



# CEW+NEWS

Spring 2021  
University of Michigan

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## FROM THE DIRECTOR

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**CEW+** exists to advocate for underserved communities at U-M and beyond. As we navigate the shifting challenges of the pandemic, the resulting economic impacts, and the ongoing quest for racial justice, we are proud of our work over the past year. As I write this letter unsure of when we will return to the Center in person, I remain confident that our work will continue to make a difference.

During the past year, we have taken CEW+ completely virtual and hosted a record number of **events**. Programming has ranged from our weekly mindfulness sits to over 1,300 individuals signing up for the **39th annual Women of Color Task Force conference**. Counseling appointments have continued virtually and our emergency funding grants have expanded through partnerships across campus. During these trying times, the need for CEW+ to be a voice for the underserved has increased and I am thankful for the hard work of every staff member to meet this challenge. The staff has displayed incredible dedication and creativity since we went virtual over one year ago. Staff have had to balance the challenges of the pandemic, virtual working and learning, caregiver responsibilities, and the ongoing fight for racial justice at work and home. It has not been easy, but with the vaccine rollout, it feels like we are nearing a tipping point.

In the pages that follow, you will get the chance to meet our student employees and interns. As the semester concludes, we celebrate these amazing students who have stepped up as partners alongside our full-time staff. We thank them for all they have contributed, helping to keep

CEW+ vibrant and relevant in these virtual times. While most people know we serve students, the role of our interns and student employees could be overlooked by those outside of CEW+. We hope you enjoy learning about each of them.

In this issue, we are also excited to share updates on the past year's **Advocacy Symposium** and our remarkable **2020 class of Scholars** who marked the 50th anniversary of the scholarship program. Jean Campbell's original vision has become reality as our Scholars have advanced their fields, changed the academy, and lifted the stories of underserved students returning to school. This class of Scholars is no different, breaking barriers and overcoming personal and educational challenges in ways that make us all proud. We know you will enjoy getting to know them.

Thank you for your partnership, support, and good wishes. We hope to welcome you back to the Center very soon. In the meantime, let us keep the words of Jean Campbell close at hand - onward and upward my friends!

Sincerely,

Tiffany Marra  
CEW+ Director

*Special note: the electronic version of this newsletter is interactive! Please feel free to click on bolded words, images, graphics and ads to read and learn more.*

## THE CEW+ EMERGENCY FUND AND COVID-19

**A**s one of the University's foundational DEI units reporting directly to the Office of the Provost, CEW+ has administered one of the largest emergency funds on campus since 1968. Over the past year, COVID-19 has pushed our work to the forefront of critical U-M services for students. Open to all U-M Ann Arbor campus graduate and undergraduate students, regardless of school or college affiliation and including domestic and international students, we have one of the most flexible funds available to students.

Our licensed **CEW+ counseling team** works tirelessly to distribute funding to students who have demonstrated need and are facing an unexpected crisis that makes them at-risk for not completing their U-M degree. All of our emergency funds are awarded in full partnership with the Office of Financial Aid. Additionally, CEW+ has student-centered partnership agreements with nine schools and colleges\*, along with the Office of Financial Aid, the Dean of Students office, and Central Student Government. In addition, through partnerships on the Flint and Dearborn campuses, CEW+ Scholars who are at these campuses are also eligible. Prior to partnership agreements, on average, students had to share their emergency situation with four different offices to receive their maximum funding.

**“ U-M IS VERY LARGE AND I AM TREMENDOUSLY GRATEFUL FOR THE EXPOSURE AND LEARNING EXPERIENCE, BUT DUE TO ITS SIZE, IT WAS QUITE EASY TO FEEL LOST ESPECIALLY AS YOU GRAPPLE WITH THE FINANCIAL CHALLENGES OF BEING A STUDENT. THERE WAS A SENSE OF BEING HEARD, A SENSE OF BELONGING THAT I FELT AT MY CEW+ APPOINTMENTS, AND MOST IMPORTANTLY THE RELIEF THAT THESE EMERGENCY FUNDS HAVE PROVIDED FOR ME AT THE TIMES I NEEDED THEM THE MOST CANNOT BE EXPLAINED IN WORDS. I AM IMMENSELY GRATEFUL FOR SUCH AVENUES AND OPPORTUNITIES LIKE CEW+ AT THE UNIVERSITY OF MICHIGAN. ”**

-CEW+ EMERGENCY FUND RECIPIENT

**“ I WOULD LIKE TO THANK CEW+ AND ITS DONORS FOR ALLOWING ME TO STAY AFLOAT DURING THIS RIDICULOUSLY UNPREDICTABLE YEAR. IT IS PEOPLE LIKE YOU THAT HAVE MADE THIS ACADEMIC YEAR PLAUSIBLE FOR ME. WITHOUT THE HELP OF THIS EMERGENCY FUND, I WOULD NOT HAVE BEEN ABLE TO SECURE HOUSING AND STAY AFLOAT. I NOW CAN, DUE TO YOUR GENEROSITY AND KINDNESS. THANK YOU WILL NEVER BE ENOUGH, BUT FOR NOW IT WILL HAVE TO SUFFICE. ALL MY VERY BEST. ”**

-CEW+ EMERGENCY FUND RECIPIENT

Critical to the long-term success of the student, the CEW+ emergency fund includes the support of the Center's team of licensed counselors who address the financial, circumstantial, and emotional barriers to academic progress and degree completion including referrals to social service agencies who can provide additional support to reduce strain on U-M resources. Since classes were moved online in March 2020, CEW+ has distributed over \$433,595\*\* to students. At the height of the emergency created by the pandemic, the Center was averaging \$24,700 per week in disbursements which is an increase of 329% in comparison to CEW+'s normal weekly disbursement.

