in America, including coverage for women's health care (mental health, mammograms, birth control, maternity care, etc.). Regardless of the scale of their advocacy and activism goals, all attendees will leave with tools, connections, and inspiration to apply to their advocacy efforts.

A special highlight of the symposium will take place during the networking lunch when CEW's 2017-18 Twink Frey Visiting Social Activists, Amber Arellano and Dessa Cosma (see page 5 to learn more about Amber and Dessa), discuss their advocacy work and how that work has evolved as their context and situational power has changed.

Afternoon panel discussions will offer practical strategies that attendees can apply to their own work as advocates and activists. At the end of the day, participants will be presented with a common challenge that they will address in small groups comprised of individuals from campus and community.

Confirmed speakers include **Jim Toy**, a long-time local LGBTQ+ activist and pioneer in Ann Arbor; **Kary L. Moss**, the executive director of the ACLU of Michigan; and **Marijata Daniel-Echols** from the Michigan Public Health Institute. A special workshop session on entering politics will be conducted by trainers from the **New American Leadership Project**, a national non-partisan organization dedicated to creating a more inclusive democracy by training 1st & 2nd generation immigrant leaders. **Raquel Castañeda-López**, who made history by becoming the first Latina elected to the Detroit City Council in November 2013, and **Ghida Dagher**, the Advocacy & Government Relations Manager at United Way of Southeastern Michigan, will conduct sessions on running for political office and crafting public policy.

The evening keynote will take place following the symposium at 6:00 p.m. and will be **free and open to the public**. Keynote speaker details will be announced closer to the date.

**This free symposium is limited to 350 people and will take place Wednesday, November 15, 2017 at the Michigan League and Rackham Graduate School. Visit [cew.umich.edu](http://cew.umich.edu) for more information, and to register.**

*The CEW Mullin Welch Lecture Series was established in 1989 by Frances Daseler and Marjorie Jackson in memory of their sister Elizabeth Charlotte Mullin Welch. This fund brings to U-M campus outstanding women who exemplify Elizabeth's characteristics: creativity, strength of character and expansive vision.*

Registration details and more information can be found at [cew.umich.edu](http://cew.umich.edu).

# Community Counseling Spotlight: Danielle

After earning her bachelor's degree in communications and marketing, Danielle\* became a stay-at-home mother to her three children. 22 years later, she divorced and found herself without the technological skills that would earn her a job and financial stability. Managing her children's schedules and caring for her ailing parents while job searching proved a daunting task. "I didn't even have a working computer," she recalled.

Danielle began to feel as if she was sinking. Panicked and searching for guidance, she learned of CEW's free community counseling program and scheduled her first appointment. "I told [my counselor] how scared I was to return to the work force," she remembers. Danielle's counselor helped her work through this fear and she left her first appointment feeling validated and confident, knowing that she would land on her feet and make it through this tough time.

Through subsequent CEW counseling appointments that equipped her with practical resources and information, Danielle got her first job in two decades! This new retail position enabled her to rebuild her resume and enhance her qualifications. When the opportunity arose to apply for a better paying job with the benefits she needed, Danielle was poised and ready. Thanks to the skills gained through community counseling, Danielle confidently pursued the role, got the job, and thrived in the position for 8 years. Danielle accomplished so much with the guidance of her counselor and was finally happy, independent, and thriving.

In 2015, Danielle began to search for work once again. She immediately returned to CEW for guidance, reflecting on how beneficial her appointments had been during her first job search. After working with her counselor to update her resume and cover letter, she again began applying for jobs. Though she struggled to find a good fit at first, Danielle was determined. She says, "I felt valued at CEW and my counselor gave me confidence." Her persistence led to her securing a rewarding job as a medical receptionist that challenges her and brings her a great deal of fulfillment. Danielle credits CEW not only with providing her invaluable resources, but also empowering her to take control of her career.

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*"I felt valued at CEW and my counselor gave me confidence."*

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Danielle's advice to others facing challenging situations is to "use your resources, stay current, and be prepared for changes." She was happy to find out

that CEW's community counseling is a free resource available to anyone, even those with no University of Michigan affiliation.

