
Marian Spencer Equity Ambassador Awards



In recognition of the longstanding contributions by UC alumna and activist, Marian Spencer, the UC Diversity Council sponsors the **Marian Spencer Equity Ambassador Award** to showcase current campus affiliated individuals and groups whose diversity initiatives have positively impacted the university. Students, faculty, and staff can nominate individuals and groups for this award if they meet one or more of the following criteria: shows an awareness for diversity, exhibits sensitivity to people of various cultures, evidence of helping colleagues/peers grow in the area of diversity (race, ethnicity, gender, age, religion, sexual orientation, disability status, socio-economic level, etc.), and prepares others to thrive in a diverse, global workforce.

2024



NADIA IBRAHIM-TANEY, FACULTY RECIPIENT

Nadia Ibrahim-Taney is an Assistant Professor in the College of Cooperative Education and Professional Studies. In this role, she helps people design happy and fulfilling careers through authentic career coaching. Her expertise includes career exploration guidance, resume writing, interview prep and LinkedIn profile optimization. Her pronouns are She/ Her/ Hers and as a member of the LGBTQ+ community, she focuses on how diverse identities impact and influence folks holistically and professionally. Her current scholarship centers around neurodiversity and how to create more neuroinclusive academic support services at UC and external workforce development pipelines to ensure neurodivergent job seekers are treated fairly and equitably in securing employment.

Office of
**Equity, Inclusion &
Community Impact**

*the spirit of intention...
...the quest for excellence*



JENNIFER RADT, STAFF RECIPIENT

Jennifer Radt is currently the Assistant Dean of Student Affairs & Services at the University of Cincinnati, Clermont College. She has a bachelor's degree in Political Science and a Masters of Social Work in Direct Practice. Jenn has worked in Higher Education for 28 years and has a wide background that includes academic advising, orientation, equity and inclusion, testing, student engagement, disability services, veterans' affairs, and compliance issues. She is passionate about helping students find success in their educational pursuits. Jenn has presented training and workshop opportunities on the local, state, and national level on a number of topics. In her spare time, Jenn enjoys spending time with family and friends, walking, reading, and baking.



MIA MORALES, STUDENT RECIPIENT

Mia Morales is graduating with degrees in Political Science and Social Justice, as well as with three minors in Spanish; Women, Gender, and Sexuality Studies; and Africana Studies with a GPA of 3.96. She is also pursuing her Masters as a first-year student, with a 4.0 GPA. She will graduate again next spring with her MPA in Social Justice. Throughout her time at the University of Cincinnati, Mia has earned memberships in the Darwin T. Turner Scholars Program, University Honors Program, McNair Post-Baccalaureate Achievement Program, The Zeta Chapter of Delta Sigma Theta Sorority Incorporated, The Lambda Society, and has earned two full ride scholarships: the Undergraduate Cincinnati Presidential Scholarship and the Graduate Albert C. Yates Fellowship. Mia has also participated in two fully funded study abroad opportunities to Spain (Granada, Seville, Toledo, and Madrid) for a study tour and Croatia (Zagreb, Zadar, Split, Čakovec, and Varaždin) to present at an international research conference. Mia has also assisted in five unique research projects, all of which were social science-based with interests in social justice. Currently, Mia serves as the Co-CEO and Co-Founder of her own nonprofit, Future Black Leaders Inc, which aims to increase the educational attainment within the Black community. By utilizing the pillars of Excellence, Equity, and Empower, she has been able to develop a nation-wide network of leaders who unite with a shared vision. She will continue expanding her business as she completes her MPA and hopes to make an international impact while pursuing her PhD overseas.



***THE UC BLUE ASH OFFICE OF INCLUSIVE EXCELLENCE,
ORGANIZATION RECIPIENT***

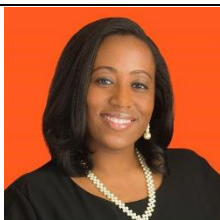
The UC Blue Ash Office of Inclusive Excellence (OIE) seeks to engage, support, and advance an inclusive environment for students, staff, faculty, and the greater community. Through programs, events and educational services, OIE creates opportunities for engagement, exploration, and learning. We advocate for equity in all areas of the college, value and celebrate diversity, and foster respect to assist in student retention and academic excellence. We do this to create a welcoming and supportive environment where students, staff, and faculty can thrive academically, grow professionally, and develop personally. **For more information and to get involved with this work visit:**<https://ucblueash.edu/about/diversity.html>

2023



DR. TIFFANY GRANT, FACULTY RECIPIENT

Tiffany J. Grant, PhD, CDE® serves as Assistant Director for Research and Informatics and Co-Leader of the University of Cincinnati (UC) Libraries Research & Data Services Unit. Dr. Grant was the 2017 recipient of the UC Libraries Award for Faculty Excellence, and she has received several awards from the National Network of Libraries of Medicine, including Health Information Outreach and Research Data Awards. Dr. Grant earned a certificate in Diversity and Inclusion from Cornell University and is a certified Diversity Executive through the Institute of Diversity Certification. Through her work with the Library Research & Data Services Unit, she planned and hosted “Diversity, Equity, and Inclusion in Data”, a public event related to health, well-being, and social justice. She also served as the lead for “Closing the Health Gap in Cincinnati”, a health outreach project designed to reduce health disparities and promote health literacy in the West End. Dr. Grant currently serves UC Libraries as co-chair of the Racial Equity Support & Programming to Educate the Community Team (RESPECT). She serves as the All-Library Faculty Diversity Representative and a founding Library Equity and Inclusion Community of Practice member. Dr. Grant is a Co-Advisor for Cincy SACNAS and a Diversity Advocate for the Pathobiology and Molecular Medicine Program. Most recently, she was appointed as the Director of the University of Cincinnati UPRISE Program. Her research interests include infectious diseases, microbiology, and the intersection of health disparities and health/racial equity.