CEW+ is providing our services virtually and evolving to meet the changing needs of our U-M students. For over a year, the Center's staff has been available virtually to students as they deal with unprecedented disruptions to their academic journeys. As we enter the second summer of our campuses being remote learning environments, it is clear that students still need additional help with emergency medical and mental health services costs, along with basic needs like rent and utilities. Students have experienced job loss or their hours cut short, and find themselves isolated from their traditional campus support.

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For our student parents, the challenge of becoming a remote learner is further complicated by changes in childcare availability and suddenly becoming home-school teachers for their children.

#### The CEW+ emergency fund provides:

- Immediate support for students facing housing challenges or food insecurity
- Resources for students who need emergency medical and mental health services
- Funds for students who have lost wages or jobs they depend on to pay for their education and support themselves or their families
- Computers and internet access for students who will not otherwise be able to complete their coursework

Throughout all of these challenges, our students and their families are showing incredible resilience. By offering the supportive, licensed counseling and the partnership you expect from CEW+ we will continue making a difference.

This connection between counseling and emergency funding is what makes the **CEW+ Emergency Fund** so powerful. While our students have the great resolve to remain focused on reaching their educational and career goals, this has been one of the most stressful years of their lives. Our counselors have been instrumental partners, standing beside our students on their unique journeys.

If you have questions or would like more information about giving to CEW+, please contact Alicia Marting at [amarting@umich.edu](mailto:amarting@umich.edu) or call (734) 625-8257.

*\*ENG, LSA, MED, NURS, RACK, SMTD, SPH, SSW, and Taubman. Students from non-partner schools are still eligible for CEW+ emergency grants and counseling appointments.*

*\*\*as of 3/15/21*

## CEW+ Celebrates 50 Years of Scholarships - Virtually!



**2020** marked the 50th Anniversary of CEW+ awarding scholarships to incredible and deserving Scholars. The **2020-21 golden jubilee cohort of CEW+ Scholars** consists of 79 Scholars who received an average award of over \$7,250. The Scholars span all 3 campuses (Ann Arbor, Dearborn, and Flint) and include all degree levels (undergraduate, graduate, and doctoral). Over \$570,000 has been awarded to this group of 79 — our largest total to date. This year there are 30 scholarship types, including three 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).

Along with this incredible milestone came the challenges of the COVID-19 pandemic. To celebrate the Scholars in a way that was safe yet still engaging and meaningful, CEW+ held **six separate virtual**

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“**ONE OF THE COMMON FEATURES ACROSS OUR DIVERSE SCHOLARS IS THE DRIVE AND ABILITY TO PERSIST. THAT SAME SPIRIT ENABLED US TO COME TOGETHER TO HONOR AND TO CELEBRATE THE REMARKABLE 79 SCHOLARS THAT JOIN OUR COMMUNITY THIS YEAR.**”

—DOREEN MURASKY, CEW+ INTERIM ASSOCIATE DIRECTOR

**award ceremonies** between October 28th through October 30th, 2020. Together, over 140 guests - including 2020-21 CEW+ Scholars, CEW+ Scholar alumnae, CEW+ Leadership Council members, and CEW+ staff - came together to celebrate the Scholars, build community, and connect. The agenda for the events included welcoming remarks from CEW+ staff, an overview of the scholarships being awarded, the reading of Scholar citations by CEW+ Leadership Council members, and finally smaller breakout rooms where small group discussions and connections occurred.

Priyanka Marudhavanan, an Irma M. Wyman Scholar, shared her appreciation for the events, noting that, “the award ceremony function was a witness to [CEW+’s commitment to] improve women’s lives every day. I’m highly honoured and privileged to have attended this ceremony and was inspired by fellow Scholars after hearing their stories. The legacy of this scholarship will continue to bring light to many lives in the future.”

Mary Lucille Randolph and Lea King Dean Memorial Scholarship Donors, Susan Randolph and Arnold Dean, were in attendance for one of the ceremonies and were able to meet Yung Joo Hwang, the 2020-21 Scholar for their fund. After the event, the two remarked, “we admire CEW+’s adaptability in arranging for a virtual celebration of CEW+ 2020 Scholars. In providing this format for a celebration that COVID made unsafe to attend in person, CEW+ demonstrated the resilience that the nontraditional students it serves so admirably bring to their education and lives.”

While converting the event to a virtual setting was a unique challenge, CEW+ staff

look back on the events with pride. Doreen Murasky, the CEW+ Interim Associate Director, reflected, “one of the common features across our diverse Scholars is the drive and ability to persist. That same spirit enabled us to come together to honor and to celebrate the remarkable 79 Scholars that join our community this year.”

“What I wasn’t expecting about taking the scholarship celebration virtual, was the intimacy,” remarked Erin Lane, CEW+’s Events and Funding Applications Coordinator. “As we moved from scripted remarks to small groups, award sponsors and Scholars connected in conversation as they would normally do while sitting around a table sharing a meal - but in this new reality, I could visit more groups, and hear more student stories and reflections on loved ones being honored, than I ever have at the in-person event.”

