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University of Michigan



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Suffrage 2020 at University of Michigan: Celebration, Commemoration, and Conversation

Looking forward to 2020, the University of Michigan is preparing to commemorate significant milestones. 2020 is not only the 150-year anniversary of women's admittance to the University of Michigan, but also the 100-year anniversary of the 19th Amendment. These anniversaries coincide in the midst of another crucial and impactful moment for the nation — the context of the upcoming 2020 election. A group of campus and community partners including CEW+, the College of LSA, the Department of Women's Studies, History, English, and Political Science, the Gerald R. Ford School of Public Policy, the Institute for Research on Women and Gender (IRWG), the Edward Ginsberg Center for Community Service and Learning, ADVANCE, the Bentley Historical Library, the League of Women Voters, and Wallace House, recognized the potential for enriching conversation, meaningful reflection, poignant events, and thoughtful exchange of ideas. Eager to see this moment recognized, these campus partners seized this unique opportunity and Suffrage 2020 was born. "The planning for Suffrage 2020 emerged with a lot of conversations. It was really clear this was going to be a major opportunity to step back and reflect on such a significant anniversary, and the way in which moments of commemoration and celebration are deeply reflective moments," Dr. Angela Dillard, Richard A. Meisler Collegiate Professor of Afroamerican & African Studies and former Associate Dean for Undergraduate Studies, said. Folks



Photo from U-M Bentley Historical Library suffrage archives. HS 19153, George Robert Swain photographs and papers circa 1870-1947, 1913-1947

interested in attending or finding more information about Suffrage 2020 events will be able to search the University of Michigan events calendar using #UMSuffrage2020 as events are added.

Dr. Abigail Stewart, Sandra Schwartz Tangri Distinguished University Professor of Psychology and Women's Studies, elaborated on two of the main goals of Suffrage 2020. "One is, of course, the importance of the achievement of women's suffrage in the United States. We were far from the first. We weren't the last internationally, but it was a hard-fought struggle and I think it is beginning to be a long enough ago struggle that it's not terribly vivid in people's consciousness. We'd like to remind people of what that struggle looked like and how complex it was." The second goal further opens the door for critical conversation and reflection. "The achievement was like every achievement of suffrage historically: partial," Dr. Stewart continued. "There are still groups of women — and groups of men as well — who are denied the vote in the United States today even though they qualify to vote. We want to shine a light that the struggle isn't over." While Suffrage 2020 seeks to commemorate the victory of women's suffrage, the planning committee feels it is equally important to acknowledge that

victory did not encompass everyone and that there continue to be many groups who still encounter roadblocks to access the vote today. "We want to have a backward glance as well as think about contemporary issues of voter access and where we might be going in the future," Anne Manuel, Lecturer in Political Science, said.

Suffrage 2020 events will occur over the course of a year and aim to engage students, faculty, staff, and the Ann Arbor community inside and outside of the classroom. Manuel will teach *Women and War: Contemporary and Historical Perspectives*, which will examine how women engage in both peace activism and voting activism in the early 20th century and in the present. Dr. Stewart plans to discuss voting within the frame of equity and inclusion in her course *Promoting Equity and Inclusion in the Academy and the Workplace* and to have the students in her *Global Feminism* course contribute to campus knowledge on how suffrage is an international struggle. The Bentley Historical Library hopes to supplement courses and events with historical material. "Part of my job is to help people think about how historical material can allow them to better understand topics they might expect to be only focused on the present," Dr. Cinda Nofziger, Archivist for Academic

Programs & Outreach, stated. "I'm interested in taking the historical thread forward in time."