**If you would like to make a donation to community counseling to ensure that others like Danielle have access to the tools and resources they need to achieve financial stability, please contact Adrian Benedict at [adrianb@umich.edu](mailto:adrianb@umich.edu) or 734-764-7271.**

*\*Name has been changed to protect privacy.*

**If you would like to make a counseling appointment at CEW, please call 734-764-6360.**

## Scholar in the Spotlight: Mikisha Course-Deason

If there is one characteristic uniting CEW Scholarship recipients across all disciplines and diversity, it is the determination to break down barriers. Mikisha Course-Deason, the inaugural 2017-18 Janice Geddes Scholar, embodies this pioneering spirit.

Mikisha was born to teen parents in South Central Los Angeles, resulting in her placement into legal guardianship and foster care from the age of two until her legal emancipation at seventeen. Attending five different high schools affected both her grades and self-esteem, and she was labeled 'unlikely to graduate.' Through self-reflection, hard work, and grit, Mikisha powered through and earned her diploma.

After high school, Mikisha found mentors, counselors and community members who helped her gain stability and the life skills she needed to succeed. While attending community college, she served as a peer mentor and earned her associate's degree in behavioral and social sciences. During this time she discovered her passion for supporting foster youth, and founded a club on campus called **Foster to Famous**, which offered resources and



Mikisha Course-Deason

opportunities for youth and low socioeconomic status students.

Mikisha focused her energy on obtaining her bachelor's degree in social work and got a job at the Children's Law Center in Los Angeles. She worked as a courtroom representative for youth transitioning out of care, helping them to locate stable housing, obtain employment, and pursue higher education. After graduation, she began working toward her MSW at the University of Michigan -- the #1 school of social work in the country.

Mikisha is committed to advocating on behalf of the foster care population in an effort to increase access to stable housing for foster youth exiting the system. She will use her knowledge and leadership skills to work with public officials to

promote policy change, while ensuring that mentors, emotional support, affordable housing, and higher education are accessible for transition aged youth as well as adults formerly in foster care. CEW salutes Mikisha's incredible achievements and compassion, and is honored to support her continued work.

# Critical Difference Grant Inspires Endowed Scholarship

Deodge Hill's first visit to CEW in the winter of 1998 changed her life. When crucial funding failed to come through, she found herself a University of Michigan student and single mother facing homelessness. Seeking emergency funding that would allow her to both register for classes and keep a roof over her and her son's heads, Deodge attended a counseling appointment and was awarded a critical difference grant that allowed her to continue pursuing her dream of earning a bachelor's degree. She identifies this visit to CEW as a significant turning point in her life. "The grant made me who I am...I came in with my heart in my throat not knowing what I would do if they didn't award me the funds," recalls Deodge. Leaving the Center with a renewed sense of purpose, she went on to earn her bachelor's degree and marry her classmate, Patrick, over time adding three more children to their family.

Deodge and Patrick were enjoying life together when tragedy struck in April of 2013. Patrick, a Detroit police officer, was shot in the line of duty and succumbed to his injuries that October, leaving Deodge a widow and a single mother to four children. During this challenging and painful time, she clung to her faith and committed to a life of service to others, ultimately finding peace and happiness on a new and unexpected path.

In 2015, Deodge formed the PHILL Foundation, to honor the life of her late husband. Offering assistance to widows and single mothers, Deodge found a deep and meaningful connection. When the opportunity arose to give back in a different way, she started working in a recovery clinic in 2016, helping those with addiction find peace in their lives and reach their goal of sobriety. "Helping people brings me joy," she said. And she continues to help people, sending daily messages of encouragement to a network of widows, friends, and acquaintances she has developed over the years, hoping she may provide them with a bit of inspiration during times of uncertainty or despair.