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](mailto:amarting@umich.edu) or (734) 625-8257.



**79 MERIT AWARDS**  
TO UNDERSERVED STUDENTS



**OVER \$570,000 TOTAL**  
AWARDED TO STUDENTS



**OVER \$7,250 AVERAGE**  
AWARDED TO STUDENTS



# CEW+ SCHOLAR SPOTLIGHT: DAWN ISBY

**D**awn Isby didn't expect that a trip to the emergency room would lead to a college degree, but that's exactly what happened. After returning to the classroom at age 56, Dawn is completing a degree in Integrative Studies, with concentrations in Entrepreneurship, Fine Arts, and English at UM-Dearborn. She is a proud recipient of CEW+'s Molly H. Dobson Scholarship.

Growing up, Dawn always wanted to attend college, but she faced a variety of challenges. As a teenager, she left high school to support her mom and younger siblings after her parents divorced. As an adult, she worked multiple jobs to care for herself and her daughter. After years of hard work, Dawn achieved financial stability, but she worried that she had missed her chance at higher education.



A friend's sudden illness changed everything for Dawn. When her neighbor came down with strep throat, Dawn volunteered to drive her to the hospital. While in the waiting room, she saw a catalogue for Henry Ford College. She said, "I was flipping through it, and I saw they had a ceramics program, and I was very interested." At first Dawn was apprehensive that admissions officers might frown at her age and lack of experience, but her neighbor convinced her to apply anyway. As soon as Dawn attended orientation, she was hooked. She was especially fascinated by an art demonstration, and watched in awe as her professor built a ceramic vase: "It was just so smooth, and so perfect, and he had done it so fast. And I said, 'This is what I really want to do. I really want to do this.'"

Since starting college, Dawn has continued to shine, making the Dean's List at both Henry Ford College and UM-Dearborn. She is proud to have attended college alongside her granddaughter, who enrolled the same year as Dawn. As new students, Dawn and her granddaughter worked together to support each other. Dawn says, "She knew math better than me, so she would help me out with the math. And we had some of the same teachers, and I would tell her what was expected, and we would share notes." After she graduates, Dawn hopes to open an arts center in Detroit so that she can share the power of creativity with her community. She also plans to pursue an MFA in creative writing. These goals are possible because of CEW+'s support. When Dawn learned she would receive a scholarship from CEW+, her first reaction was disbelief. "My

heart sank because I was sure this correspondence had reached me in error," Dawn said. When she realized that she truly would be receiving a scholarship, she was so overjoyed that she fell to the floor. Dawn remembers, "My husband thought I was sick because I started to cry. Everyone should have that type of euphoric college experience."

Going to college has helped Dawn find her voice. In addition to her artistic talents, she has developed a knack for business and discovered a passion for writing novels and poetry. She also loves meeting students from diverse backgrounds. She hopes her story will inspire other women who have taken time off to find the courage to return to school. Her advice to anyone considering higher education is simple: "You can go." Even though it hasn't been easy, Dawn has "no regrets. It's a lot of hard work, but the benefits from going to college, all the learning, outweighs the challenges.... Everything is opened up to you, and the sky is the limit."

Dawn is honored to be named a CEW+ Molly H. Dobson Scholar and join the ranks of CEW+ Scholars over 50 years who are using their education to empower themselves and their communities.

Visit the **CEW+ Stories** page on our website to hear an interview with Dawn who was recently featured on an episode of our podcast, *Strength in the Midst of Change*.

To donate to a CEW+ scholarship fund contact Alicia Marting at [amarting@umich.edu](mailto:amarting@umich.edu) or visit the CEW+ giving page at [cew.umich.edu/give](https://cew.umich.edu/give).

# CEW+ SCHOLAR SPOTLIGHT: VICTOR RATENG

**W**hen Victor Rateng left Kenya and began his graduate studies in public policy at the University of Michigan's Ford School, he considered it nothing short of a miracle. Every step in Victor's education had been hard-won: in high school, he was threatened with dismissal due to unmet tuition costs, and during his undergraduate studies, Victor commuted several hours between work and class, surviving as an elementary school teacher on forty dollars each month. Nonetheless, Victor applied to the University of Michigan and made the leap to relocate internationally with limited aid. For Victor, "This is not just about getting an education. Getting an education is about transforming communities."

Victor was driven in part by his work as a Senior Program Officer for Twaweza East Africa, where he managed a nationwide public opinion survey platform focused on Kenyans' experiences. "I did that job for a long time and tried to transform my life, but I didn't feel like it was enough. I thought I had more potential and I thought I needed to learn something different. I wondered, why is it that policymakers never seem to respond to and address policy issues raised by citizens? So that is what brought me to the public policy school," Victor said.

Once enrolled, however, Victor's financial situation became increasingly difficult. On the brink of deferring his studies, he applied for a CEW+ scholarship. When he was named the Potential Made Possible Scholar, it was the first time he knew that he would

**"THIS IS NOT JUST ABOUT GETTING AN EDUCATION. GETTING AN EDUCATION IS ABOUT TRANSFORMING COMMUNITIES."**

complete his degree. "I felt the exact opposite of what I felt when my dad came to my high school to plead with the principal to let me stay in school. Somebody saw me, somebody embraced me for who I am; somebody wanted me to just be a human being. I felt seen," Victor shared. As soon as he got the scholarship letter, Victor showed it to his dad and said, "This is tuition and living expenses. See it for yourself."