Lectures and panels are in the works to explore suffrage in the past and present and initiate conversation surrounding voter rights. Dr. Martha Jones, Society of Black Alumni Presidential Professor and Professor of History at Johns Hopkins Krieger School of Arts & Sciences, has been invited to campus to unpack how the 19th Amendment was not inclusive of all women and to lead a conversation about the recent suffrage and role of black women in suffrage, along with who gets to vote and under what circumstances, both historically and today. IRWG is leading the lecture, and CEW+ will be holding their annual fall Advocacy Symposium around Dr. Jones' talk, as well as planning surrounding events. Dr. Stewart, in partnership with the Gerald R. Ford School of Public Policy, is organizing a panel that will explore suffrage in the contemporary moment and discuss groups of women who may struggle to access the vote. Panelists will include representatives from Mothering Justice, Asian and Pacific Islander American Vote-Michigan, Detroit Disability Power, a voting rights strategist

at Michigan ACLU, and a member of the State House of Representatives, and will be moderated by Professor Michael Steinberg, Professor from Practice at University of Michigan Law and former legal director at Michigan ACLU. The CEW+'s Frances and Sydney Lewis Visiting Leaders Fund is supporting this panel, along with other events and programming for Suffrage 2020.

These are only a sampling of the enriching events, lectures, courses, and opportunities for campus and community engagement that are to come from January 2020 to September 2020. The organizers of Suffrage 2020 intentionally planned for the events to spread over the span of a year. "We thought that having the events span a whole year was a way to underscore that there really wasn't one big moment...Different states agreed to provide the vote to women at different times. Though the constitutional amendment happened and there's different things we can celebrate, it wasn't one minute when women suddenly had the vote. We're meaning to draw attention to that," Dr. Stewart explained. Dr. Tiffany Marra, CEW+ Director, adds that Suffrage 2020 spans from January to September so events will

lead up to, not compete with, the 2020 election.

While those planning Suffrage 2020 want to celebrate, acknowledge, and reflect on this moment in history and discuss the work that still needs to be done, they have another important objective: to encourage people to vote in 2020. "One hope is that these conversations about suffrage and how hard constituencies had to work to secure the right to vote might augment voter registration and voter turnout," Dr. Dillard said. "We want to spend some serious time and energy on campus and in the surrounding community talking about the right to vote and how it wasn't automatic or a guarantee. This was something that people really struggled for and fought for and that's part of what makes it so significant."

Do you have a story to share about women's suffrage, know someone who was involved in the women's suffrage movement, or have you worked for voter rights in the past or present? Contact Crista Da Via at 734-764-7271 or cristamm@umich.edu to share your story with CEW+.



Photo from U-M Bentley Historical Library suffrage archives. HS 19152, George Robert Swain photographs and papers circa 1870-1947, 1913-1947

Courtney Reid, MSW, LMSW



Courtney Reid MSW, LMSW is committed to fostering supportive partnerships with individuals as they navigate important career and academic decisions. Her career journey thus far has allowed her to provide behavioral health services in a variety of settings, including emergency rooms, community mental health agencies, outpatient clinics, and primary care practices. During the course of this work, she has cultivated a mission in helping participants achieve positive outcomes while fostering wellness. By giving consideration to one's biopsychosocial circumstances, she aims to help others define their concept of wellbeing, identify meaningful goals, and accomplish them while honoring their inner resiliency. Over the years, she has enjoyed working alongside those seeking to further and refine their educational and professional pursuits. She is excited to focus on this area of work as a counselor at CEW+.

Courtney is an Ohio native that now resides in Southeast Michigan. She is an alumna of Bowling Green State University and the University of Michigan School of Social Work. She utilizes a collaborative approach and has a special interest in working with women of color across the lifespan, young professionals, and individuals facing role or life transitions. Her broader professional experiences have also included intergroup dialogue facilitation and research assistance. She enjoys traveling, creative expression, and spending time with family.

Are you interested in making a counseling appointment? Call us at 734-764-6360.

PARTNERSHIP AND 'PLUS'

CEW+PARTNERSHIPS

As a non-academic unit, partnership and collaboration are crucial to CEW+. "CEW+'s job is to bolster the entire campus. It's critical that we have strong partnerships to collaborate with and reach students," Marra stated. In addition to partnering with the Provost's Office, Office of New Student Programs, the Dean of Student's Office, and academic units, CEW+ partners with many offices across campus through the Council for Nontraditional Students (students, faculty, and staff focused on nontraditional students' needs) and the Coalition (staff and faculty organizations supporting marginalized faculty and staff on campus). Marra remarked that the University's unifying mission of student success incentivizes collaboration with CEW+. "When we're working toward the same end goal, people want to partner and do the work to create change."

