

WCTF STAFF DEVELOPMENT INITIATIVES TO INCLUDE MENTORING PILOT FOR UNDERGRADUATE STUDENTS

The Women of Color Task Force (WCTF) has actively promoted the recruitment, retention, and advancement of women of color employees at the University of Michigan since 1979. This year, WCTF will expand its mission.

In addition to professional development and networking meetings, an annual career conference, and a summer workshop series, WCTF will launch a mentoring pilot pairing WCTF members with undergraduate students with similar areas of interest and experience.

The goal of this initiative is to establish a network of professional higher education role models and career coaches that will support and mentor students during their

time on campus and to create a pipeline of future higher education employees that will increase diversity in the workplace.

Informal mentoring has been an important aspect of WCTF among members, but will now formally focus on pairing members to serve on mentoring teams to coach students. The pilot is expected to enhance student experiences on campus and to create professional networks that will continue long after student mentees have graduated.

WCTF will partner with other staff and faculty groups of color on campus to implement this initiative as well as co-sponsor other professional development and networking events for U-M staff, faculty, and students of color. In

addition to mentoring, WCTF will offer a leadership development training institute in October and will host its 37th annual career conference on March 8, 2019. This year's conference theme is **Amplifying Voices: Moving from Diversity to Inclusion**.

You can learn more about the WCTF under the staff menu on the new CEW+ website.

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Workshop proposals for the 2019 career conference are currently being accepted and may be submitted online at tinyurl.com/2019WCTF-ConfRFP

CEW+INSPIRE: POWERFUL BEYOND MEASURE

We are pleased to launch CEW+Inspire, our new pilot program, on October 10 at the Michigan Theater. This event will include lightning talks featuring applied scholarship by University of Michigan faculty (see more event details on page 3).

Through programming offered under the CEW+Inspire initiative, University of Michigan students, staff, and faculty converge to build coping and resilience skills through mindfulness, the celebration of diverse scholarship, and recognizing the value underserved

students bring to the university community. Honoring the diverse scholarship of faculty members serves an integral role in this program as it both recognizes their contributions, while serving as inspiration to students and offering real-life representations of authentic journeys to success.

These inspiring faculty will lead workshops throughout the year that, in addition to their topic, will include hands-on creative expression and learning centered on coping and resilience. CEW+Inspire will also hold regular mindful meditation sits throughout

the academic year. Evidence based meditation has been shown to improve cognitive functioning, reduce implicit age and race bias, reduce the symptoms of anxiety, depression and pain, and assist in ending ruminating thought patterns. These drop in, guided mindful meditation sits are free and open to all levels of practice.

CEW+Inspire is a comprehensive program that aims to expand the vision of what is possible and teach lifelong skills to underserved students, empowering each student to make bold and confident choices about their future.

CENTER RECONNECTS WITH SCHOLARSHIP RECIPIENT THROUGH CEW+INSPIRE PROGRAM

In 2005, Tanuka Gordon was earning a dual master's degree at the University of Michigan Ross School of Business and School of Information. That year, she was named a Helen Huff Shell scholar, and joined the ranks of many talented and deserving individuals who had received CEW+ scholarships since the start of the program in 1970. In the years since, Tanuka has carved a unique and rewarding path for herself in California. Initially focused on staying the course in the tech and internet world, Tanuka became a mother and her motives and aspirations shifted.

A wife and mother of two, Tanuka set out to build a career that would fulfill and reward her in the same way that being a mom did. At this time, Tanuka started Mindful Littles, a nonprofit organization created to inspire children to be more mindful and compassionate by engaging with service projects and educational programs within their communities. Of her efforts,



Tanuka says, "a big part of our work is to awaken the inner child that is in all of us and create more compassionate homes." Currently located in the East Bay Area, she envisions expansion and greater impact in the near future.

After graduating from U-M in 2007, Tanuka always desired to give back to CEW+ and connected with the Center around the inception of the CEW+Inspire program. Dedicated to celebrating diverse scholarship,

exploring professional possibilities, and building coping and resiliency skills, CEW+Inspire seemed like a great fit and she made her first gift in support of the initiative. Tanuka has been instrumental in shaping the program and says, "it's great to see mindfulness span across age groups as our littles will eventually become [adults]."

Acknowledging a need for equitable academic and career spaces, Tanuka looks forward to working with CEW+ to engage with a collective of like-minded women working to find a more balanced world. Tanuka firmly believes that women have "this incredible capacity to be nurturing, loving, and kind," while also demonstrating "ferocity, strength, and resilience," and that "by bringing those two worlds into harmony, the world can be a better place."