Now in his final semester, Victor is more committed than ever to changing public policy in his home country. Prior to the pandemic, he successfully nominated Kenya as the 2021 International Economic Development Program destination and served as the IEDP Kenya Board President. Now, he is planning a virtual East Africa speaker series to highlight pressing policy issues, like the Kenyan government's decision to allow China to import fish. "Can you imagine, as a Kenyan fisherman, you come with your fish from Lake Victoria, and somebody has their fish by the lake pretending it is a fresh catch, and offering a price that is half what you've always offered?" Victor explained. "Those are the policy issues that bother me. I want to work to bring attention to these things as a policy expert so that these communities do not have to suffer in the way they are suffering."

Victor is proud to be named the first Potential Made Possible

Scholar and join the ranks of CEW+ Scholars over 50 years who are using their education to change their communities. Donors to CEW+ started the Potential Made Possible scholarship fund to celebrate the 50th anniversary of awarding scholarships. Scholarships remain critical for families and individuals as they work to meet the challenges of funding their education during these economically challenging times.

To donate to the Potential Made Possible Scholarship fund contact Alicia Marting via email at [amarting@umich.edu](mailto:amarting@umich.edu) or visit the CEW+ giving page at [cew.umich.edu/give](https://cew.umich.edu/give).







CEW+ Advocacy Symposium:  
Creating Change through  
Introspection, Dialogue & Action

Like so many events in 2020, the annual **CEW+ Advocacy Symposium** went virtual on October 23rd. Yet while students, faculty, staff, and local community members joined the event behind their screens, the energy of the moment was undeniable: an occasion to learn about and reflect on Black women’s leadership in voting rights during a historic election year.

CEW+ first held the Advocacy Symposium in 2016 in response to the growing need for students to “have better tools in their tool chests about how to advocate for themselves” and “witnessing how the rise in tensions was making those skills more important,” CEW+’s director Tiffany Marra explained. Year after year, the event has offered new and timely examples of the different ways people can be activists. This year was no exception, as the Advocacy Symposium both celebrated the 100th anniversary of the ratification of the 19th amendment and sought to empower student and community leaders to move forward in their advocacy work by better understanding the legacies they are building upon. In her remarks, Institute for Research on Women and Gender Director Anna Kirkland emphasized, “In acknowledging this anniversary, we interrogate the long history of voter suppression and the erasure of Black women in the suffrage movement.” The task of looking to history in order to

transform the world going forward reflects exactly the theme of this year’s symposium: Creating Change through Introspection, Dialogue, and Action.

Originally envisioned as the capstone event of a series of suffrage celebration and Democracy & Debate theme semester events and conversations (which were disrupted by the COVID-19 pandemic), the Advocacy Symposium instead served as an essential vehicle to carry forward a campus and community-wide conversation about democracy and women’s leadership. Held via Zoom over the course of one evening, this year’s Symposium allowed participants to attend from anywhere, bringing together our geographically scattered community to absorb the information and inspiration shared and ask questions via chat.

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Dr. Martha S. Jones, educator, public historian, and author

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University of Michigan professor Angela Dillard, who played a key part in planning for the presidential debate and suffrage celebration events that never unfolded, brought her expertise to the Symposium as moderator of the **keynote conversation with Dr. Martha S. Jones**, an educator, public historian, and most recently the author of the new book *Vanguard: How Black Women Broke Barriers, Won the Vote, and Insisted on Equality for All*. “That we might come to think of ourselves as sister scholars engaged in a collective project of recovering and celebrating and critical engagement was the animating vision... of much of Martha’s career,” Dillard remarked in her introduction.

The **keynote** focused on the role of Black women in the civil rights and voting rights movements and the ongoing struggle for different populations to break barriers to voting. Dr. Jones described the vast and underrecognized history of Black women who led the way to our current moment, including the nomination and recent election of now-Vice President Kamala Harris. Dr. Jones remarked that in accepting her nomination, “Senator Harris took time to credit the women on whose shoulders she explained she stood.” First, Harris movingly thanked her mother, but then she went on “to credit, historically, Black women dating back a century and much longer ago for having paved the way... Kamala Harris knew her history.”

“The force of Black women in 21st-century politics is not the force of unicorns,” Dr. Jones emphasized. “It is the end result, in my telling, of 200 years of Black women’s thought, of their political philosophy, and their profound tenacious, persistent, and courageous

activism.” Among those many tenacious Black women activists are Mary Church Tarrell, Ida B. Wells, Mary McCloud Bethune, Diane Nash, Fanny Lou Hamer, and Constance Baker Motley.

Reflecting on women’s leadership going forward, Dr. Jones shared, “I’m always aware that there are many ways the American woman across time have come to and exercised their leadership. And holding public office is one example of that, but it’s only one example. And when I think of a community like the University of Michigan, which I know very well, I know that there are women exercising leadership in many sorts of facets and coming to leadership by many different paths and journeys. So I hope that what I shared helped some of the folks affiliated with CEW+ to see themselves in those stories.”