Several funds sustain the programs that make such partnerships possible. The Frances and Sydney Lewis Visiting Leaders Fund has brought leaders such as Laverne Cox (transgender actress, producer, and equal rights advocate), Saidiya Hartman (Professor of English and Comparative Literature at Columbia University and author of *Wayward Lives, Beautiful Experiments*), and Catherine McKinnon (Elizabeth A. Long Professor of Law at Michigan Law and long-term James Barr Ames Visiting Professor of Law at Harvard Law School who specializes in sex equality)

to campus. In partnership with UMMA, the fund will bring Mari Katayama and her art (which explores the disconnect between her conception of self and physicality as a person born with a developmental condition who wears prosthetics versus what others perceive) to campus and will be on exhibit at UMMA October 2019 through January 2020.

While students, faculty, and staff benefit from free career and education counseling at CEW+, community members also have access to counseling made possible by the Constance M. Kinnear Counseling Internship Program (read more on page 6-7). For the current academic year, scholarships administered through CEW+ across all three campuses averaged \$6,700 per student. These scholarships are made possible by the generosity of many donors and include 27 named or endowed scholarship funds. Additionally, the Carol Hollenshead Inspire Award for Excellence in Promoting Equity and Social Change allows faculty, staff, and students to present talks and workshops centered on wellness while creating social change. These funds and CEW+'s invaluable partners breathe life into our mission to serve nontraditional students. As CEW+ continues into the future to meet the evolving needs of underrepresented students, partners across campus—and supporters like you—continue to 'make potential possible.'

SOCIAL WORK INTERNS: WHERE ARE THEY NOW?

The Constance M. Kinnear Counseling Internship Program is offered in conjunction with the U-M School of Social Work's MSW program, for which CEW+ is an important fieldwork site. Under the supervision of the Center's Licensed Master Social Workers and other counseling team members, interns learn to translate their classroom knowledge to CEW+'s individual counseling services, which focus on career and educational growth. CEW+ recently connected with some of our former interns who shared their reflections on the opportunities the program gave them and how CEW+ impacted their lives.

MARGARET MOSEY, MSW '18

Margaret Mosey, MSW '18, has become well acquainted with CEW+ throughout different stages of her life. While completing her master's in social work with a focus on mental health and interpersonal practice, Margaret spent three semesters as a counseling intern at CEW+ for her field placement. "It's a very unique counseling experience. While the focus is employment and education, it's intertwined with mental health—you're looking at balance," Margaret reflected. After graduation, Margaret continued counseling at CEW+ for two months before accepting a position at Washtenaw County Community Mental Health in case management. She currently works on a program called OBRA (Omnibus Budget Reconciliation Act of 1987), which performs assessments for individuals who have a developmental disability or mental health diagnosis and are or may be admitted into nursing facilities. A fellow CEW+ intern who graduated in fall 2017 introduced Margaret to OBRA and piqued her interest in the program. "CEW+ was so important in my life that I stayed in touch with another intern who worked at CMH with OBRA. She told me about what she does, and I thought it sounded really interesting." When a position opened up within OBRA, Margaret utilized the interview and practical skills she learned at CEW+ for her own job search and landed the position.

Many of the skills Margaret utilized as a counselor at CEW+ prepared her to carry out assessments and make recommendations in her present role where she contributes to detailed narratives consisting of a psycho-social, psychiatric, and a nursing portion. "At CEW+ I had to engage with someone and build rapport quickly, assess



where they were in the process of job development, figure out what the intervention should be, and provide the resources. In every session, I engaged and did a determination to discover what barriers there could be—barriers they may not even mention—that may cause difficulty moving to a next step. It's a lot like what I'm doing now."

Margaret's experience with CEW+ did not begin and end with her field placement. "As a community member, I used CEW+ throughout my life in different moments when I wondered where to go next." Her mother utilized CEW+ when deciding to go back to school for occupational therapy when Margaret was in kindergarten; she later recommended CEW+ to Margaret. "I appreciate how CEW+ helped me gain confidence through being in a really supportive environment," Margaret said. "CEW+ has been woven in and out of my life." Margaret's son, who was two while she completed the MSW program, is now four. She is grateful that her current job is not only a great fit for her skills and career goals but also allows her a healthy work-life balance.