To learn more about Tanuka's nonprofit Mindful Littles visit mindfullittles.org.

CEW+ ADVOCACY: CATALYSTS FOR CHANGE

Human Rights Activist to Speak at Annual Lecture

Join us **Wednesday, October 10th at 5:30 p.m.** at the Michigan Theater for CEW+ Advocacy: Catalysts for Change. The event will feature the 2018 Christobel Kotelawala Weerasinghe Lecture as part of the University of Michigan's Diversity, Equity & Inclusion Summit week.

CEW+ will host international and award-winning activist, **Wai Wai Nu**, who is working for human rights and women's equality for the Rohingya people in her home country of Myanmar. Ms. Nu's lecture will be the culmination of an evening focused on diverse scholarship. Prior to her taking the stage, the Center will award the CEW+Inspire and Carol Hollenshead awards, and launch its new initiative, CEW+Inspire (see page 2 for more info), a project highlighting the research of U-M faculty and students engaged in diverse scholarship.

The Christobel Kotelawala Weerasinghe Fund was created by former CEW+ Leadership Council Member Emerita Menakka Bailey in honor of her late mother, Christobel Kotelawala Weerasinghe, a lifelong advocate of cross-cultural dialogue and advancement for women.

CEW+ LAUNCHES NEW WEBSITE

In an effort to better reach and connect with the populations that we serve, we have spent the past year hard at work updating the look of our brochures and materials. We are proud to officially announce the launch of our new website!

The website has been completely rebuilt and redesigned to provide you with a more user-friendly and audience-focused experience. We believe this will allow you to easily learn about who we are, as well as what programs and services we offer to help you succeed. It has a clean design as well as intuitive and

consistent site-wide navigation with improved menu functionality that directs you to the information most relevant to you. It's also fully responsive with mobile devices, making it easy to navigate on a wide range of web browsers and portable devices, and meets all ADA accessibility recommendations and standards.

We are proud of the new website and feel it will create the experience you're looking for when you pay us a visit. Check it out at cew.umich.edu! For any questions, suggestions, feedback or comments, please email us at contactcew@umich.edu.



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No matter where you're from, you belong here.

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CEW+DEI

CEW+ Leads Staff Training Initiative to Support Underserved Students

CEW+ is engaged in a number of efforts aligned with our overarching Diversity, Equity, and Inclusion (DEI) 2021 goals. These goals build on our expertise from the past 54 years to identify, increase recognition of, and expand support for students who are underserved.

Key to this work is our partnership with U-M Enrollment Management to develop a data model for identifying underserved populations of students (UP students) at U-M, tracking GPA across terms and time to graduation. Findings from this work will enable CEW+ to assist other programs and offices to better understand their UP students, leading to enhanced programming, outreach, and classroom experiences.

A cross-campus initiative being led by CEW+ is underway to develop a training module that increases the confidence of staff and faculty at recognizing and supporting the needs of UP students. When realized, this training module will be an online course available to all staff and faculty, with content designed to highlight UP students unique contributions to campus,

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the challenges they face, and strategies for ensuring these students thrive at U-M. This project leverages CEW+’s relationship with University Human Resources to ensure the module will be promoted across campus and that staff is incentivized through a certification and recognition process. Staff and faculty who complete this course will be certified as UP student campus advocates and will receive an identifier item (sticker,

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pin or emblem) to indicate to students that they have completed the training and have special expertise to serve as a resource.

Combining the expertise of U-M instructional designers and knowledge from members of the Council for Nontraditional Students (COUNTS), curriculum design and content development is in progress. COUNTS, led by CEW+, brings together staff, faculty, and students from across campus who work with and have an interest in supporting underserved students. COUNTS serves as a place to share resources, consult about emerging issues, and leverage expertise in ways that improve the campus for a wide range of students. Members from across campus have played a critical role in the development of the training module (see box to the right for a list of members on the project team).

Once completed, the online course will include a list of resources comprised of the profile of UP students on the Ann Arbor campus, a dictionary of terms used to describe the UP student experiences, and a toolkit for individual departments to use in support of UP students. The module will incorporate videos and case studies from real life scenarios with pilot testing taking place in January 2019 and a projected launch date following in September.

Staff, faculty, and program administrators who complete this course will be well equipped to recognize and respond to the needs of UP students, work within their department to advocate for the needs

of UP students, and share best practices with other programs. Ultimately, our hope is that this project will establish a more welcoming and inclusive institutional climate across campus for all underserved populations of students.