Dr. Jones left participants with a question about their own legacies: what kind of ancestor will you be? As CEW+ director Tiffany Marra reflected, “The question is, what is the story future generations are going to tell about me? That’s a really powerful way to think about our actions now.”

The 2020 CEW+ Advocacy Symposium was organized in partnership with the Institute for Research on Women and Gender and made possible with funding from CEW+’s Frances & Sydney Lewis Visiting Leaders Fund. CEW+ hopes all who attended left inspired and empowered to lead change in their own ways.

Interested in supporting the Advocacy Symposium and advocacy work at CEW+? Contact Alicia Marting at (734) 625-8257 or [amarting@umich.edu](mailto:amarting@umich.edu) for more information on how to give.

“ THE FORCE OF BLACK WOMEN IN 21ST-CENTURY POLITICS IS NOT THE FORCE OF UNICORNS. IT IS THE END RESULT, IN MY TELLING, OF 200 YEARS OF BLACK WOMEN’S THOUGHT, OF THEIR POLITICAL PHILOSOPHY, AND THEIR PROFOUND TENACIOUS, PERSISTENT, AND COURAGEOUS ACTIVISM. ”

-DR. MARTHA S. JONES



# HOLLENSHEAD WINNERS LEAD DIVERSITY EFFORTS

**CEW+** recognized three outstanding faculty members with the **Carol Hollenshead Inspire Award for Excellence in Promoting Equity and Social Change** at our 2020 Advocacy Symposium in October. This award honors Cew+'s former director, Carol Hollenshead, who was herself a trailblazer and tireless advocate for social justice. Like Carol, these honorees have proven that social change is possible through persistent hard work and that one person can make a lasting difference in their community. Cew+ Interim Associate Director Doreen Murasky, who led the selection process for the awards, said, "Learning about each honoree and their unique path to the work they are so passionate about is truly inspiring. In addition to honoring and showcasing the work of each awardee, this initiative seeks to help each one of us find our own areas of interest and learn ways to bring our talents forward to make a positive difference."

Each award recipient presented a lightning talk at the symposium. Each honoree also conducts a 90-minute Cew+ Inspire Workshop during the academic year.



Dr. Rogério Pinto, PhD, Professor and Associate Dean for Research at the University of Michigan School of Social Work, **accepted the award on behalf of the Faculty Allies for Diversity Committee**, which he co-chairs. Dr. Pinto's work focuses on broadcasting

the voices of marginalized people. The workshop, titled "*How to Go Beyond Diversity and Achieve Equity and Inclusion in Academia*," presented with Dr. Addie Weaver, co-chair of the Faculty Allies for Diversity Committee, built on ideas introduced in Dr. Pinto's **lightning talk** in October. The workshop discussed a problem that Dr. Pinto and others have identified: although universities have made progress by recruiting diverse students and faculty members,

they still need to do more to ensure that they are hospitable spaces. Explaining this problem, Dr. Pinto notes that increasing diversity is comparatively "pretty easy... what gets complicated is when you are invited in. Are you going to be treated with full inclusion and with full equity?" Drs. Pinto and Weaver explored this question through an "open and sincere conversation," asking participants to reflect on their own experiences, as well as on data about equity and inclusion in academia. They also discussed ways that universities can build social capital for groups that have been historically marginalized. The workshop took place on February 11th.

Visit the **CEW+ Stories** page on our website to hear an interview with Rogério who was recently featured on an episode of our podcast, *Strength in the Midst of Change*.



Dr. Kate Fitzpatrick-Harnish, PhD, is Associate Professor of Music Education for the School of Music, Theatre and Dance at the University of Michigan. She has spent more than 20 years studying systems of oppression and marginalization in education and serves on the Music Education Advisory Board for the **VH1 Save the Music Foundation**. Her workshop, titled "*Embracing Our Artistic Selves: Navigating Times of Crisis and Addressing Inequity*," encouraged participants to reflect on their own creativity and artistic journeys as they consider ways to advocate for broader access to arts education. Dr. Fitzpatrick-Harnish says, "I want to encourage everyone to look inward, and to make sure that they see themselves as

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artistic. And that I think then connects to why the arts, particularly in schools, are valuable for all children." Dr. Fitzpatrick-Harnish's work is informed by her prior career as director of instrumental music at Northland High School in Columbus, Ohio, which she describes as her "most profound professional experience." She explains, "I promised my students when I left that I would carry forth their story." Dr. Fitzpatrick-Harnish's workshop took place on March 16th.

Visit the **CEW+ Stories** page on our website to hear an interview with Kate who was recently featured on an episode of our podcast, *Strength in the Midst of Change*.



Dr. Reshma Jagsi, MD DPhil, is the Newman Family Professor and Deputy Chair in the Department of Radiation Oncology and Director of the Center for Bioethics and Social Sciences in Medicine at the University of Michigan. Dr. Jagsi has been internationally

recognized for her work promoting equity in academic medicine, and recently discussed progressive parental leave policies as the keynote speaker at a meeting of the American Board of Medical Specialties. Dr. Jagsi's panel, titled "*Promoting Gender Equity in the Professions: Insights from Academic Medicine*," will discuss the challenges faced by women in medicine.

