



2018 AWARDS CEREMONY

OUTSTANDING WOMEN OF
COLOR IN EDUCATION

— & —

DR. P.B. POORMAN AWARD
FOR OUTSTANDING ACHIEVEMENT
ON BEHALF OF LGBTQ+ PEOPLE

THURSDAY, NOVEMBER 8, 2018

*Gordon Dining and Event Center, Symphony Room
770 W. Dayton St. Madison Wisconsin*

 **UNIVERSITY OF
WISCONSIN SYSTEM**



OUTSTANDING WOMEN OF COLOR IN EDUCATION & DR. P.B. POORMAN AWARDS CEREMONY

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| 2:30 p.m. | Registration/Doors Open |
| 3:00 p.m. | Reception |
| 3:10 p.m. | Opening
<i>Sasānēhsaeh Pyawasay, Native American Student Success
Coordinator, UW System, and Gary Bennett, Chief of Staff,
UW System</i> |
| 3:15 p.m. | Welcome
<i>Ray Cross, President, UW System</i> |
| 3:20 p.m. | Tribute to Dr. P.B. Poorman
<i>Susan Simmons, Life Partner of Dr. P.B. Poorman</i> |
| 3:25 p.m. | Introduction of Keynote Speaker
<i>Chris Navia, Associate Vice President for Student Success,
UW System</i> |
| 3:30 p.m. | Keynote Address
<i>Kathy Flores, LGBTQ Anti-Violence Manager
for Diverse & Resilient</i> |
| 4:00 p.m. | Presentation of Awards

<i>The presentation of awards will be organized by institution.
Photos will also be taken during this time.</i> |
| 5:00 p.m. | End of Program |

OUTSTANDING WOMEN OF COLOR IN EDUCATION

About the Award

The UW System Outstanding Women of Color in Education Award is currently organized and supported by the UW System Office of Student Success. The award was initiated in 1994 to uphold a continuing commitment to the goals of Inclusive Excellence and to acknowledge the ties and shared concerns among administrators, faculty, staff, and students within women's studies and ethnic studies programs.

Each UW System institution was invited to select one woman to receive this recognition based on their achievements in the areas of diversity, women's studies scholarship and activism, and/or service to improve the status and climate for women, particularly women of color. The charge was to identify women of color who consistently demonstrate the ability to rally diverse forces together to advance equity for women; create positive change at their institution; and understand the interplay of family, community, and culture in the lives of women of color.

In previous years, the Outstanding Women of Color in Education Award was presented during a ceremony at the UW System Annual Women's Studies Conference. The award and events were jointly sponsored by the UW System Offices of Academic Diversity and Development and Women's Issues as well as the UW System Women's Studies Consortium, renamed the Women's and Gender Studies Consortium and housed at UW-Madison.

Today, the award continues to honor women of color from around the state for their leadership in making significant contributions to their campuses and communities. Honorees are recognized for their work in fostering social justice and organizational change and advancing the goals of diversity, equity, and inclusion. Since the award's inception, 375 women of color have been recognized for their transformational work.

The biographies contained in this program indicate the vital work and accomplishments that this year's award recipients have achieved on their campuses and in their communities.

DR. P.B. POORMAN AWARD FOR OUTSTANDING ACHIEVEMENT ON BEHALF OF LGBTQ+ PEOPLE



About the Award

The UW System and the LGBTQ+ Inclusivity Initiative established the annual Dr. P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ+ People in 2008, honoring the memory of Dr. Poorman and recognizing UW System faculty, staff, and students for excellence in their advocacy, research, and/or service efforts on behalf of LGBTQ+ communities.

Paula B. Poorman, a founding member of the UW System LGBTQ+ Inclusivity Initiative and a faculty member at the University of Wisconsin–Whitewater, was killed in an accident on Interstate 90 on June 27, 2007, at the age of 56. Those who worked with Dr. Poorman in the University of Wisconsin System knew her as P.B.

P.B. and her life partner of 19 years, Susan Simmons, lived in Madison. P.B. was filled with joy and light and cared for all people in her life, whether it was her partner, family, friends, colleagues, or her students. She was exuberant and inspired and encouraged excellence in all those around her.