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*"I was in crisis academically, emotionally, and spiritually and CEW came through for me."*

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While attending a recent African American Alumni Association breakfast, Deodge began to reflect on the life changing grant she received from CEW. "I was in crisis academically, emotionally, and spiritually and CEW came through for me," she said. It was in that moment of reflection that she decided to bring her experiences full circle and create the Deodge Hill Scholarship. With her generous gift, this annual scholarship will help women and nontraditional students reach their educational goals just as she did all those years ago. Deodge also hopes to share her story with students to let them know that if she could do it, they can too.

"I've been on the other end, and I needed it," she recalls. With her commitment to single mothers, and through her endowed scholarship, Deodge will be a positive force in the lives of underserved and underrepresented students at the University of Michigan, now and in perpetuity.

**To contribute to the Deodge Hill Scholarship, please contact Adrian Benedict at [adrianb@umich.edu](mailto:adrianb@umich.edu) or 734-764-7271. If you would like to make a counseling appointment at CEW, please call 734-764-6360.**



Deodge Hill

## A Season of Opportunity for CEW Scholars

Each year as the earth cools and the leaves begin to change, joyful anticipation builds at CEW. The new academic year brings fresh energy to a center increasingly focused on supporting nontraditional students at the University of Michigan. It also marks the imminent approach of one of CEW's oldest and proudest traditions: the annual Scholarship Awards Ceremony.

The CEW Scholarship Program was established in 1970 as part of the Center's early efforts to support women returning to school. Today, the program proudly serves nontraditional students of all genders, providing both critical financial support and a resounding vote of confidence in students whose voices and experiences are not always reflected by more traditional peers. According to past recipients, the validation the scholarship provides is often as impactful as the money itself.

Continuing in the formidable footsteps of our nearly 1,700 previous recipients, CEW is thrilled to welcome the 2017-18 cohort of 56 Scholars and one Mary Malcomson Raphael Fellow to the community. Thanks to the generous support of individuals, organizations, clubs, and foundations, this year marks our largest total to date: nearly \$375,000 awarded to these resilient and determined agents of change. Among them are student parents and primary caregivers, students who are returning to the classroom after a prolonged interruption, first generation and international students, and students who have overcome great obstacles in order to achieve their dream of pursuing higher education. These are individuals who have risen to the top of a highly competitive selection process, and are leaders in their fields.

**Please join us in congratulating our 56 Scholars and one Fellow, and expressing our utmost confidence in their continued achievement.**

# TWINK FREY VISITING SOCIAL ACTIVISTS

Past and upcoming VSAs increase awareness and spur action for gender equity

## Samara Hough Assumes Leadership for CEW Visiting Social Activist Program

As of July 1, 2017, the CEW Visiting Social Activist Program duties are being led by Samara Hough, CEW Counselor and Program Specialist.



Samara Hough

CEW would like to thank Beth Sullivan for her many years of dedicated service to the VSA program. Beth worked closely with Samara to prepare her for successful management of the VSA Program.

Samara began her work with CEW in January 2016 as a counselor, providing supportive educational and career counseling and programming to U-M students, staff, and faculty, as well as community members.

In addition, Samara also serves as a MSW Intern Supervisor and is an active member of the Women of Color Task Force. Samara's passion for activism is driven by her roots in sexual assault advocacy work for over 15 years.

**To welcome Samara to this new role or inquire about the program, please send an email to [samaralw@umich.edu](mailto:samaralw@umich.edu).**

## VSA Fellowships for Next Two Years Awarded to Amber Arellano and Dessa Cosma

Amber Arellano, an alumna of the U-M Ford School of Public Policy and past CEW scholarship recipient, delivers a wealth of experience around the gaps in K-12 education in the State of Michigan. Her work as the Founder and Executive Director of The Education Trust-Midwest seeks to examine the efficacy of the education system in our state in comparison to other education models across the nation. Amber has worked on key projects, including developing campaigns for the United Nations, and has been nationally recognized for her work as a journalist. Her focus for the VSA project will be to complete a book highlighting effective models of education, particularly focusing on addressing needs of low performing schools throughout the State of Michigan.