DR. BRANDI ELLIOT, STAFF RECIPIENT

Dr. Brandi Nicole Hutchins Elliott is a native of Cincinnati, OH. Currently, she serves as the Executive Director of Identity and Inclusion within the Division of Student Affairs. She has oversight of the African American Cultural and Resource Center, the Office of Ethnic Programs and Services, the LGBTQ Center and the UC Women's Center. In addition, Dr. Elliott is an adjunct instructor in the College of Education, Criminal Justice, and Human Services and has taught, Introduction to Education, Student Development Theory, Leadership for Social Justice, and Human Development and Community Engagement in Applied Settings. She is also a certified diversity professional. She began her career at the University of Cincinnati as a student in 1997. She obtained a Bachelor's in Psychology in 2001 and a Master's in Mental Health Counseling in 2004. Dr. Elliott's greatest achievement was obtaining her Doctorate of Education in Urban Educational Leadership in 2009. Dr. Elliott was a Student Orientation Leader (SOL) in 1999 and has held every position in the Office of Ethnic Programs and Services (student assistant, graduate assistant, program coordinator, assistant director, associate director, and director) and managed the prestigious Darwin T. Turner Scholars Program for over 15 years.



TAYLOR ALLGOOD, STUDENT RECIPIENT

Taylor Allgood is a dually enrolled undergraduate and master's student at UC. Currently, in her fourth year, Taylor will graduate this spring with two degrees in International Affairs and Political Science and two minor concentrations in French and Women's, Gender, and Sexuality Studies (WGSS). As a first-year Master of Public Administration student, her graduate studies focus on food justice and urban policy. Taylor is passionate about addressing race and gender disparities of all forms on a global scale, especially in regard to food distribution and nutrition access. After graduation, she plans to pursue a career in the public sector before enrolling in law school.

INCLUSION COLLABORATIVE-UC FOUNDATION, ORGANIZATION RECIPIENT



The Inclusion Collaborative (IC) at the University of Cincinnati Foundation is a cross-sectional group of volunteers, committed to making the foundation a more inclusive and equitable organization. Members of the IC seek to advance the mission of the foundation by developing a community of culturally competent professionals who are willing and able to engage our dynamic alumni and donor base. The group accomplishes its goals by partnering with senior leaders to promote equity and justice, curate professional development opportunities for staff, advocating for policies and practices to create a sense of agency and belonging, and celebrating the many cultures that make up our ecosystem.

2022



FLAVIA BASTOS, FACULTY RECIPIENT

Dr. Bastos is a University of Cincinnati Distinguished Research Professor in the Arts and Humanities, former Director of the Higher Education Division of the National Art Education Association, and past senior editor of the Journal of Art Education. She has published and lectured extensively in the United States and abroad. Her research is inspired by the educational philosophy of educator Paulo Freire. Her current research project *Who is American Today?* is a collaborative project with a high school art teacher that investigates the relationship between creativity and democracy by promoting critical digital citizenship with high school students around the country. Several CPS students have participated in the project to use digital storytelling to share their experiences. In addition, she is a founding member of our Latino Faculty & Staff Association and former co-chair of DAAP's Equity & Inclusion Committee



MIKAILA CORDAY, STAFF RECIPIENT

Mikaila Corday is a serials cataloger in the Electronic Resources Department at UC Libraries where she is passionate about creating seamless access for library users to our wealth of online resources. After the death of George Floyd and hearing President Pinto's words that we must use our "own campus experts to eliminate structural racism throughout the educational life cycle," Mikaila responded to the needs of the UC community by creating the LibGuide "[Racial Justice Resources for Activists, Advocates & Allies](#)" to host learning material about anti-racist concepts, history and to promote local & campus library resources. Mikaila believes that to eliminate racism in our society we must first eliminate it within ourselves; we can change ourselves through self-study, reflection, and everyday activism.



MIRANDA FIADOR, STUDENT RECIPIENT

Miranda Fiador a third-year student double majoring in Biology and Neuroscience with a minor in Chemistry. She is in the University Honor's Program. And is currently finishing out this year as the first Student Intern for Diversity, Equity and Inclusion at UC Blue Ash. As part of the DE&I Team, she helps facilitate Impact Inclusion discussions in classes. In addition, Miranda serves as a mentor, student ambassador, and Student Orientation Coordinator for campus orientations



TRANSITION AND ACCESS PROGRAM, ORGANIZATION RECIPIENT

The Transition and Access Program (TAP) is a four-year college education for students with mild to moderate intellectual or developmental disabilities that embraces UC's strategic direction of *Next Lives Here* – making a positive impact on the world, promoting diversity and inclusion. TAP is a full-time program designed for students between 18-26 years of age who have completed their high school requirements. TAP is emerging as a leader in creating an authentic inclusive living-learning opportunity that builds career skills, academic achievement, personal responsibility, social networks, and a promising future. TAP students live on campus and earn a university-recognized certificate upon completion of the four-year program.

