

# DIVERSITY

at UGA.

NEWS FROM THE OFFICE OF INSTITUTIONAL DIVERSITY AT THE UNIVERSITY OF GEORGIA

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## A message from Michelle Garfield Cook

Associate Provost for Institutional Diversity

As we discuss the work of building diverse and inclusive communities at the University of Georgia, implicit in this conversation is leadership. It is critical that we as individuals, students, staff, faculty and alumni take the lead in creating spaces where difference is recognized and embraced and where each person feels a sense of belonging and community. Too often, this work is left to someone whose title may imply that this work is their responsibility. But as we all know, in many cases the individuals who are the real leaders never have a formal title as such. There is something within them that causes them to step up and create change. The success of diversity and inclusion depends upon all of us serving as leaders, both formal and informal, to create environments where we can appreciate our differences, but also see beyond them to the many ways in which we are the same.

This newsletter provides an opportunity for us to recognize people throughout the university community who are leaders in

**COOK CONTINUED ON PAGE 7**

## UGA vice president honored by *INSIGHT Into Diversity* Magazine



Victor Wilson, UGA vice president for student affairs, center, has been named a recipient of the 2017 Giving Back Award from *INSIGHT Into Diversity* magazine.

Victor K. Wilson, UGA vice president for student affairs, recently received the 2017 Giving Back Award from *INSIGHT Into Diversity* magazine, the oldest and largest diversity and inclusion publication in higher education. The Giving Back Award honors college and university administrators who go above and beyond their everyday leadership duties and “give back” to their campuses and communities.

“Our students bring a myriad of perspectives and contributions that distinguish the university,” said Wilson, who will be featured along with 38 other recipients in the April 2017 Leadership Support and Giving Back issue of *INSIGHT Into Diversity* magazine. “It’s incumbent on Student Affairs to be a leader on campus in welcoming this diversity and to applaud our students for making our community dynamic and impactful.”

Giving Back Award recipients were nominated by their colleagues and selected by *INSIGHT Into Diversity* based on their outstanding demonstration of social responsibility; involvement with students, faculty, staff and the community; and commitment to serving underrepresented populations. Each honoree is recognized for his or her passion, dedication and support for diversity and inclusion.

“Vice President Wilson is the embodiment of the university’s commitment to diversity and our efforts to provide a welcoming and inclusive environment for everyone,” said Michelle Cook, associate provost and chief diversity officer for the university. “Student Affairs is a leader on our campus in promoting these values of diversity and inclusion throughout the university community.”

“The Giving Back Award is being awarded to leaders of institutions of higher education who exemplify what it truly means to ‘give back’ to others,” said Holly Mendelson, publisher of *INSIGHT Into Diversity* magazine. “These administrators are role models, and we honor their efforts to promote diversity and inclusion on their campuses and in their communities.”

# Speaker calls for continuation of work on King's 'unfinished business' at MLK Freedom Breakfast

Martin Luther King Jr. ended his most famous speech by talking about a dream, but he began that same speech by talking about America's unfinished business. The Rev. Raphael Gamaliel Warnock, senior pastor of the historic Ebenezer Baptist Church in Atlanta, encouraged attendees at the 14th annual Martin Luther King Jr. Freedom Breakfast on Jan. 13 to take on that work.

"Dr. King loved Schubert's unfinished symphony. It is a classic, but unlike most symphonies, it only has two movements," Warnock said. "If you think about it, all of our lives are like an unfinished symphony. We die with a project unfinished. While we celebrate his work, let us not cash in the dream for sentimental memories. He understood that this work builds one block upon another."

The breakfast commemorates the life of the late civil rights leader and honors the exemplary community service work of individuals in Athens and the university community. The event, held in the Grand Hall of the Tate Student Center, is sponsored by UGA, the Athens-Clarke County Unified Government and the Clarke County School District.

Warnock told the estimated 600 people in attendance that "we must become allergic to bigotry." He also reiterated the importance of investing in people, particularly children, calling them "the most important resource we could ever have."

At the breakfast, UGA also recognized four people who are taking steps to promote equality and justice.

Elizabeth Louis, a doctoral candidate in psychology; Barbara McCaskill, professor of English and co-director of the Civil Rights Digital Library Initiative; and Fred O. Smith and Lee E. Zimmerman Smith, co-founders of the Creative Visions Foundation, received the President's Fulfilling the Dream Award for their efforts to make King's dream of equality and justice a reality.

Louis works as a graduate assistant in UGA's Office of Institutional Diversity. Her research interests include ethnic minority and immigrant mental health and trauma; the influence of culture, religion and spirituality in coping



Keynote speaker the Rev. Raphael Warnock, right, is pictured with the 2017 President's Fulfilling the Dream Award recipients, from left, Barbara McCaskill, Lee E. Zimmerman Smith, Fred O. Smith and Elizabeth Louis.

with traumatic experiences; and disaster mental health and humanitarian psychosocial interventions.