Amber Arellano



Dessa Cosma

Dessa Cosma brings years of experience organizing and training individuals for social justice leadership. Her work in Michigan includes serving as Senior Field Organizer for Planned Parenthood Advocates of Michigan, helping organize the 2010 U.S. Social Forum and the 2012 Michigan Women's Power Assembly, and directing the Center for Progressive Leadership and the Economic Justice Alliance of Michigan. Dessa will use the VSA fellowship to further raise awareness of disability rights through research on best practice approaches to advance movement building and political actions.

## Expanded Audiences Will Experience Multi-Media Art & Poetry of Susan Eisenberg

CEW's 2016-17 Visiting Social Activist, Susan Eisenberg, has been translating a three-dimensional travelling exhibit into a web-based experience.

*On Equal Terms-Virtual* will use art, historic documents, research and personal testimonies about the construction industry to explore the persistence of gender-based occupational segregation.

The web exhibit will launch in April 2018 and is timed to coincide with the 40th anniversary of affirmative action regulations that should have opened up roughly 25% of skilled trades jobs to women. Despite the law, rampant sexism and threats from within the powerful construction industry have kept women's participation in construction jobs below 3%.



Susan Eisenberg

Also in April 2018, Cornell University Press will republish Eisenberg's 1998 book *We'll Call You If We Need You: Experiences of Women Working Construction* with a new section that reframes the issues to present-day, and publish her new book of work-related poems, *Stanley's Girl*.

**For more information about the Visiting Social Activist program, visit [cew.umich.edu/action/tfvs](http://cew.umich.edu/action/tfvs).**



Ashwini Bhasi

## CEW Welcomes New Women of Color in the Academy Project Coordinator

CEW is pleased to welcome Ashwini Bhasi who is now coordinating the Women of Color in the Academy Project (WOCAP). Ashwini previously worked as the Business and Scientific Operations Manager of the U-M Bioinformatics Research Core Facility, where she led bioinformatics, business analysis, and organizational development projects.

As a published poet who believes in the power of individual and collective voices to bring about social change, she is excited to work with CEW and WOCAP to highlight the work of Women of Color scholars, promote their career development, and advocate for institutional change. Ashwini is passionate about contributing to WOCAP's vision, and in her new role she is enjoying applying her organizational and management skills toward planning and executing WOCAP's programs.

**For more information about the Women of Color in the Academy Project, please visit [cew.umich.edu/wocap](http://cew.umich.edu/wocap).**

## Women of Color in the Academy Project Annual Summer Writing Retreat a Success

WOCAP's annual summer writing retreat provides a communal environment for women of color faculty to engage in productive research writing. This year's retreat was held June 15-16, in Maumee Bay, Ohio, where participants enjoyed the scenic and relaxing environment and benefited from the sense of purpose and encouragement they received from fellow women of color faculty writers.

While research writing and publication are vital for professional success in academia, faculty often find it challenging to carve out adequate time within their busy schedules. WOCAP's annual retreat addresses this issue by creating a collaborative space

for attendees to produce thoughtful work. Participants got a jump start on their summer writing goals, and shared tips while connecting with each other over meals and social activities.

The retreat was a fruitful experience for attendees with 88% reporting that they successfully met their writing goals. 71% found the experiential discussions on enhancing writing efficiency to be useful, and 94% reported that the retreat enriched their social connections and sense of community belonging. CEW looks forward to many valuable WOCAP retreats in the years to come.



WOCAP members at June 2017 summer writing retreat

## Improving the Campus Climate for Nontraditional Students

**C**EW continues to make U-M a more inclusive and supportive environment for nontraditional students in a number of ways, one of which is by leading the Council for Nontraditional Students (COUNTS). This council has not only helped members to work together to identify areas where advocacy is needed to remove barriers for underserved student groups, but has also increased programmatic collaboration across units for these students. The intra campus dialogue made possible by COUNTS has also been crucial to building community across nontraditional student groups.

COUNTS collaborations have already resulted in improved data collection across campus with regard to specific nontraditional populations such as student parents and students who are caregivers.