P.B. grew up in Phoenix, Arizona, and Bakersfield, California. She began her college career earning an associate degree at Lincoln Land Community College in Springfield, Illinois, where her father was president. She earned her bachelor's degree from Southern Illinois University, her master's degree from Mankato State University, and her Ph.D. in Clinical Psychology from Colorado State University. P.B. was a faculty member for 11 years in the

Psychology Department at the University of Wisconsin–Whitewater, where she was promoted to full professor. She loved to teach and encouraged students to go further than they ever thought they could with their education. She was the author of *Microskills and Theoretical Foundations for Professional Helpers*. Her scholarly work focused on underserved populations and issues of powerlessness and privilege. Her research on domestic violence and oppression was published in numerous professional articles and presented at state, regional, and national conferences.

P.B. played an instrumental role in the foundation and development of the LGBTQ+ Inclusivity Initiative. She was a member of both the Steering and Research Committees at the inception of the Initiative. P.B. took on the daunting task of investigating various campus climate research models and made contact with Dr. Susan Rankin regarding implementing a systemwide campus climate study, which was initiated in fall 2007 and completed in 2013. P.B. was a strong voice on the Inclusivity Initiative, rallying members with humor and determination to continue with advocacy when things looked bleak, and cajoling and urging the administration to continue moving further in its support of LGBTQ+ students, faculty, and staff. She is deeply missed.

The recipients of these awards carry on Dr. P.B. Poorman's immeasurable legacy to the state of Wisconsin, the University of Wisconsin System, and LGBTQ+ communities.

KEYNOTE ADDRESS

Kathy Flores



Kathy began her career at Kimberly-Clark Corporation in 1993 focused on diversity and inclusion. Realizing her heart and passion were rooted within community advocacy and activism, Kathy left Kimberly-Clark to begin full-time work as an advocate within racial justice, LGBTQ, and domestic violence movements and eventually within government as the City of Appleton's Diversity and Inclusion Coordinator.

Kathy now serves as the statewide LGBTQ Anti-Violence Manager for Diverse & Resilient. In this position, Kathy works directly with survivors, within mainstream systems to provide better access for LGBTQ survivors, and at state and national levels to draft and promote LGBTQ policy. Kathy currently serves on the board for Planned Parenthood of Wisconsin.

CELEBRATING THE



DR. P.B. POORMAN AWARD

UW-Eau Claire

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Jan Larson is a Professor and Department Chair in Communication and Journalism. She holds degrees from Stanford University and Columbia University and has worked at UW-Eau Claire for 27 years. In that time, she has served in numerous roles from Assistant Professor, Professor, and Department Chair to Assistant to the Provost for Academic Affairs.

Jan has engaged in scholarship on civil rights reporting; race, class, gender and sexuality; reading to learn; and best practices in retention. She has created numerous domestic and international immersion travel experiences for her students to learn to report on civil rights issues domestically and abroad. Furthermore, Jan has written numerous grants to support these valuable learning experiences and presented papers and lectures on the experiences of her students through hands-on, high-impact practices. She co-led a committee that received a Wisconsin Humanities Council grant to develop and implement a month-long series of programs on civil conversations and civil rights.

Jan also taught with the Wisconsin in Scotland program, served as a Teaching Fellow for the Center for Excellence in Teaching and Learning, and conducted faculty/student collaborative research in Moldova and Lithuania. She served as mentor for numerous student research projects and has written research grants in excess of \$100,000 to support student travel and research. She served as a McNair Scholar research mentor, and recently served as faculty mentor to five African American students conducting research in England. She has curated several exhibits in Wisconsin and Alabama of student photojournalistic work on civil rights.

Jan received the OWL ("Older, Wiser Learners") Award for her work in support of non-traditional students at UW-Eau Claire. She has also served as a College Coach for students in the Blugold Beginnings Learning Community, a learning community for students of color at UW-Eau Claire.

DR. P.B. POORMAN AWARD



Pam Forman is a Professor of Sociology, the Chair of the Department of Sociology, and the Interim Chair for Philosophy and Religious Studies at UW-Eau Claire. She is also a Women's, Gender and Sexuality Studies Affiliate. She has been instrumental in transforming UW-Eau Claire into a campus worthy of being recently named the number one LGBTQIA+ Friendly Campus in the state of Wisconsin by the Campus Pride Index. Among her many efforts in leading the transformation of the campus to become more inclusive of LGBTQ+

people are her co-founding of the Eau Queer Film Festival and serving as Tri-Executive Director of the Eau Queer Film Festival.