2021



DR. ANIL MENON, FACULTY RECIPIENT

Dr. Anil Menon is Professor of Molecular Genetics and Director of the Undergraduate Program in Biomedical Sciences. He is also an Associate Dean for Baccalaureate Education in our College of Medicine. As shared by a colleague, "I have served on several committees with Dr. Menon and no matter what the topic, he always has committee members focus on some aspect related to diversity, equity or inclusion." One of his students commented, "Words cannot express how grateful I am to have been introduced to Dr. Menon during my time at UC. He is both an amazing professor and mentor. He encourages all of his students and I truly felt heard and appreciated. He advocates for all of his students and in doing so builds confidence in his students to be successful. He went out of his way to help me make connections for a project that he knew would satisfy my interests. His passion and kindness have made an impact on me."



JUNE TAYLOR-SLAUGHTER, STAFF RECIPIENT

June Taylor-Slaughter has dedicated her time and skills to promoting awareness of racial equity and diversity issues throughout her 25+ years at UC. Through formal programs and committees as well as informal personal interactions, she diligently and patiently works to educate her students and coworkers about the racial disparities faced by BIPOC staff in the workplace so we can all work together to improve conditions. Last summer, June was part of a team that initiated a survey to assess racial equity in UC Libraries. This survey resulted in a new committee providing funds and support for racial equity programming. June is a co-chair of this committee's first year and is working tremendously hard to ensure its success

HAJAR SAKSAKA, STUDENT RECIPIENT

Hajar Saksaka is a graduating senior in DAAP majoring in architecture. She is described as a remarkable student leader who continues to fight against all inequalities and consistently displays high levels of maturity, dependability, leadership, and passion. Hajar serves as an International student ambassador to help them make a smooth transition to the US. She works to ensure that diverse voices and perspectives are included in conversations around various issues across campus. One of Hajar's greatest strengths is that she recognizes the value of pursuing a holistic college experience while keeping academic and career success as her top priorities.

CECH DIVERSITY BOARD, ORGANIZATION RECIPIENT

The CECH Diversity Board promotes awareness within the college, across the campus and in the community at large. For example, during the civil unrest last summer, several members of the Board worked on a 12-week newsletter series for social justice called: *Unrest-Protest-Progress*. This 12-week series included resources consisting of videos, podcasts, and articles; suggested actions, training, and statements for syllabi; history and its connections to race, and artistic expressions. Not only did this effort promote awareness of what was happening in our world, but it also provided educational resources to enhance the cultural competence of our faculty, staff, and students.

2019



DONNA CHROBOT-MASON, FACULTY RECIPIENT

Donna Chrobot-Mason, PhD, is an Associate Professor in Psychology and Director of the Center for Organizational Leadership as well as Director of UC Women Lead. Her research focuses on leadership across differences and strategies for creating organizational practices, policies, and a climate that support diversity and foster intergroup collaboration. She has been teaching courses in diversity and leadership for over 20 years and has published over 35 works on these topics including her book on Boundary Spanning Leadership. Dr. Chrobot-Mason has consulted both internally and externally to develop D&I training programs and is currently designing a toolkit for UC faculty and staff. At this time, she is serving on the diversity advisory board for the Cincinnati Art Museum.



JUSTIN GIBSON, STAFF RECIPIENT

Justin Gibson is the Associate Director for Diversity Outreach and Engagement, University of Cincinnati Foundation. He is the founder of the Workshop for Inclusion and Collaboration in Advancement (WICA), a two-day workshop that provides a low-cost, high-impact experience for advancement professionals to learn how to better cultivate diverse populations of alumni and donors. Justin has presented at numerous conferences and hosted several webinars, received over \$10,000 in grants to help provide implicit bias and cultural competency training, and serves on the CASE District V Board of Directors. On campus, he is a member of the President's Diversity Council, and chairs the Inclusion Collaborative. Justin also guest lectures in master and doctoral level courses at UC. He received his BBA from the University of Cincinnati in 2005, and his MBA focusing in Management from Indiana Wesleyan University in 2015. Justin is also a Certified Diversity Professional, accredited by the National Diversity Council.



CHANDLER RANKIN, UNDERGRADUATE STUDENT RECIPIENT

Chandler strives to impact campus through servant leadership and hopes to be a transformative role model for the next generation of leaders. Through Student Government and the United Black Student Association (UBSA), he works on initiatives that create a more equitable and inclusive campus experience while enhancing student life. He currently serves as Student Government External Holdover Senator, Political Action Chair for UBSA, Business Fellows mentor, and member of UC's Student Alumni Council and Sigma Sigma Men's Honorary. Additionally, he is a scholar within the Kolodzik Business Scholars, Darwin T. Turner Scholars and University Honors programs. Upon graduation, he plans to pursue a JD and work in consulting or public policy for an organization that allows him to blend and utilize his passions for economic development, civil rights, social entrepreneurship and public service.