ELIZABETH ROHR, MSW '15

While Elizabeth Rohr, MSW '15, was enrolled in the School of Social Work pursuing her MSW with a concentration in interpersonal practice and a minor in macro practice, she spent 3 semesters as an intern at CEW+ counseling and doing program development for CEW+'s nontraditional student project. While counseling was new and at times challenging to Rohr, it also felt very natural. As she counseled community members, Rohr utilized her pre-existing skills and applied them to the nontraditional student research project where she used a qualitative survey and focus groups to expand the definition of nontraditional students. "It was great because I got to do both things," Rohr said. "One thing that was really new to me (counseling), and for the other (project development) I had already done a bit of project management prior to going back to school." Rohr stayed at CEW+ for a year after graduation and continued working on the nontraditional student project, where she participated in some of the project's first events and panels. Rohr's work in program development led to her current position of Program Coordinator at the LS&A Barger Leadership Institute (BLI).



At BLI Rohr manages programs that serve undergraduate

Twink Frey Visiting Social Activists

Twink Frey, Emeritus Leadership Council Member, and her late husband, Jim McKay, created the Twink Frey Visiting Social Activist (TFVSA) endowment in 2005 to support a visiting social change activist at CEW+ each year. Visiting social activists are chosen from a wide range of backgrounds and disciplines and come from diverse environments across the globe. This fall, Twink got a chance to visit with two of her most recent TFVSAs, Wai Wai Nu and Dessa Cosma. Dessa founded Detroit Disability Power to grow the organizing power of the disability community and to continue bridging the gap between the disability community and larger social justice movements. Wai Wai is the executive director and founder of Women Peace Network, founder of the Yangon Youth Leadership Center, and is an international activist for Myanmar's Rohingya Muslims, human rights and their democracy movement.



From left: Wai Wai Nu, Twink Frey, Dessa Cosma, and CEW+ Director Tiffany Marra



Connie & Tom Kinnear

students, one of which is the Mindful Leader Program. The program launched last year and will have its second cohort this fall. "At the University of Michigan, we have undergraduate students who come through who are doing the work and doing it really well, but there are skills I saw with my social work background like reflection and sustainable community building that are missing. The students saw that, too. Students are dealing with a host of issues, including mental health issues, stress, and anxiety. You have to prepare people from the inside out to leave here." Due to the small nature of the cohorts, Rohr can apply her training to individual and small group meetings with students. The Mindful Leader utilizes a collaborative approach to leadership and weaves in Rohr's mindfulness training, and also collaborates with CEW+ for mindfulness sats. In addition to a showcase that features the students' work, students have the opportunity to participate in the

Japan Peace Leadership Program. "We took elements of the Mindful Leader and externalized them," Rohr explained. "The students are doing internal work, and we want to explore what that means in terms of social justice and peace studies."

Rohr completed her undergraduate degree in her mid-thirties and returned to pursue her master's in her early forties. "As a nontraditional student, I had to work while in graduate school, which was tricky with the School of Social Work requirements," Rohr said. "But coming to CEW+, because of the work it does, it was completely understood and felt like a space where I could breathe and do the work I was here to do, but also unload a bit. I feel grateful that it started the journey of how to get grounded when everything around you feels chaotic and frenetic." As Rohr works with undergraduate students at BLI, she feels "a nice grounding with the work I'm doing" and feels that has a positive impact on her personal life as well.

In 2011, Connie Kinnear, Emeritus Leadership Council Member, along with her husband Tom Kinnear, initiated a Community Counseling endowment, securing CEW+'s ability to provide counseling services to non-UM affiliated members of the Ann Arbor community. Their continued giving also catalyzed the support of numerous other donors over the years. If you are interested in making a gift to the Constance M. Kinnear Counseling Internship Program, please contact Alicia Marting at amarting@umich.edu or 734-764-7258.

Were you a Constance M. Kinnear Counseling Intern? Contact Crista Da Via at 734-764-7271 or cristamm@umich.edu to share your updates.