This initiative is made possible through the financial support of the Office of the Provost and TIAA.

COUNTS members who participated on the training module project team are:

- **Joana Dos Santos**, Taubman CAUP
- **Kirsten Elling**, CEW+
- **Kelley Emerson**, LSA Undergraduate Science Learning Center
- **Lynne Ertel**, ITS Strategy & Planning
- **Liese Hull**, Comprehensive Studies Program
- **Erica Johnson**, ONSP Parent/Family and Transfer Program
- **Devon Keen**, School of Information
- **Phillip Larson**, ONSP Student Veterans Assistance Program
- **Tiffany Marra**, CEW+
- **Tashia Munson**, University Library Operations
- **Doreen Murasky**, CEW+
- **Janice Reuben**, CEW+
- **Ayeza Siddiqi**, ONSP Mentorship Programs
- **Carmeda Stokes**, LPD
- **Michael Turner**, CEO
- **Ataul Usman**, University Library HR

CEW+ ADVOCATES FOR NEW U-M PARENTAL LEAVE POLICY

As of September 1, 2018, U-M Faculty and Staff are able to take 6 weeks of paid parental leave when adding a child to their family. This time allows parents to bond with the new child and applies to those giving birth, adopting, fostering or becoming legal guardians. This is in addition to 6 weeks of maternity leave after childbirth. This decision is a major milestone in support of worklife balance; well-being of staff, faculty and their families; and health outcomes of children. As stated by Lori Pierce, Vice Provost for Academic and Faculty Affairs, "This enhancement to our parental leave options will have significant and positive effects for our faculty and staff who are parents, for their families and for our institution as a whole."

CEW+ is proud to have advocated for this change alongside Michigan Medicine Department of Obstetrics and Gynecology, the ADVANCE Program, and the Voices of the Staff benefits team.

SCHOLARSHIP & FELLOWSHIP SPOTLIGHT

BASHAIR PASHA

This year's CEW+ Scholarship Awards Ceremony, held on September 23rd, brimmed with joy and excitement as friends and supporters gathered to recognize the newest cohort of scholarship recipients. Joining the over 1,800 scholars who came before them, these 59 remarkable individuals were recognized for their determination, academic achievement, and great potential. This event marks the 48th year that the CEW+ Scholarship Program has provided vital funding to women and underserved students as they pursue their educational goals.



One of this year's recipients is Bashair Pasha, an inspiring student earning her bachelor's degree in communication studies at the University of Michigan College of Literature, Science, and the Arts. Though many obstacles have lined the path of Bashair's educational pursuits, she has remained dedicated to achieving her goals. As a teenager, she moved to Egypt with her father to provide care for

her ailing grandmother. Though reliable internet access was scarce, Bashair took online classes to earn her high school diploma and graduated second in her class.

Proud of her success, Bashair returned to the United States and enrolled at a local community college where she earned an associate's degree in telecommunications and a certificate in journalism. When political unrest drastically changed the climate in Egypt the rest of her family returned to the U.S. and she was happy to have them out of harm's way. Working diligently to pay for her college education, she relies on scholarships, grants, personal employment, and the support of her family to make it through. She values the opportunity to attend the University of Michigan and says, "I have continued to fight for my education, time and again making the conscious decision to work harder than anything that could bring me down."

Recognized for being a leader amongst her peers, Bashair envisions a career working as a higher education instructor where she can contribute meaningfully to society. Ultimately, she would like to achieve inclusive and diverse representation within media as she recognizes how significant a role it plays in our everyday lives. As her graduation draws near, Bashair is setting her sights on earning a graduate degree to further her impact and reach.

On behalf of CEW+ and all of the wonderful supporters who make the Scholarship Program possible, we congratulate Bashair and the remarkable 2018-19 award recipients.

ARIANA BANGU

The Mary Malcomson Raphael Fellowship, awarded annually, provides vital funding to women and undergraduate students pursuing degrees in humanities or social sciences within the College of Literature, Science, and the Arts (LSA). Serving as an award of distinction, faculty members nominate students recognized for their standout qualities amongst their peers. Made possible by the generosity of the late Margaret Earhart Smith, this fellowship provides funding for tuition and living expenses, allowing recipients to remain focused on their education. Margaret established this fund in 1985 to honor her friend Mary Malcomson Raphael, who served as a source of inspiration for all those she encountered.