**" WE NEED TO COME TOGETHER TO RECOGNIZE HOW THE CULTURE OF OUR ORGANIZATIONS AND OUR PROFESSIONAL NORMS, PRACTICES, AND POLICIES ARE HAVING A DISPROPORTIONATELY NEGATIVE IMPACT ON WOMEN. AND THEN WE NEED TO WORK TOGETHER TO TRANSFORM THOSE SYSTEMS TO PROMOTE EQUITY. "**

- DR. RESHMA JAGSI

Dr. Jagsi explains, "Although women are now half of all medical students in the US, women remain underrepresented in positions of leadership, power, and authority in the profession of medicine." Dr. Jagsi is especially interested in addressing the structural barriers to women's success. Rather than asking individuals to change, she says, "we need to come together to recognize how the culture of our organizations and our professional norms, practices, and policies are having a disproportionately negative impact on women. And then we need to work together to transform those systems to promote equity." Although Dr. Jagsi's research focuses on medicine, the lessons she has learned about equity are applicable to many fields.

Dr. Jagsi's workshop will take place on May 11th. **Click here to RSVP.**

## CEW+ PODCAST STRENGTH IN THE MIDST OF CHANGE

Resiliency is best demonstrated in times of challenges. Join Cew+ Director Tiffany Marra as she talks to students, staff, faculty and community members in Cew+'s podcast, *Strength in the Midst of Change*.

Through this podcast, Cew+ seeks to create a safe place where you will be inspired by the stories of everyday people. Originally created to document the challenges resulting from COVID-19, Cew+ has expanded the podcast to include stories of combating racism through individual and organizational action. This podcast will continue to evolve as societal challenges shift over time.

Visit the **CEW+ Stories** page on our website to listen to episodes with Dr. Rogério Pinto, Dr. Kate Fitzpatrick-Harnish, and many others. Stay tuned for an episode with Dr. Reshma Jagsi coming in October 2021!

"To those who much is given, much is expected."

- Kate Fitzpatrick-Harnish, PhD, from her interview on *Strength in the Midst of Change*

Listen at [cew.umich.edu/stories](http://cew.umich.edu/stories).





**Dominique Acosta, San Lorenzo, California**  
School of Education, Center for the Study of Higher and Postsecondary Education, concentration on Student Access and Success, Master’s Degree, 2020

I am a Diversity, Equity, and Inclusion Program Assistant at CEW+, working specifically with our **Women of Color in the Academy Project (WOCAP)** Coordinator and the WOCAP Steering Committee. I was drawn to CEW+ and the WOCAP initiative due to its network of strong, supportive, and driven members. I have taken the lead on finding innovative ways to share information, updates, and reminders to our WOCAP members, and supporting our new subcommittees.



**Giovanna Bautista, Chicago, Illinois**  
LSA, Sociology with a focus on law, justice, and social change, pursuing Bachelor of Arts, anticipated graduation year 2021

My work with CEW+ has consisted of qualitative data analysis of current programs. One of the programs is tailored towards rural students on campus and interviewing them to gain their input on how the university can better serve them to succeed. I have been collaborating with qualitative data analysts in CEW+ to gain better understandings of how to code, reach reliability, and create codebooks! This is related to my major because I want to pursue social science research and continue contributing to the way research can help underrepresented communities.



**Catherine Brist, Madison, Wisconsin**  
LSA, English and Women’s and Gender Studies, pursuing PhD, anticipated graduation year 2025

I work on writing projects for the Development, Marketing & Communications team, including some of the stories in this newsletter! I love working at CEW+ because it’s a great opportunity to get to know the amazing Scholars and professors who are doing important work at Michigan. Before starting graduate school, I was a high school English teacher at a Title I school in New York City, and I’m happy to support CEW+’s work promoting equity in higher education.



**Kenny Heindel, Portland, Michigan**  
School of Information, Information, Bachelor of Science, 2020

When I started at CEW+ in 2019, I focused on the **COUNTS Toolkit for Supporting Students**, working jointly under the excellent guidance of Morgan Tibble and Nargas Oskui. I also helped create the new **Student Caregivers Advocacy Initiative page** on CEW+’s website. Recently, I joined CEW+’s Development, Marketing & Communications team. My first project under the direction of Alicia Marting will be to learn Google Analytics and create custom dashboards and reports to help CEW+ gauge the reach and success of our efforts. I feel privileged to work for CEW+ and to have been welcomed into their family. It’s a truly unique professional experience when what makes you different is not only tolerated but welcomed and celebrated.



**Julia McDaniel, Columbus, Ohio**  
LSA, Creative Writing (Poetry), pursuing Master of Fine Arts, anticipated graduation year 2021

As a writer for CEW+, I’ve been able to bring together my love of storytelling with my passion for building community and creating change. Before entering my graduate program in creative writing, I worked full-time as a community organizer in rural Florida, and though I’ve loved my studies I found I really missed hearing and lifting up stories from my community and being part of an organization that is working collaboratively to make our local world a better place. I found that home at CEW+ and I’m so grateful! Writing the bios for CEW+ Scholars as well as contributing to the newsletter has allowed me to get to know my U-M community much better and help amplify the incredible stories, visions, and wisdom of our Scholars.