CEW+ADVOCACY

WOMEN OF COLOR IN THE
ACADEMY PROJECT CELEBRATES

25TH ANNIVERSARY

This is a special year for the Women of Color in the Academy Project because they are celebrating 25 years of service to the University of Michigan community! The Women of Color in the Academy Project (WOCAP) is a faculty network that has a rich grassroots history advocating for the needs of women of color across the University. In the summer of 1994, a group of diverse faculty, administrators, and staff across various U-M schools and colleges came together to discuss the structural barriers facing women of color in academia and to promote solutions to enhance their success. Discussions ultimately led to a joint proposal submitted by the Center for the Education of Women and the U-M Women's Studies Program to the Office of Academic and Multicultural Affairs. The proposal was approved with co-funding from the Office of Academic and Multicultural Affairs and the Office of the Vice President for Research leading to the development of WOCAP.

Adapting to change has been a part of WOCAP's history, but its core values have remained unchanged as a campus-wide faculty network at U-M that supports scholarship focused on understanding the experiences of women of color in the academy and advocacy work to address the challenges and issues faced uniquely by women of color in the academy. Currently, WOCAP provides professional development and a supportive and inclusive community that includes writing retreats, bi-annual community dinners, and other networking and professional development opportunities. Our network includes tenured, tenure-track, and nontenure-track faculty; research fellows; and postdoctorates at U-M.

While more than two decades have passed and U-M has experienced social, cultural, and economical changes, the need to reduce feelings of isolation and stigmatization and to foster a supportive community for women of color faculty continues to be a priority. This emerged as a theme in the U-M Faculty Campus Climate Survey on Diversity,

Equity and Inclusion conducted in 2016. While the majority (74%) of U-M faculty are satisfied with the campus climate, underrepresented faculty, particularly women of color continue to experience the campus climate as unsupportive and unwelcoming.

Providing a deeper understanding of the findings are some WOCAP members' responses to our inquiry, "What does it mean to be a woman of color faculty, research fellow, or postdoctorate?"

"It means working longer and harder to be seen, heard, and taken seriously."

"To constantly struggle to be visible and included."

"The power of being powerful in the midst of being invalidated; never forgetting I have a purpose and I will not be dissuaded."

To build awareness about the ongoing challenges of women of color faculty and to celebrate 25 years of advocacy work, the WOCAP community invites you to join us in May 2020 for a series of Spring Talks where we will spotlight innovative research being conducted by WOCAP members. The anniversary event will include a full program of activities to encourage dialogue, networking, and idea generation. More information will be available on the WOCAP webpage (cew.umich.edu/wocap) with a formal announcement in January 2020.

WOCAP is grateful for the support of many U-M offices, departments, and individuals who have supported and advocated on behalf of our diverse community. We look forward to another 25 years of advocating for women of color in academia and continuing to work with our allies and partners towards achieving a university where all women of color faculty experience success, leadership and representation.

JOIN WOCAP

The **Women of Color in the Academy Project (WOCAP)** invites all faculty (tenure and non-tenure track), research fellows, and post-doctorates who are, or identify with women of color, or support the goals of WOCAP, to join us.

Get involved in our academic community!

For additional information about WOCAP, contact us at [734-764-6005](tel:734-764-6005), WOCAPinfo@umich.edu, or cew.umich.edu/wocap.



Top right: Shirley Verrett Award Ceremony, February 20, 2019. STAMPS Auditorium. Front left to right: Tiffany Ng (2018-19 awardee), Vilma Mesa, Hitomi Tonomura (current steering committee member), Maria Castro (current steering committee member), Patricia Coleman-Burns (current steering committee member), Naomi Andre (2017-18 awardee & former steering committee member) Back left to right: Robin Wilson (2012-13 awardee & former steering committee member)

Center and bottom right: WOCAP Overnight Writing Retreat, Maumee Bay Resort and Lodge, Ohio.