ARUNKUMR MUTHUSAMY, GRADUATE STUDENT RECIPIENT

Arunkumar is currently undertaking two Masters Degrees at University of Cincinnati in Biological Sciences and Educational Studies. He has had multiple leadership opportunities at UC and has been privileged to serve in various roles including President of the UC Quiz Club (UCQC), Creative Director of TEDxUCincinnati and President of the Graduate Student Government (GSG). Arunkumar is also an alumnus of the Accelerated Racial Justice Program (RAPP, 2015) and credits the formation of his voice and views as a student leader to this invaluable program. Additionally, Arunkumar attributes much of his academic success to having valuable mentors like Brice Mickey and P. Eric Abercumbie, PhD to guide him. Following graduation, he intends to pursue a PhD in Education.

**UCBA LEARNING & TEACHING CO-DIRECTORS RITA KUMAR AND BRAD MALLORY,
ORGANIZATION RECIPIENTS**



Rita Kumar, PhD, is a Professor of English at UC Blue Ash College and teaches composition and literature. A 2014 recipient of the UCBA Innovative Teaching Award for her inventive use of problem-based learning (PBL) in the classroom. Dr. Kumar is a member of the UC Academy of Fellows of Teaching and Learning. Her scholarship includes articles on PBL, Lesson Study, and strategies for developing students' information literacy skills. Her work has been published in journals such as *Teaching English in the Two-Year College*, *International Journal of Teaching and Learning in Higher Education*, *College Teaching*, and *The*

Interdisciplinary Journal of Problem-Based Learning PBL. She has taught in India, China and Canada and has led Study Abroad to UK. She currently serves as the Co-director of the Learning and Teaching Center at UCBA.



Dr. Bradford Mallory is an Associate Professor of Biology at the UC Blue Ash College. He received his B.S. in Biology from Tennessee State University and Ph.D. from the University of Cincinnati College of Medicine Cell and Molecular Biology program. In addition to his role as a faculty member, he serves as co-director of the college's Learning and Teaching Center where he facilitates faculty and professional development programs. Dr. Mallory co-founded the UC Black Graduate and Professional Student Association (BGPSA) and participated in the UC Blue Ash College year-long Multicultural

Classroom Faculty Learning Community (FLC). Dr. Mallory has served as chair of the UC Blue Ash College Cultural Diversity Committee, as a member of the college's Multicultural Council, and on the UC Diversity and Inclusion in the Undergraduate Curriculum Advisory Group. He has presented a number of workshops and seminars on the topics of diversity, equity, and inclusion.

2018



DANA HARLEY, FACULTY RECIPIENT

Dr. Dana Harley is currently an assistant professor in the School of Social Work in the College of Allied Health Sciences. Dr. Harley's research examines hope and well-being among children, adolescents, and families living in poverty. She serves on the boards of numerous community agencies that seek to promote well-being among underserved populations. Dr. Harley has numerous publications and national conference presentations. She has been Co-Principal Investigator or Co-Investigator on over \$2 million in federal grants. Dr. Harley has been the recipient of multiple awards including the CAHS Excellence in Teaching Award, and Distinguished

Alumni Awards for SSW and CAHS.



WAYNE BLACK, STAFF RECIPIENT

Wayne Black joined the University of Cincinnati in May 2016 as Assistant Director of Career Services in the Carl H. Linder College of Business. Prior to joining the university, he was an Upward Bound Academic Advisor at Mount St. Joseph University. As part of his role within Linder Career Services, Wayne serves as the professional development liaison for the Business Fellows community, which is a program for underrepresented students within the Linder College of Business. Wayne has always had a passion for creating a more equitable workplace, which includes helping students navigate the diverse workforce. He is also an advocate for creating opportunities for underrepresented students within higher education. Most recently, Wayne has led professional development sessions to empower the Linder Career Services team, amongst others, to grow in the area of diversity, and challenges other to be intentionally inclusive.



ANAHITA SHARMA, STUDENT RECIPIENT

Anahita Sharma is a graduating senior at the University of Cincinnati studying Liberal Arts: Women's, Gender, and Sexuality Studies, Sociology, and Creative Writing. For the past two years, she has worked for UC's award-winning Racial Awareness Program (RAPP) as a student facilitator for all RAPP intensives. She created Intersectional Leadership Collaborative, a social justice intensive program for student leaders, independently developing its curriculum and facilitating weekly meetings. She is a past recipient of the Terence L. Jones Diversity Award, demonstrating her commitment to racial and social justice. Anahita is also a published poet and accomplished violinist.

ROOTED STUDENT AFFAIRS, ORGANIZATION RECIPIENT



Dr. Nicole Ausmer and Brice Mikey of Student Activities & Leadership Development along with Rosalyn Robinson Collins of the UC Women's Center call the Division of Student Affairs home. Together they created and implemented ROOTED (Respecting Ourselves and Others Through Education) an Equity and Inclusion training/certificate for the Division of Student Affairs. They all have a passion for Equity and Inclusion work, and this is evidenced by their commitment towards this project and the work that they do throughout campus to move E&I forward.