**Danielle Norman, Dearborn, Michigan**  
School of Social Work, Management of Human Services/Community & Social Systems, pursuing a Master in Social Work, anticipated graduation year 2021

I am a Management-focused Social Work intern at CEW+. I work with the Development, Marketing & Communications team, including transitioning the CEW+ Scholarship Awards Ceremony to an online setting as well as assisting with the coordination of the Scholar Community Board. With my concentration in Community & Social Systems, I enjoy learning about how CEW+ helps a population who often feel isolated within the University of Michigan to foster community and connection with each other.

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**Lyss Shumaker, Ann Arbor, Michigan**  
LSA, Psychology and Community Action and Social Change, Bachelor of Arts, 2020

I met Tiffany Marra when I was an undergraduate student-parent. Tiffany (and CEW+ more broadly) proved to be a strong ally for student-parents like me. My fellow student-parent, Kerrigan Fitzpatrick, and I envisioned a strong student-parent community on campus, backed by faculty allies and community stakeholders willing to support our nontraditional population. Since those early meetings, the coalitions we built have grown into a campus-wide presence: we now have the **Student Parent Excellence Committee (SPEC)**, who address policy issues at high levels; a group of Faculty and Staff Allies who have committed to educating themselves and others in equitable classroom practices; and the Student Parent Advisory Board, populated by current student-parents who are elevating the real issues that student-parents face. We also conducted a campus-wide survey that will inform future policy and a virtual community through [MCaSP.org](https://mca-sp.org). CEW+ helped to make our vision a reality!



**Savannah Staniel, Seattle, Washington**  
School of Social Work, Interpersonal Practice, pursuing Master in Social Work, anticipated graduation year 2022

I am currently working with Dr. Angela Ebreo on a qualitative analysis project involving the experiences of rural students at the University of Michigan. This position has provided me with the opportunity to work alongside faculty and students, analyzing and coding data to better understand programs and systems within a higher educational setting.



**Annie Strickland, Decatur, Georgia**  
School of Social Work, Interpersonal Practice/Health, pursuing Master in Social Work, anticipated graduation year 2021

I offer academic and career counseling to faculty, staff, and community members as part of my work on the CEW+ counseling team, and I enjoy speaking with folks at various transition points in their lives. In addition to my counseling work, I also help present programs and workshops alongside my fellow counselors. I have greatly appreciated my time at CEW+, learning, practicing, and growing into my role as a social worker.



**JoMeca Thomas, Detroit, Michigan**  
Gerald R. Ford School of Public Policy, pursuing Master of Public Affairs, anticipated graduation year 2021

My experience and interest in diversity, equity, and inclusion led me to the Program Assistant opportunity on the **Women of Color Task Force (WCTF)** team. Working with Janice Reuben to develop holistic support systems around academic and career endeavors has been personally and professionally rewarding! Tools that I've gained through this work experience have expanded my capacity to achieve goals through relationship building and collaborating.



**Morgan Williams, Cleveland & Columbus, Ohio**  
School of Education, Center for the Study of Higher and Postsecondary Education, concentration in Diversity and Social Justice, pursuing Master's Degree, anticipated graduation year 2021

At CEW+, I serve as the program assistant for the **Academic Coaching Pilot Program**. The Academic Coaching Pilot Program supports undergraduate and graduate student caregivers at U-M in their educational endeavors. Through one-on-one coaching sessions and peer-led community activities, the program uses a strength-based model to provide additional academic support. One project I focus on as a program assistant is the peer-led community activities where I work alongside a few pilot participants and past participants to plan engaging activities to cultivate relationships and have fun. Further, the Academic Coaching Pilot Program allows me to actualize my love and passion for serving and advocating for underrepresented and marginalized student populations. As a first-generation, low-income college graduate and as a woman of color, equity, access, and success is at the forefront of my academic and professional endeavors. Working at CEW+ and collaborating with amazing people has helped me grow as an individual and higher education practitioner!

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# Anita Miller Endowment Makes CEW+ Internship Possible

The Development Summer Internship Program (D-SIP) at the University of Michigan is a 12-week internship crafted specifically for undergraduate students. This unique opportunity allows interns to work alongside fundraising professionals while simultaneously expanding their business skills and overall understanding of development through a philanthropy course. Carolina Teixeira, a 2020 D-SIP intern, expressed her immediate interest in the program after learning about its existence at a U-M American Red Cross student organization meeting. “The internship was everything I was looking for. Not only was it a chance for me to develop my professionalism through hands-on work and learn about philanthropy, but it was also a program that offered compensation. Finding a paid internship, specifically as a freshman, was something I never thought I would discover.” Although the COVID-19 pandemic forced the internship to merge into an online format, the 2020 D-SIP cohort was still able to push forward with their work.

Carolina’s internship experience would not have been possible without the Anita Miller Fund, an endowment established in the fall of 1997 with the purpose of funding a development intern for the Center for the Education of Women+ (CEW+). In one of the fundraising pieces for the fund, it was noted that Anita, a past Director of University Events at the University of Michigan, “touched many, many of us with her special warmth, gentleness, and caring demeanor.” Four years after her passing in January of 1993, Anita’s fund was officially established. Specifically, regarding the financial challenges brought about by the COVID-19 pandemic, this fund enabled Carolina to complete the endowment’s original purpose through her work within the Center and supported her desire to gain experience in the world of philanthropy and development.