Pam has also been instrumental in developing LGBTQ+ focused curriculum and courses, including leading the creation of the LGBTQ Studies Certificate as well as establishing a study away course in San Francisco focused on LGBTQ+ issues and experiences. She has continually supported undergraduate LGBTQ research. Her significant work in advancing LGBTQ+ equity and inclusion on campus includes being the Faculty Advisor to PRIDE, the LGBTQIA+ student organization, for 12 years, and serving on the UW-Eau Claire LGBTQ Advisory Board for 10 years.

In her scholarship, she produced and directed numerous films about LGBTQIA+ people and issues. These films have been presented at conferences and film festivals in the United States and France.

In 2011, Diverse and Resilient recognized her achievements by presenting her with the Community Leadership Award for her leadership on behalf of LGBTQ communities in Wisconsin. Pam has also written numerous grants to create funding sources for the large number of LGBTQ projects she has led at UW-Eau Claire. This significant effort to find the financial resources to support LGBTQIA+ students and issues has been instrumental in transforming the campus.

UW-Extension

OUTSTANDING WOMEN OF COLOR IN EDUCATION



María Yolanda Peña has worked with UW-Extension, Cooperative Extension since 2003. She has demonstrated continued excellence through her ability to transform lives and organizations. Her achievements are highly valued by colleagues and stakeholders, both locally and statewide.

María first started her career with Cooperative Extension as a Rock County Bilingual Nutrition Educator. In this position, she excelled at establishing rapport with

program participants, offering learner-centered education, and expanding access to the program and outreach to communities. In 2014, María began serving the institution and the community in the role of FoodWise Bilingual Coordinator in Walworth County. In this role, she grew into a community leader and trusted partner able to build effective collaborations with local organizations to promote healthy eating and physical activity among individuals with limited incomes. María recently became FoodWise Regional Program Manager. She is a skilled communicator, which has contributed to her recognition as a community leader.

Additionally, María distinguishes herself as a leader of collaborative efforts whose strong work ethic leads to results that benefit both local communities and individuals within them. As one critical example, over the past two years, she has provided leadership for the Latino Employee Resource Group and, through this role, she has created opportunities for Latinx colleagues to gain support from one another and to position themselves as leaders within the organization. In addition, this leadership experience allows the members to advance collaborative programming with Latinx communities. Her positive approach to work is contagious, and she continuously contributes to a healthy work and team environment.

Through her dedication to teaching, addressing local needs, facilitating collaborations, and building trust-based relationships, María demonstrates the merits of an outstanding leader. She is a talented educator and an asset to the university and community.

DR. P.B. POORMAN AWARD



Lydia Burgess Roussos (they/them/theirs pronouns) is a non-binary queer person at Instructional Communications Systems (ICS) working as a Lead Operations Technologist. They have furthered diversity and inclusion within ICS as a division and within UW-Extension as a whole.

Lydia participated in the inaugural cohort of the Broadcasting and Media Innovations (BAMI) Learning Circle, a place for BAMI employees to come together to do the personal labor involved in cultivating a more diverse and inclusive work environment. Lydia, along with Tara Tschillard, formed a BAMI affinity group for queer employees to find community and solidarity in a largely heterosexual and cis-gendered workplace. Lydia advocated for the division to sponsor training on using pronouns and brought a Non-Violent Communication workshop series to ICS, engaging their division to grow in their understanding and practice of inclusive language. This past September, Lydia joined the BAMI Change Team, a team of BAMI employees committed to implementing changes within the workplace for diversity and inclusion.

Lydia successfully completed the Office of Equity, Diversity, and Inclusion's Cultural Competency Training, challenging other participants to grow with their extensive knowledge of feminism, queer theory, and advocacy. They are currently collaborating on their action plan to lower barriers to entry and access in educational technology. In Lydia's free time, they organize art shows for queer and trans artists in the gallery space they manage, find community in Queer Pressure (a local queer collective), and are an active member of Half Stack Sessions, a group of marginalized gendered folks active in making the local music scene more inclusive.

UW-Green Bay

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Alana Dallas, of the Oneida Nation of Wisconsin, is a junior majoring in First Nations Studies and Social Work. Alana serves as a student instructor and peer mentor to first-generation students in the Gateway Phoenix Success Program. During her time as a peer mentor, she exercised her leadership skills in revitalizing the Intertribal Student Council organization.

Alana excels in collaborative leadership as mirrored in the Tribal World. Her leadership creates change both inside and outside the classroom and extends into communities outside of the academy. She collaborates with people from diverse backgrounds and social groups including the Two-Spirit community. She has a strong understanding of power and oppression and dedicates her life to teaching about the ways in which these operate in the daily lives of marginalized groups.