2019-20 CEW+ Scholars: Blazing Our Own Trail, Together



72 MERIT AWARDS

TO UNDERSERVED STUDENTS



Over \$485k TOTAL

AWARDED TO STUDENTS



Over \$6,700 AVERAGE

PER AWARD

On August 8, 2019, CEW+ hosted our 5th annual CEW+ Scholar Community Summer Soiree. This year, the theme of the soiree was Blazing Our Own Trail, Together. 55 guests—including 2019-20 CEW+ Scholars, CEW+ Scholar alumnae, CEW+ Scholar Community Advisory Board members, and CEW+ staff—came together to celebrate the Scholars, build community, and connect with each other. “The Soiree is truly a celebration to provide space for Scholars to connect, support their whole self, build community, and explore growth and development,” Doreen Murasky, LMSW, ACSW, Student Program Manager Senior at CEW+, explained.

The 2019-20 cohort of CEW+ Scholars consists of 72 Scholars who received an average award of \$6,700. The Scholars span all 3 campuses (Ann Arbor, Dearborn, and Flint) and include all degree levels (undergraduate, graduate, and doctoral). Over \$485,000 has been awarded to this group of trailblazing change-makers—our largest total to date. This year there are 27 scholarship types, including two new funds. This cohort of CEW+ Scholars includes students returning to education after a prolonged interruption, students who are primary caregivers and parents, first-generation students, international students, students who have overcome challenges and roadblocks to pursue their dream of higher education, and students who are underrepresented in Science, Technology, Engineering, and Mathematics (STEM).



“ THE SOIREE IS TRULY A CELEBRATION TO PROVIDE SPACE FOR SCHOLARS TO CONNECT, SUPPORT THEIR WHOLE SELF, BUILD COMMUNITY, AND EXPLORE GROWTH AND DEVELOPMENT ”



Left to right: iO Soucy, visual artist, and Mary Thiefels, founder of TreeTown Murals

At the Soiree, the CEW+ Scholar community participated in a mural painting project as a team and community-building exercise. “Art pushes people out of their comfort zones and allows them to interact in a unique way,” Murasky said. “There’s a feeling of delight that comes with what you can create when you work together. When each person puts their individual touch on an art project, beautiful things can happen while nurturing souls in different ways.” Artist and educator Mary Thiefels, founder of TreeTown Murals, recognizes the value and impact murals have on communities and community building. Her mural collaborations “provide opportunities for people to create transformative works of art together, learn from, and engage with one another.”¹ Thiefels created the mural for CEW+ Scholars to engage with and paint, consisting of a wooded nature scene with different paths and a flowing stream. The mural imagery calls upon the universal power of nature and for the Scholars and CEW+ community, the mural is symbolic that life has different twists, turns, and paths, an important part of the human experience.

Interested in making a gift to the CEW+ Scholar Success Fund to support the CEW+ Scholar Community? Please contact Alicia Marting at amarting@umich.edu or 734-764-7258.



¹ “About Tree Town Murals and Mary Thiefels,” accessed September 4, 2019, www.treetownmurals.com/about



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 education 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 CRISTA DA VIA, DEVELOPMENT GENERALIST

Crista Da Via comes to CEW+ as Development Generalist after five years working

in Development and Alumni Relations at the University of Michigan's School of Dentistry. Crista attended the U-M and graduated with her BA in History and a minor in Museum Studies in 2013. She was drawn to studying history and museum studies because she enjoys hearing people's stories and believes in the power of learning from events and people of the past and reflecting on how they inform the present. As she works at CEW+, she is looking forward to learning more about the rich history of the Center and its continuing legacy of working to ensure that everyone has a welcoming place at the U-M to reach their potential.



While completing her undergraduate degree, Crista was introduced to development work through a part-time student position. This role sparked Crista's interest in a career in Development at the U-M where she could contribute to making a difference in the lives of students, faculty, staff, alumni, and the greater Ann Arbor community.

She is thrilled to be a part of the CEW+ team and excited to work to empower women and underserved individuals in the University of Michigan community. As Development Generalist, Crista oversees CEW+'s annual giving program, donor stewardship, and develops written materials for CEW+ initiatives. If you have a story to share about CEW+, a question about annual giving, or would like to connect, Crista would be happy to hear from you at 734-764-7271 or cristamm@umich.edu.

Crista resides in Canton, MI with her husband, Alex. In her spare time, she enjoys exploring museums, seeing musicals, cooking new recipes, spending time in nature, and listening to podcasts.

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