McCaskill, who has been on the UGA faculty for 25 years, helped develop and implement the English department's multicultural American literature curriculum. She has published four books and scores of essays and book chapters on African-American literature and literary subjects. In the Athens community, she has taught classes about the literature and film of the civil rights movement for UGA's Osher Lifelong Learning Institute.

The Smiths have been active in many organizations. In 1989, they started the Creative Visions Foundation, a community-based nonprofit organization that provided after-school, weekend and summer educational enrichment to Athens-area youth. In 2012, they created the first Athens Area Black History Bowl, aimed at connecting youth to their history through questions specifically about local and regional African-American history.

The Freedom Breakfast and the President's Fulfilling the Dream Awards are coordinated by the UGA Office of Institutional Diversity.



## 50<sup>TH</sup> ANNIVERSARY

The first African-Americans to enroll at UGA as freshmen returned to campus this spring to celebrate the 50<sup>th</sup> anniversary of their graduation in 1966 and discuss their experiences.

From left: Valerie Babb, Franklin Professor of English and director of the Institute for African American Studies, moderates a talk with Kerry Miller, Mary Diallo and Harold Black. Miller (B.S. in mathematics) had a 29-year career in telecommunications. Diallo (B.A. in French literature) is a faculty member at Florida A&M University. Black (bachelor's of business administration) is a professor emeritus at the University of Tennessee.



# Foundation Fellow discovers passion, develops skills through experiences

Joy Peltier knew what she wanted out of her college experience long before she arrived at UGA. She knew she wanted to conduct research, study abroad, hone her foreign language skills, learn about philosophy and have meaningful mentorship opportunities along the way. She also knew that in order to achieve all of this, she would need financial assistance.

As a recipient of the university's foremost undergraduate scholarship, the Foundation Fellowship, all of Peltier's ambitions have been realized. "Every step of the way, this university has been behind me," Peltier said. "I am very, very thankful to the donors who make the fellowship possible."

Peltier's academic career has been marked by flexibility. Through hard work and a genuine love for learning, she has forged her own path. Peltier studied abroad in France during her junior year, and sought out an immersive program in which she served as a live-in tutor for a host family in a small town near Paris.

Peltier also received funding for a summer service internship through which she traveled to her hometown of Douglasville, Georgia, and put her language skills into practice. She interned at The CarePlace, a free health care clinic, using her foreign language skills to help patients navigate the health care system.

"As a fellow, you are pushed to find the thing you are passionate about, and once you identify that thing, there are resources there to help you do it," Peltier said. "I've been able to do research, assist in classes, tutor, teach abroad, and have unique internship opportunities. The skills I've developed are going to be very important to my future career."



Joy Peltier is a Foundation Fellow pursuing combined bachelor's and master's degrees in Romance languages with an emphasis in linguistics.

Read more at [give.uga.edu/story/joy-peltier/](http://give.uga.edu/story/joy-peltier/).



## AMAZING STUDENTS: Shaun Goh

*Shaun Goh's passion is to become the best physician possible by learning how to take care of patients as a whole instead of just their problems. A senior majoring in biology and psychology, Goh conducts research in the Exercise Muscle Physiology Lab.*

### **I chose to attend UGA because...**

...I chose to attend UGA because of the Honors Program, the Zell Miller Scholarship and the abundance and variety of opportunities in student organizations that I knew the school could offer. I actually accepted my admission offer before visiting, but found that I also loved the campus as well.

Read more at [uga.edu/amazing/profile/goh-shaun/](http://uga.edu/amazing/profile/goh-shaun/).

## AMAZING STUDENTS: Juhi Varshney

*Juhi Varshney, a senior majoring in biochemistry and molecular biology and women's studies, has molded a path for her future as a medical doctor specializing in women's health while infusing clinical excellence with compassion and hope.*

### **University highlights, achievements, awards and scholarships:**

My two majors are both so applicable to life, and making interdisciplinary connections between the two fields has been this unexpected joy. I'm currently working in the Davis Lab, where I learn about triple negative breast cancer, an especially aggressive and early onset form of the disease that affects African-American women disproportionately. Not only have I grown as a scientist through this work, but I have learned a lot about advocacy and health disparities.

Read more at [uga.edu/amazing/profile/varshney-juhi/](http://uga.edu/amazing/profile/varshney-juhi/).





# CAMPUS S



Above: International students participate in a parade of flags during International Education Week.

Right: Members of the Black Theatrical Ensemble gather after collaborating with the University Union to speak about key players in black history.