Alana's dedication to social justice for youth is exemplified in her work with Oneida Nation language revitalization and her work learning and teaching the Oneida language. She is engaged in numerous community-based cultural revitalization efforts, including advocating for the return of traditional practices like rites of passage for Oneida Nation youth.

In the classroom, Alana has defined herself as a strong student leader finding ways to engage and educate her peers. She created an interactive learning tool to teach her peers about complex concepts such as patriarchy, colonization, assimilation, and other systems of oppression. She was invited to present this tool in La Crosse at Widening the Circle, the annual conference on Hmong and First Nations Education. Alana was also selected to be a college intern for the College Horizons Scholars Program, the mission of which is to encourage and facilitate the education of Native American, Alaska Native, and Native Hawaiian youth. The dominant society is in dire need of young leaders like Alana, who are grounded in their traditional cultural teachings and dedicated to the wellness of all beings.

DR. P.B. POORMAN AWARD



Nicole Kurth is an Area Coordinator in the Office of Residence Life at UW-Green Bay. In her relatively short time on campus, Nicole has become a visible and engaged ally for the LGBTQ+ student community, serving as a mentor to and advocate for many LGBTQ+ students. Through her inspired leadership, she has increased LGBTQ+ students' success on campus.

Nicole's commitment to LGBTQ+ students is further expressed through her contributions to and support of the PRIDE Center as she actively advances its mission to engage, serve, and support LGBTQ+ students. With expertise in both graphic design and marketing, Nicole took on an important role in creating publicity and outreach for the PRIDE Center. Her efforts also made a significant contribution to educating students about the purpose and impact of the Center as well as the programs and resources provided by it. In addition, Nicole assisted in the planning of a multitude of programs offered by the PRIDE Center. Through her many and varied efforts, she succeeds in motivating and inspiring students as well as faculty and staff to engage with the PRIDE Center's opportunities.

The LGBTQ+ community recognized Nicole's support of and advocacy for LGBTQ+ students by presenting her with the PRIDE Center's top leadership award at this year's Lavender Graduation. Students' recognition of Nicole as an instrumental leader on UW-Green Bay's campus speaks to her dedication to building an inclusive community in which LGBTQ+ students can not only feel safe and secure but also succeed and thrive.

UW-La Crosse

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Graciela Engen serves as the Institutional Research Analyst in Academic Affairs. She began her employment at UW-La Crosse in 2011, but she has made an impact in the region since 2005.

After earning her master's degree in higher education, Graciela wanted to pursue her desire to work with underrepresented students. Since her work as an Institutional Researcher is mostly computer based, she strives to create opportunities through service and volunteer work to support the success of underrepresented students. As one example, Graciela was one of the founders of a group that supports parents of young children in the Latinx community. She is also the Coordinator of the English Church Welcome Center and served as a Centro Latino volunteer. In addition, Graciela was an organizer of Comunidad de la Esperanza, a series of family-oriented gatherings focused on the Spanish-English speaking members of the community. She took on these leadership roles because she was interested in enriching the lives of people in the greater La Crosse area who shared some of the cultural aspects of her own upbringing.

Graciela's work as an Institutional Research Analyst also influences the success of underrepresented college students. She is committed to student success and uses data to help others understand where they can improve student outcomes. She has advanced the use of data on campus to examine and discuss equity gaps in education.

Graciela is a member of the Inclusive Excellence Assessment Team, a founding member of the Equity Liaison Initiative Steering Committee, and an Institutional Research representative at conferences such as the Wisconsin Association of Collegiate Registrars and Admissions Officers and the Association for Institutional Research of the Upper Midwest.

DR. P.B. POORMAN AWARD



Beth Cherne, a native of northern Minnesota, directed plays in the Twin Cities for several years before completing her doctorate at the University of Minnesota. Beth has taught at the University of Minnesota, Morris; the University of Oregon in Eugene; and the University of Wisconsin-La Crosse.

Beth, a professor of Theatre Arts at UW-La Crosse who is retiring this year, was one of the founding members of the LGBT Seven Rivers Resource Center, now known as “The Center” in La Crosse, Wisconsin. For many years, she has been a strong advocate for creating innovative LGBTQ+ events on campus and in the community and has worked continuously toward turning her advocacy into reality. Some outcomes of her work include the creation of the LGBTQ film festivals, the Pride Festival, ballroom dance lessons for LGBTQ+ people, and an event honoring La Crosse voters who rejected the ban on LGBT marriages.