2017



CATALIN MACARIE, FACULTY RECIPIENT

Catalin Macarie is Assistant Professor and Director of Freshmen Experience at Carl H. Lindner College of Business. He joined UC coming from 20+ years span as member of corporate executive world with demonstrated achievements in marketing, creative services and in business and human development. Catalin brings extensive domestic and international experience, administering all activities for a cohort of 650+ students (24-27 classes) every year. He focuses on sharing his knowledge through outstanding communication, organizational change and teamwork skills with all his business young “apprentices”. He is the founder and academic advisor of three UC student organizations: iCats International Bearcats), CABO (China-America Business Organization) and Alpha Sigma Phi Fraternity.



MONICA WILKINS, STAFF RECIPIENT

Monica came to the University of Cincinnati in February 2011 to serve in the newly created role of Director of Diversity Initiatives and Recruitment for the College of Allied Health Sciences (CAHS). Prior to this, Monica’s career focus was in the clinical realm, as a Physical Therapist. Her clinical career cycle represents a continual progression in scope from being a Staff Physical Therapist at the start of her career, culminating with the 20+ year ownership of a private practice, Physical Therapy Options, Inc., and co-ownership of a (combined PT, OT, Speech) rehabilitation practice. In Monica’s current capacity, she establishes, oversees and/or coordinates many initiatives that assist the College of Allied Health Sciences in achieving its’ strategic goals in the area of equity and inclusion, and in achieving a more diverse student body, faculty and staff/administration. One of our goals at CAHS is to prepare students to effectively compete and relate as (future) health care professionals in an increasingly diverse society. Monica supports this... through her student-centered initiatives such as Connections Mentoring Program, UC Scholars Academy at Hughes, LSAMP Scholars program, teaching a (college credit) medical terminology course to high school seniors and hosting student groups throughout the year to provide education about the variety of professions represented in CAHS. She oversees and/or represents the College of Allied Health Sciences at internal and external recruitment programs, including college and high school fairs, UC Open Houses, college visits, and multicultural student recruitment events. Additionally, Monica has been the recipient of several grants that support the work of equity and inclusion, including the UC Diversity Incentive Grant for four years, which funds many of her programs. Monica truly appreciates the opportunity to affect change for the future of the health professions through her work at UC.



JENNIFER MALAT, FACULTY RECIPIENT

Jennifer Malat joined the University of Cincinnati in 2000. Her research examines how race and class inequality affects people's health and healthcare experiences. She finds teaching courses on racism most rewarding. Jennifer co-founded and directs The Cincinnati Project, which links A&S researchers with disadvantaged communities to conduct research with direct community benefit.

Jennifer was pleased to join the college leadership team in January 2016. In this role, she has the opportunity to support programs and activities that promote a more equitable college.



ASHLEY NKADI, STUDENT RECIPIENT

Ashley Nkadi received a Bachelors Degree in Neuroscience from UC, and currently pursues graduate studies at the University. On campus, Ashley served as Co-President of the United Black Student Association, cofounded the Irate 8, and founded Noir Magazine. She has served on the executive boards of the Asian American Association and Midwest Dhamaka, and is currently the reigning Miss Black Ohio USA. Additionally, she has studied abroad in UAE,

South Africa, China, and Botswana. She loves her sisters of the Lambda Society, CWEST, and Sigma Phi. Ashley hopes to have a career in Diversity Consulting for higher education, businesses, and health care systems.

UC BLACK WOMEN ON THE MOVE, ORGANIZATION RECIPIENT



In Fall 2015, *UC Black Women on the Move* was created to replace *Sister Circle* as an Employee Resource Group and university-sponsored organization for UC Black women employees. Founded by Alecia Trammer, Carol Tonge Mack and Ewaniki Moore-Hawkins, these women along with Cathy Castillo and Geneva Miller became the Executive Team of UCBWM. UCBWM exists to

establish a culture of social justice, assist in creating systematic changes, and a work environment where UC Black women employees are supported and affirmed so that women at all levels can reach their highest potential. UCBWM lifts the motto "Connect, Cultivate and Climb" so that this objective can be realized.

2016



JOSIE EVANS-PHILLIPS, STAFF RECIPIENT

Josie is no stranger to the University of Cincinnati! She started her career in higher education at UC in 1995 as an admissions counselor and then left to become a college counselor at Oak Hills High School. Upon leaving Oak Hills, she was invited to return to UC to help with a six week "One Stop" program. Those six weeks turned into two years as she assisted the Office of Admissions with a wide variety of projects. During this time she also taught at Southern Ohio College and started her own business. She again answered the call to return to UC on a part-time basis, again within the Office of Admissions, and was offered an opportunity to work with I Know I Can, a non-profit organization in Columbus that works with Columbus City school students. She worked with IKIC for six years serving as a retention advisor to students at UC, Central State and Wright State Universities. Josie currently works in the College of Education, Criminal Justice & Human Services and is the D&I Liaison for the College. In the past two years with CECH, she has created the Dean's Diversity Board, developed creative ways to engage the college and alumni in diversity & inclusion efforts, and was the 2014-15 recipient of the Outstanding Service Award for the College. "It is an honor and privilege to move the inclusive efforts of this University forward - from the foundation of those who paved the way before us while linking arms with those who are here at this time, in this very important moment."