Right: Students spreading the word about the first cohort of Destination program that serves students with intellectual disabilities.



Above: Students perform in the Vietnamese Student Association's Night in Saigon, an annual event that promotes and shares Vietnamese culture and heritage.

Right: Members of the Student Veterans Association. UGA was recently named the top institution in the nation for service to student veterans.



Right: Two members of the Pamoja Dance Company perform a piece.

Below: A Thai Student Association member shows off her table at an activities fair.



Above: Members of the Muslim Student Association and Catholic Student Association host a joint bonfire.





# SCENES

Learn more about the LGBT Resource Center. Find out about the Education Dawgs, an inclusive education program for students with intellectual disabilities.



Above: Students participate in the Hispanic Student Association's DIY Piñata Night.



Above: Members of the African Student Union perform at Africa Night, an annual event celebrating African culture.

Left: Members of the Indian Cultural Exchange celebrate Diwali, the Indian Festival of Lights.



Above: Students from all backgrounds explore social justice issues during the IGNITE winter retreat.

Right: The Turkish Student Association table at WorldFest.



# DIVERSITY RESOURCES

## Students

**Office of Institutional Diversity**  
[diversity.uga.edu](http://diversity.uga.edu)

**Multicultural Services and Programs**  
[msp.uga.edu](http://msp.uga.edu)

**International Student Life**  
[isl.uga.edu](http://isl.uga.edu)

**Disability Resource Center**  
[drc.uga.edu](http://drc.uga.edu)

**LGBT Resource Center**  
[lgbtcenter.uga.edu](http://lgbtcenter.uga.edu)

**Connections: Student Academic Support Program**  
[diversity.uga.edu/index.php/programs/article/connections](http://diversity.uga.edu/index.php/programs/article/connections)

**Student Veterans Resource Center**  
[svrc.uga.edu](http://svrc.uga.edu)

## Faculty

**Equal Opportunity Office**  
[eoo.uga.edu](http://eoo.uga.edu)

**Black Faculty Staff Organization**  
[www.facebook.com/BFSOUGA](http://www.facebook.com/BFSOUGA)

**Diversity and Inclusion Certificate**  
[diversity.uga.edu/index.php/programs/article/diversity-and-inclusion](http://diversity.uga.edu/index.php/programs/article/diversity-and-inclusion)

**Disability Services and Accommodations**  
[drc.uga.edu](http://drc.uga.edu)

**UGA GLOBES**  
[ugaglobes.wordpress.com](http://ugaglobes.wordpress.com)



# Education professor honored for work with Latino population

Dozens of Athens locals have had access to counselors in their native language thanks to the work of one College of Education professor. Edward Delgado-Romero, a professor in the counseling and human development services department, recently launched two counseling programs at local clinics. By bringing six bilingual doctoral-level students into the community, he's improving the availability of mental health care for the Athens-area Latino population.

"The mental health services are often a component of greater health issues faced by members of the Latino community," Delgado-Romero said. But slowly, through word-of-mouth and neighborhood-level outreach, Delgado-Romero and his students are introducing themselves to new patients and chipping away at the overwhelming caseload.

In addition to outreach programs in local neighborhoods, Delgado-Romero and his team see clients at the Athens Latino Center for Education and Services and Mercy Health Center. He also takes his graduate students to neighborhoods and Latino centers.

"We try to go out in the community, wherever there's a need," he said.

Delgado-Romero was recently honored for his work with the Latino population by the National Latina/o Psychological Association (NLPA) with the "Padrina/o Award," naming him one of the organization's elders.

The award acknowledges and honors Delgado-Romero's professional work as well as his lifetime contribution to and successes within the NLPA. The NLPA is one of the country's leading associations of mental health professionals focused on the Latino population.

"Ed in particular is one of the founding members of NLPA and has been a pivotal part of advancing NLPA's agenda and visibility," said Cristalis Capielo, NLPA conference chair. "Personally, I believe this award recognizes his commitment, passion and selflessness to mentor and support all Latina/o psychologists and psychologists-in-training."



Edward Delgado-Romero is a professor in the counseling and human development services department in the College of Education.

Learn more at [t.uga.edu/34x](http://t.uga.edu/34x).

## FOCUS ON FACULTY



### Brian Williams

*Brain N. Williams, an associate professor in the School of Public and International Affairs, challenges students to think critically so that they can diagnose and propose solutions to underlying problems rather than surface symptoms.*

#### What are your favorite courses and why?

My favorite course is "Ethics in Public Administration." It forces my students to think about the challenges associated with public service and brings into perspective the role that those who are not in "traditional leadership" positions can play as "courageous followers" in building public trust.

Read more at [uga.edu/faculty/profile/williams-brian/](http://uga.edu/faculty/profile/williams-brian/).