After her acceptance into D-SIP, Carolina was assigned to work as a Development, Marketing, and Communications (DMC) intern at CEW+. Within this role, Carolina worked alongside the DMC team to execute numerous projects focused on maintaining the Center’s close relationships with donors and alumni throughout the pandemic. Regarding her experience, Carolina emphasizes the immense learning curve she experienced throughout her time in this role, “I acquired both practical skills, such as mail merging and organizing large amounts of data in Excel, and business etiquette skills, such as

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understanding the importance of teamwork and communication within an organization.” As an intern, Carolina feels that her work was both meaningful and valuable to the Center.

Before ending her summer internship, Carolina was offered to continue working for CEW+ as a part-time student employee and podcast editor for the **CEW+ podcast Strength in the Midst of Change**. Within her new role, she now focuses on editing the podcasts recorded by the Center’s director, Tiffany Marra, while continuing collaborations with the DMC team by providing a students’ perspective.

To support future development interns at CEW+ please consider making a gift to the Anita Miller Fund. Please contact Alicia Marting at (734) 625-8257 or [amarting@umich.edu](mailto:amarting@umich.edu) for more information on how to give.

“ THE INTERNSHIP WAS EVERYTHING I WAS LOOKING FOR. NOT ONLY WAS IT A CHANCE FOR ME TO DEVELOP MY PROFESSIONALISM THROUGH HANDS-ON WORK AND LEARN ABOUT PHILANTHROPY, BUT IT WAS ALSO A PROGRAM THAT OFFERED COMPENSATION. FINDING A PAID INTERNSHIP, SPECIFICALLY AS A FRESHMAN, WAS SOMETHING I NEVER THOUGHT I WOULD DISCOVER. ”

## CEW+INSPIRE MIDWEEK MINDFULNESS GUIDED SITS



WEDNESDAYS @ 12:15PM | [CLICK TO RSVP](#)







## THE PATRON SAINT OF ROUTINE

Here's what happens when you neglect to change the car's dirty oil: corrosion, sludge, a shorter life for the engine we must rely on to get from one place to another. My father is diligent

in his reminders, though I am fully grown now, though I have never once forgotten to take my vehicle in, to make sure all is running in peak condition. I look forward to oil-

changing day. My patron saint is the protector of routine (she is the one saint I know of that wears bangs, which are impeccably maintained). On oil-changing day,

I give her my thanks. I rent a movie I know will make me cry: *Remember the Titans*, *Miracle*, sometimes just *Friday Night Lights*. The clearest tears thrum like wind through

polished chimes. It is good to remember the body, every now and then. The order it makes, the intrinsic murmur that happens when crossing

a field or a sheet of ice. Maybe it is this part that makes me cry. Maybe it is texting my father *took the car in today*, and the swift reply of his pride. The truth is

when I cry, I sleep most soundly. On the outside maybe none of this resembles what we think of as Joy, but pull up that species of plant and examine its subterranean

machinery, all the roots that splay themselves for water and whisper, over and over, *I'm all right and you're all right* and lubricate the waxy blooms that are slowly making their way.



## A NOTE ON ROUTINE

Before I entered graduate school here at the University of Michigan, I was a full-time community organizer--one of two staff members running a 20,000-member nonprofit organization in Central Florida. It was rewarding but taxing. At the end of a 60-plus-hour week, my coworker and I would often remind each other that what mattered most was "staying in the work" and consistently showing up, even if it wasn't always at full speed. "Staying in the work" meant that routine was self-care and essential: routinely grieving and reflecting, whether with friends or on walks or watching movies, turning my phone off on Saturdays, and bringing myself back to my heart's center daily by reading poems and novels as well as listening to the urgent stories of my community.

During my time there, we were focused on juvenile justice, and I witnessed children as young as five years old get arrested and receive permanent records for things like throwing candy in a school cafeteria (the arrest record labeled this as "launching a missile"). When our organization's leadership met with the Sheriff, he and his team looked at one of our board members, who was a Black pastor of a large, very affected congregation in our town, and said, "If you just tell us which kids are yours, we'll make sure they don't get a record." Although that pastor had families in his congregation who were suffering, he looked back at the Sheriff and said, "That's not good enough." He wasn't willing to settle for a special exception just for "his" kids.

As you might imagine, this wasn't easy. But that pastor was prepared. Each parishioner's grief that he witnessed, each Bible study or prayer spent in reflection, each organizational gathering where we vented and dreamed, and each frustrating meeting he attended prepared him (and us), **routinely, to reject false justice and fight for something harder but better.** Years later, we won a mandatory diversion program for children. To put it differently: the waxy blooms made their way.

Julia McDaniel, MFA candidate in creative writing  
Helen Zell Writers' Program '21  
2021 Hopwood Graduate Poetry Award winner





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We know that the current pandemic will evolve, and our lives will continue to change in the time it will take for this publication to reach you. Please know we have done our best to address this rapidly changing situation based on the information we had available prior to mailing.

Stay safe, stay strong, **GO BLUE!**

CEW+YOU

# POTENTIAL MADE POSSIBLE

Although our campus office space currently remains closed, we are still here to serve you - **wherever you are.**

CEW+ provides free career and education counseling to people of all genders and demographics, taking extra steps to recognize cultural, age-related, gender or sexual identity, and other societal factors that may present unique barriers.

CEW.UMICH.EDU | 734-764-6005



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