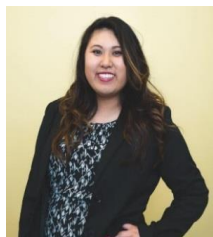
GREER GLAZER, FACULTY RECIPIENT

Greer Glazer, RN, CNP, PhD, FAAN is dean of the College of Nursing and associate vice president for Health Affairs. A nationally recognized leader in nursing education, Dr. Glazer has spearheaded the development and implementation of a strategic map aimed to position UC as a leader in the transformation of health care. She has a strong history of developing community, national and international partnerships and securing federal funding for nursing research, scholarship and program implementation. Dr. Glazer has an established history of commitment to diversity and inclusion which resulted in her being named one of Ohio's 2013 Most Powerful and Influential Women by the National Diversity Council. Dr. Glazer offers an open-door policy to ensure students, faculty, and staff are able to approach her with concerns. She established and supports the Diversity Advisory Council (DAC) at the UC College of Nursing. The mission of the DAC is to be the change catalyst for a culture of

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inclusive excellence. The vision of this council is to inspire, influence, recommend, and challenge the college and the university community to serve as a sustainable model that embraces and reflects the diversity of Greater Cincinnati. She has been extremely involved in the Urban Universities for Health project to understand barriers for diverse populations to enter the... healthcare workforce and develop pipeline initiatives and partnerships that overcome this. Throughout her career, Dr. Glazer has secured over \$11 million in funding for program/research grants. These projects have progressed from research in her original area of expertise, women's health, to funding for initiatives that advance nursing education and create opportunity for underrepresented individuals in the health care profession



ELIZABETH NGUYEN, STUDENT RECIPIENT

Liz Nguyen is a 4th year student pursuing a BBA concentrated in finance and a minor in psychology. She is heavily involved with various organizations, including the Vietnamese Student Association and Delta Phi Lambda Sorority, Inc. She is always seeking opportunities to better herself and the world around her. Her passions include professional development, working with the AAPI community and its issues, and continually learning about the multifaceted world.



GIAO Q. TRAN, FACULTY RECIPIENT

Dr. Giao Q. Tran is a tenured Associate Professor of the Department of Women's, Gender, and Sexuality Studies and an Ohio-licensed psychologist. Dr. Tran currently teaches courses that promote knowledge and understanding of interracial relationships, childhood sexual violence and gender issues in health. She has advised and mentored many individuals from diverse gender, racial and cultural backgrounds, ranging from undergraduate and graduate students to post-doctoral fellows and junior faculty. Dr. Tran is a Vietnamese born US citizen who completed her doctoral education at American University and served as Principal Investigator, Co-Investigator and Co-Mentor of several intervention grants funded by the National Institutes of Health.

THE CENTER FOR RACE, GENDER, AND SOCIAL JUSTICE, ORGANIZATION RECIPIENT



Building upon a groundbreaking academic program in law and women's, gender, and sexuality studies, the Center for Race, Gender, and Social Justice provides experiential learning, research, and other opportunities for interdisciplinary inquiry that enhance the vibrant intellectual life at the University of Cincinnati College of Law. The Center seeks to bridge theory and practice, forge relationships with local, national, and global communities, and prepare students to take the lead in advancing justice.

Our primary programs are the Joint Degree Program in Law and Women's, Gender, and Sexuality Studies (WGSS), the Freedom Center Journal, the Domestic Violence and Civil Protection Order Clinic, and Community-Based Research. The Center is co-directed by Professors Emily Houh, Kristin Kalsem, and Verna Williams.

2015



KATHLEEN BURLEW, FACULTY RECIPIENT

Kathleen obtained her PhD from the University of Michigan and later retrained in clinical psychology at Miami University. She received the UC Excellence in Mentoring Award and the Kenneth and Mamie Clark Award from the American Psychological Association for her mentoring which includes over 30 ethnic minority doctoral students. Her work includes four books on ethnic minority psychology and numerous research publications on developing more effective substance abuse and HIV prevention interventions for ethnic minorities. She also served as editor of the Journal of Black Psychology and associate editor of the Journal of Ethnicity in Substance Abuse.



SARAH MARTYNOWSKI, STUDENT RECIPIENT

Sarah graduated from UC in December 2014 with honors and degrees in Political Science and Environmental Studies. She also holds certificates in Deaf Studies and Security Studies. As an undergraduate, Sarah served as the American Sign Language Club President and co-founded a new student organization, Alliance for Abilities. During her college career, Sarah spent three summers interning in Washington D.C. with Congressional Representatives and the EPA, and also completed four mission trips, three internships, and two UC forward courses. Sarah hopes to never cease exploration of the world around her and wants to make a lasting impact, starting at UC.



CORRINE "CJ" WITHERSPOON, STAFF RECIPIENT

Receiving her bachelor's degree from Miami University in English and Black World Studies and her master's degree in College Student Personnel from Ohio University, CJ is a second generation student affairs practitioner with over 10 years of experience at five different institutions. She is dedicated to helping others with their holistic development journeys, which is why CJ was honored at the University of Dayton in 2013 with the Miryam Award for her work in founding *Sister Circle*, an organization she has continued at UC that is dedicated to connecting women of color on campus through service, scholarship and support.