### Sheba MohanKumar

*Sheba MohanKumar, an assistant professor in the department of veterinary biosciences and diagnostic imaging in the College of Veterinary Medicine, studies the interaction between the immune, nervous and endocrine systems, and her research has implications for both human and animal health.*

#### How does your research inspire your teaching?

I strongly believe that if you are a good teacher, you will be good at research. Both teaching and research are creative activities. You have to be really creative in telling a story in order to be successful at both.

Read more at [uga.edu/faculty/profile/sheba-mohankumar/](http://uga.edu/faculty/profile/sheba-mohankumar/).

# International Coffee Hour

Sidra Shakil, president of the Pakistani Student Association, loves sharing Pakistani culture with other students and believes hosting International Coffee Hour is a perfect way to do so. “International Coffee Hour is a phenomenal event that combines free tasty food, interactive activities and cultural awareness,” said Shakil.

Established in 1972, International Coffee Hour is a weekly program that brings UGA students, faculty, staff and community members together over coffee and international cuisine. It is one of the longest running programs of its kind across the United States and is hosted each week by international student organizations and campus departments.

“Coffee hour really brings a lot of folks — not just from UGA but from the Athens community as a whole — together to bond over coffee and food,” said Cheeia Yang, coordinator for International Coffee Hour. “We ask student organizations to showcase their culture in whatever way they want. They usually showcase food and other activities such as games, dancing demonstrations or even writing tables where they do different types of calligraphy...I think a lot of people want to learn more about the world and other cultures and we hope to provide that through coffee hour.”

Excluding scheduled university breaks, coffee hour occurs every Friday during the fall and spring semesters from 11:30 am until 1:00 pm in the Memorial Hall Ballroom. Coffee is provided by a local Athens favorite, Jittery Joe’s.

Spring 2017 International Coffee Hour hosts have included the Caribbean Student Association, Turkish Student Organization, LGBT Resource Center, African Student Union, Brazilian Student Union, Amnesty International, Thai Student Association, Nepalese Student Association, Persian Student Union, Muslim Student Association and Asian-American Student Association.



Members of the Pakistani Student Association serve food to fellow students during an International Coffee Hour event.

Read more at [isl.uga.edu](http://isl.uga.edu).

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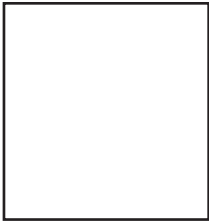
## COOK CONTINUED FROM PAGE 1

numerous ways. Perhaps most importantly, they are leaders in building a diverse and inclusive UGA. Formal leaders such as Vice President Victor Wilson, who leads by example in his professional and personal commitment, reflect the shared institutional values of inclusion and community. His work reminds us that as a collective, we are a strong, lively, diverse and participatory institution. The event celebrating the first African-Americans to enroll at UGA as freshmen in 1962 reflects the many ways that committed, motivated and driven individuals can bring about incredible change that reaps enormous benefit for generations to come. I would encourage you to look closely at the Campus Scenes. Here, the images and faces tell the story of diversity at the University of Georgia. A story that is vibrant, excited, engaged and committed. We are all a part of that story.

Leadership in diversity and inclusion requires us to move beyond the self and work for the greater good. Dr. Martin Luther King Jr. stated, “An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.” Within the context of the University of Georgia community, these broader concerns are those that help us build unity and ultimately identity as an institution. We represent a range of backgrounds, identities and experiences. How do we come together so that this cacophony of sound is transformed into a beautiful melody? We do this by exercising individual leadership and taking personal responsibility for our role in this institution. As benefactors of the many individuals and groups that have come before us to build our UGA community, we have an obligation to pay it forward and be leaders as well.

We are all invested here in this place, this campus, this institution. Let us continue to lead forward in a cooperative spirit of inclusion and community.

***“The success of diversity and inclusion depends upon all of us serving as leaders, both formal and informal, to create environments where we can appreciate our differences but also see beyond them to the many ways in which we are the same.”***



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**UNIVERSITY OF  
GEORGIA**

## Giving to the Office of Institutional Diversity

A contribution to the Office of Institutional Diversity (OID) will help support a variety of initiatives that foster diversity at UGA.

OID provides and supports programming, such as recruitment and retention efforts, diversity scholarship funding, pre-collegiate learning opportunities, and faculty and student mentoring events.

Please contact us at (706) 583-8195 or at [diverse@uga.edu](mailto:diverse@uga.edu) to discuss ways to give and we will work to ensure your charitable giving needs are met.

To donate online, go to [diversity.uga.edu/index.php/about/giving](http://diversity.uga.edu/index.php/about/giving).

Checks should be made payable to the UGA Foundation and designated for OID on the memo line.

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