This data ultimately helps staff and faculty to identify, reach, serve, and monitor the success of these students.

Through COUNTS, the unique needs and contributions of nontraditional students are being highlighted in new ways, and units across campus are eager to partner. Individual COUNTS members have requested training from CEW to better equip staff/faculty in their units to support, serve and celebrate nontraditional students. We are excited to be impacting the campus climate by supporting the creation of more inclusive environments in the classrooms and beyond.

**If you are a U-M student, staff or faculty member who would like to collaborate with COUNTS, please contact Kirsten Elling at [kelling@umich.edu](mailto:kelling@umich.edu).**

## TIAA Partners with CEW to Support Initiatives



**T**he histories of the University of Michigan and TIAA align in interesting ways. A century ago the University took a new and progressive step for its time, becoming an “early adopter” in helping employees retire successfully. In 1919, U-M became the first participating institution in the Teachers Insurance and Annuity Association of America (TIAA). Founded just the year before by the Carnegie Foundation for the Advancement of Teaching, TIAA was a new system of pensions for college and university professors; it combined grants as well as contributions from participating institutions and individuals. Today, U-M is TIAA’s single largest remitting institution—

managing \$10 billion in U-M faculty and staff retirement assets.

In the past 5 years, TIAA has been a generous U-M donor/sponsor, principally through its relationship with CEW. Since 2012, TIAA has partnered with CEW to significantly increase financial education programming for employees, with a special but not exclusive focus on women. In August 2016, TIAA agreed to provide corporate sponsorship for CEW for the next 3 years in the amount of \$100,000. These funds will be used to support the Women of Color Task Force Annual Career Conference, the Women of Color in the Academy Project Shirley Verrett Awards Ceremony, and the administration of 10-12 financial education workshops per year.

TIAA, like CEW, has a history of supporting the financial and educational goals of women and their families throughout their lifespan. This fall, TIAA has partnered with CEW once again to host several of their popular workshops for current U-M staff and faculty.

**Come to a workshop on campus to learn more about TIAA’s services, and visit their website ([tiaa.org](http://tiaa.org)) to get additional information about their free webinars and special resources for young professionals and working parents.**



Maria Schneider (TIAA), Roland S. Martin (Keynote Speaker), and Kelli Jordan (TIAA) pose together in TIAA’s booth during the 2017 WCTF Conference

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## Meet Kristin Peterson:

### The CEW Social Work Intern Experience

As a University of Michigan Master of Social Work student in Interpersonal Practice, my counseling internship at CEW has given me the confidence to move into the role of a helping professional. I have received thorough training through shadowing CEW's senior counselors, and attentive supervision that allows me to consult about any concerns that come up in my sessions and to continue gathering knowledge of helpful resources for my participants. My classroom education continues to stimulate my awareness of both systemic forces of oppression as well as the impact adversity has on an individual, and counseling at CEW has been an invaluable avenue for applying this learning.

One concept that is continually reinforced is that society is not an equal playing field, and that everything in a person's life affects everything else. The barriers that CEW's participants face are frequently accompanied by trauma, and thus, these appointments are truly an opportunity to facilitate healing and advancement of the entire person.

One of the most common concerns I hear expressed by my fellow social work students centers around being authentically able to help others once we graduate. The opportunity to work one-on-one with counseling participants in my office at CEW has helped me realize that I have been gaining these skills. Whether it's self-reflection, empathy, accountability, and/or tangible help with a job application that a participant

needs, I am able to meet them where they are, and support them as they define their goals.

Many participants express that they have found the support they need in only one session. Others move from uncertainty about which path to pursue through interviewing for a specific position, giving me the opportunity to see their increased mastery of navigating the job market. CEW also continually encourages and supports me in developing and evaluating programs, allowing my internship experience to span both micro and macro realms of social work.

I am grateful to be a part of the good work CEW does, and look forward to seeing this resource continue to be a steadfast part of U-M and the surrounding community for as long as injustice persists.



Kristin Peterson