BUSINESS LAW & TECHNOLOGY DEPARTMENT, ORGANIZATION RECIPIENT



The effort to promote awareness for diversity and inclusion has been a long, continuous and successful effort for this unit. In 2011- 2012, the BLT Department, led by Department Chair Jeff Bauer, made the decision to make a concerted effort to increase diversity and inclusion throughout the department. It has continued with numerous activities and accomplishments. The level of involvement and activity is inclusive across the entire department, and therefore, the entire BLT Department is included in this honor. This department is made up of a number

of disciplines providing quality education to prepare students with the knowledge, competencies, and experience necessary to successfully compete in today's economy and offers services to address the business training and consulting needs of the community.

2014



AMARA AGOMUO, STUDENT RECIPIENT

As a first generation Nigeria-American, she has demonstrated a personal interest in and support for diversity by devoted herself to working with Nigerian immigrants as they transition to life in the US. She also volunteers with a variety of organizations such as the Ndukwe Foundation, Keep Cincinnati Beautiful Foundation and the Children's Defense Fund Freedom Schools. An advocate for student issues on race and social justice, Amara has been a member of UC's Student Government addressing many important issues. Amara is the recipient of the Darwin T. Turner Scholarship and the 2013 McMicken College UC Spirit of Community Award. She has recently interned with NBC in Washington, DC and with former Mayor Mark Mallory.



VELTA KELLY-FOSTER, STAFF RECIPIENT

She is a member of CDC's management team and currently teaches professional development classes in the College of Engineering and Applied Science. Demonstrating her exemplary commitment in practice for over 30 years, Velta has purposefully engaged diverse staff, student workers and graduate assistants in order to create highly effective work teams, addressing the needs of UC's diverse student population. In 1992, Velta designed and implemented the university's first Managing Diversity in the Workplace Institute. In 2006, she designed and implemented UC's bi-annual Diversity Recruitment Training Symposium (DRTS), formerly the Diversity Recruitment Training Institute. As a 2009 Just Community Award recipient, Velta exhibits sensitivity to students of various cultures during individual career coaching sessions. She helps to prepare students to thrive in a diverse, global workforce through the instructional design of the Professional Development II curriculum.



SEAN RUGLESS, FACULTY RECIPIENT

As President and CEO for the Greater Cincinnati & Northern Kentucky African American Chamber of Commerce, he is responsible for cultivating strategic partnerships for the purpose of strengthening minority businesses and growing the business community as a whole. Sean is an accomplished executive that seeks balance between his passion for strategic business building with his commitment to the community by serving as an adjunct instructor at UC.

UCIT DIVERSITY COMMITTEE, ORGANIZATION RECIPIENT



In 2012, UCIT answered the call to move to the head of the class—to be a leader in higher education technology. This transformation inspired the formation of internal, staff-led committees to address staff-identified organizational priorities. UC Information Technologies is the university's centralized IT services provider partnering with students,

Office of
**Equity, Inclusion &
Community Impact**

*the spirit of intention...
...the quest for excellence*

faculty and staff to deliver innovative and efficient real-world solutions that support the academic and research priorities of the university. They operate as an interdependent organization aligned to partner with our IT colleagues across campus, and with students, faculty and staff to propel UC into its third century with strategic areas of focus on Business Operations, eLearning Technologies, Enterprise Shared Services, and IT Innovations & Partnerships.

2013



MACKENZIE AUSTIN, STUDENT RECIPIENT

Mackenzie is an outstanding student pursuing a double major. She has shown great awareness for diversity and inclusion and exhibits sensitivity to people of various cultures. Mackenzie represents qualities needed to prepare others to thrive in a diverse, global workforce and has proven herself as an assertive leader and a true diversity ambassador on campus.



JODY BALLAH, FACULTY RECIPIENT

Jody has evolved as a champion for diversity and inclusion by providing students the opportunity of local and international service learning experiences, alternative spring break programs and study abroad programs. Students have been exposed to working with diverse populations in a variety of means thereby increasing their awareness of diversity in a global world.



KIMBERLY McGINNIS, STAFF RECIPIENT

Kimberly brings her passion for diversity to the Business Fellows, First Year Experience and Study Abroad connecting underrepresented students of color to a supportive academic, social and professional environment. In order to prepare all students in the college to thrive in a diverse, global workforce, Kimberly stresses the importance of study abroad and getting involved on campus. Kimberly works tirelessly around diversity and inclusion and is a great role model for students, faculty and staff at the university.

GEN-1 THEME HOUSE, ORGANIZATION RECIPIENT

Bob Suess



Judy Mause



Christina Black



As the very first living-learning community to focus on first-generation, Pell-eligible students, the Gen-1 Theme House is a groundbreaking diversity initiative for both the University of Cincinnati and the nation. Since its inception in 2008, Gen-1 has served over one hundred students, 80% of whom are students of color. By providing academic, financial, and social support, the program positively influences the success and retention of this historically underserved population. The Gen-1 Theme House also prepares its students for life after college by encouraging them to take advantage of opportunities for networking, career development, and leadership on-campus.