One of this year's fellowship recipients is Ariana Bangu, a remarkable scholar earning her PhD in linguistics and studying the endangered Transylvanian Saxon (TrSax) language. Growing up, Ariana spoke both Romanian and German, later learning English and Spanish and has a deep appreciation for linguistic diversity. Acknowledging that there is real risk of losing culture and heritage if endangered and understudied languages are lost and forgotten, she is working to preserve TrSax for future generations.



Having only been transmitted and maintained orally for the last 800 years, Ariana is preserving TrSax by making data she has collected available through digital archives that benefit learners and speakers of the language. She has also created a TrSax Database, which she hopes to turn into a platform for crowdsourcing as a means of documenting and maintaining the language. This work is vital as with little to no written record on TrSax, it is currently not taught or spoken in classrooms. Ariana recognizes that languages can be lost in many ways, sometimes through lack of documentation, and other times through forced assimilation, and hopes to contribute to the preservation of the identity, culture, and history of the TrSax community.

As a mother to a young son, Ariana has experienced challenges in balancing her parental responsibilities, teaching, and research yet remains committed to her important work. She hopes that by raising her son in a multilingual household, he too will appreciate linguistic diversity and strengthen his ties to the family he has abroad.

CEW+ is thrilled to carry on the legacy of Mary Malcomson Raphael and support visionary work of remarkable scholars like Ariana.



CEW+STUDENTS

DSIP: A Student's Story

By Poppy Cox,
CEW+ Development
Summer Intern

As a rising sophomore at the University of Michigan, I was excited to have the opportunity to participate in the 2018 Development Summer Internship Program (DSIP). This 12-week internship places current U-M students within the University and at local nonprofits to work with and learn from fundraising professionals. While gaining unique experience and building our resumes, we also focused on a summer project and attended weekly classes on philanthropy and business education.

Majoring in international studies with a focus in international security, norms, and cooperation, I never thought that being a part of DSIP and working at CEW+ could have such an impact on my personal and professional life. Throughout the summer, I became more aware of the need for diversity, equity, and inclusion initiatives while also building my confidence and skillset.

At CEW+, I was tasked with developing an adaptable template for an annual report that can be used year after year, as well as assembling the initial report for the 2018 fiscal year. I was able to complete this work by gathering both qualitative and quantitative data that demonstrated the impact of giving to CEW+. One of my goals for the project was to introduce hard data, highlighting that the work of the Center is widely beneficial to anyone seeking

services: men and underserved students included. I did this by working with various members of the CEW+ team to gather data on where administrative dollars had the most impact during the prior fiscal year.

By creating this report, I believe I have contributed to an increase in CEW+'s transparency with donors and community members. While I know this annual report will have a lasting impact on the Center, its supporters, and members of the Ann Arbor community, this work has also had a huge impact on me. As a first-generation college student, I assumed that I would not be accepted into DSIP due to my lack of experience. However, by being placed at CEW+, I have been able to expand and grow so much both professionally and personally. The environment at the Center fosters success for everyone, including staff. Through this DSIP internship, I have learned that I have the capability to venture into unknown territory and be successful.

With the support of the development team and the entire staff at CEW+, I spent this summer growing in a professional environment and gaining the confidence to produce a project that makes me proud. I am grateful for my DSIP internship for so many reasons and will never forget the relationships I have built along the way.



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At **CEW+**, we navigate circumstantial barriers by providing academic, financial, and professional support to help you reach your personal potential.

Established to support women through higher education, we lift up women and all underserved communities at U-M and beyond. Through career and educational counseling, funding, workshops, events, and a diverse, welcoming community, we exist to empower.

We are **CEW+**, and we're here to help you reach your potential.

MEET MORGAN HULL, FORMER CEW+ SOCIAL WORK INTERN

By Morgan Hull, Temporary CEW+ Counselor

As a University of Michigan Master of Social Work student focusing on both management of human services and interpersonal practice, my internship with CEW+ created a solid foundation of skills and experiences to lean on in my future practice. During my time here, I had the opportunity to work with the CEW+ Scholar Community as well as develop programs and workshops to help meet the needs of underserved students. Additionally, CEW+ supported me as I expanded my counseling skills.



As a counselor, I provided one-on-one career and education counseling to members of the community where I learned how to be an effective and encouraging counselor. In both of my roles, not only did I further develop my skill set, but I also found my counseling style.

The support and experiences I received from CEW+ gave me the confidence to continue on my journey as a professional social worker. CEW+ is a place of support, learning, growing, and community. It is a place for people from all walks of life to be real about who they are and the decisions they are facing. I am so grateful for the time I have spent here.

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** in memoriam*