2012



JOEL CHANVISANURUK, STAFF RECIPIENT

Joel works tirelessly with faculty, staff and students in the College of Law to create a more efficient and comfortable work atmosphere for all persons to enrich relationships and foster inclusion and community. From race and ethnicity to gender, Joel believes that all of these areas are equally important when creating an environment for all to feel comfortable. As chair of the UC Law Diversity Committee, he works individually with law students to help them adapt to law school curriculum, prepare for exams and improve their academic performance in order to achieve their full academic potential as a law student.



JULIE MARZEC, STUDENT RECIPIENT

Julie Marzec is the epitome a diversity leader through her extraordinary work in Cincinnati and abroad in Ecuador. As a student with academic excellence and intellectual curiosity, Julie has been successful at applying classroom theory to real life.



BRIDGETTE PETEET, FACULTY RECIPIENT

Bridgette has played a major role in increasing the awareness of diversity and inclusion in the UC Psychology Department. As Chair of the Diversity Committee, she has successfully planned and executed an annual summer program called Ethnic Minority Enrichment in Research and Graduate Education (E.M.E.R.G.E.). The goal is to provide underrepresented ethnic minorities with outstanding preparation for doctoral-level training in Psychology. Her work has created a paradigm shift in the Psychology Department, which has allowed for better recruitment and retention of ethnic minority graduate students.

2011

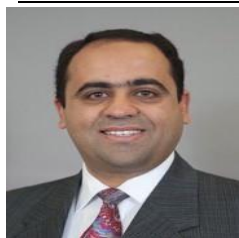
RACHEL BERMAN, STUDENT RECIPIENT

Rachel Berman is a phenomenal agent of change and model of the power of strength embodying academic prowess, community engagement, and action to change our community for the better. She is in her third year as a double major. Rachel has done much work to help her peers grow into global citizens and has also done outstanding work to make UC more inclusive around gender and race.



REBECCA LEHMAN, STAFF RECIPIENT

Rebecca Lehman serves as the Program Coordinator of the Racial Awareness Program. She is a tireless advocate for social justice and through her strong awareness for diversity, works with UC students to educate and inspire them about other cultures and to prepare them to thrive in a diverse, global workforce. She has also been instrumental in the development of a new curriculum for participants and has worked with alumni of the program to maintain their commitment to diversity education and activities.



HAZEM SAID, FACULTY RECIPIENT

Hazem has truly made an impact at the University of Cincinnati in the recognition and promotion of diversity by engaging the local community and being a lead spokesman on Islam in a post-9/11 world. Through his Center for Information Technology and Community Development (CITCD), the Summer Academy of Information Technology (SAIT) provides outreach to underrepresented high school students, primarily African American, in the form of a two-week immersion program at the university centered on getting these students interested in the STEM field of information technology.

2010

TAD MILLER, STUDENT RECIPIENT

As a senior in his program, Tad is currently a RA in the Office of Resident Education and Development and also serves as a Peer Leader in the Racial Awareness Program (RAPP). While serving in these capacities, he has demonstrated an awareness of and commitment to multiculturalism, creating an inclusive and supportive environment for a diverse group of students. Given his facilitation skills in social justice education, he is known as the “go-to-guy” for many residents on campus and members of RAAP, listening with an open mind and helping them find their own solutions to problems, rather than telling them what to do.

LINDA BATES PARKER, STAFF RECIPIENT

Linda was dedicated to the field of diversity for many years. She was a pioneer leader of diversity initiatives for the University of Cincinnati. Linda’s effective and inclusive leadership style and her passion and spirit for the field of diversity earned her great respect in a profession where she continued to make remarkable and original contributions. In the community, her leadership of Black Career Women addressed issues of women in the workforce, attracting women both locally and nationally.

CENTER FOR EXPLORATORY STUDIES ADVISING TEAM, ORGANIZATION RECIPIENT



This advising team has set a high priority for reinforcing cultural competence and appreciation for diversity through intensive advisor development, selective hiring and an office culture that actively support and appreciates diversity. As these advisors work with students in individual advising sessions or teaching in the classroom, they are constantly preparing students to thrive in a global workforce.

Top Row Left to Right: Sherry Spokas, Donnie McGovern, John Brolley, Ed Hall, Susan Roth, Yolanda Cooper, Tara Stopfel Warden
Bottom Row Left to Right: Carol Tonge Mack, Doug Kennedy, Barb Bucey, Doe Gavin, Carol Wissman, Renee Rodriguez-Merino

2009

DARRYL DANIELS, STAFF RECIPIENT

Darryl is known as a strong advocate for students. His primary strength is his ability to form relationships with students from all backgrounds and meet students' needs. Students appreciate Darryl's inspirational character guiding them to achieve their academic goals.



THERESA LEININGER-MILLER, FACULTY RECIPIENT

As the recipient of university-wide awards for advising, service, and diversity, Theresa has been a paragon of leadership, excellence in advising, and proactive recruitment effort. She is an exemplary leader who sets high standards for her students, both undergraduate and graduate, and provides opportunities for their growth as professionals.