Beth was a member of the LGBTQ group for faculty and staff on campus and directed the play *Transfigurations* in a staged reading in La Crosse. Beth also created both Artist in Residence and Visiting Artist events to highlight the work of queer artists.

Members of the UW-La Crosse community have lauded Beth for her advocacy and support for LGBTQ+ students as well as her ability to transform the campus positively through her commitment to social justice. Students have called attention to her ability to inspire them through her dedication to service in relation to LGBTQ+ issues and her ability to encourage dialogue about pressing priorities within LGBTQ+ communities, which often remain silenced in the larger society.

UW-Madison

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Christy Clark-Pujara, Associate Professor of Afro-American Studies, is a scholar of early American history whose noteworthy scholarship and inspirational teaching are illuminating the experiences of black people in the North and the ways in which ideas of blackness have been central to the social, political, and economic development of our country.

A star researcher with impeccable credentials and a strong publication record, Christy is changing how historians think and talk about slavery in the United States. Her current book project examines how the practice of race-based slavery, black settlement, and debates over abolition and black rights shaped white-black race relations in the Midwest. In addition, she's engaging in new, productive conversations with faculty, staff, and students from American Indian Studies, Chican@ and Latin@ Studies, Asian American Studies, and African American Studies about the future of ethnic and indigenous studies at UW-Madison. Collaborative, cross-departmental courses have emerged from these important discussions.

A thoughtful and inspiring teacher, Christy is praised for translating complex analyses and histories into terms that students can understand. Her powerful voice is heard far beyond the traditional college classroom. Wisconsin Public Radio repeatedly broadcasted a well-received "Black Abolitionists" program she patiently researched and scripted with graduate and Odyssey students, students in a program designed for non-traditional low-income adults, for Wisconsin Public Radio's program University of the Air. With Reverend Alex Gee, the lead pastor of Fountain of Life Covenant Church in Madison, she teaches the Justified Anger Black History Program, bringing Madison community members together to grapple with difficult and painful realities.

Christy eloquently explains that she is honoring her ancestors by uncovering truth through her research and sharing it with a wider audience. She inspires her students to understand longstanding and harmful racial disparities and to work for more just social and economic outcomes.

DR. P.B. POORMAN AWARD



Lori Berquam, Vice Provost and former interim Vice Chancellor for Student Affairs and Dean of Students, has advanced important conversations about social justice, diversity, and equity at UW-Madison. She has worked tirelessly to help LGBTQ+ students develop their leadership abilities and turn their passion into purposeful contributions. She sponsored the first class to use an experiential learning format to study LGBTQ+ history and consistently championed the Wisconsin Experience—characterized by humility, curiosity,

intellectual confidence, purpose, commitment to truth, participatory decision-making, and a service ethos.

Her commitment to the LGBT Campus Center led to its physical move to the Red Gym, improved its stability in terms of both staffing and finances, and strengthened its collaborations with the Multicultural Student Center, the McBurney Disability Resource Center, and University Health Services. She advocated for a preferred name system which had earlier been declared unfeasible, promoted staff trainings focused on the experiences of transgender and non-binary students, and directed Student Life units to use preferred names as standard practice. Today, thousands benefit from her commitment to quickly developing and implementing a preferred name system, making it available to students and employees, and establishing it as a norm for all software on campus.

Making personal connections that foster a sense of belonging is a hallmark of her life and leadership. She has welcomed new LGBTQ+ faculty and staff into her home, and she talks personally with every student at Rainbow Graduation. In her decade of service, she promoted the value of knowing people's stories, experiences, lives, challenges, and successes to promote a welcoming campus climate with respect and kindness at its center. Altogether, Lori integrates the work of head, heart, and hands to advance personal and community health and to create a more just, respectful, globally engaged, diverse, and inclusive campus community. She inspires colleagues to make these connections and initiates transformative change in the campus culture at UW-Madison.

UW-Milwaukee

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Brenda Cárdenas is an Associate Professor of English at UW-Milwaukee (UWM). She actively promotes multicultural exchanges on campus and off, brings academic poetry to the Latinx and general Milwaukee communities, and forges productive alliances between UWM and local organizations.

As Milwaukee Poet Laureate (2010-2012), Professor Cárdenas raised the visibility of Latinx artists and improved multicultural understanding through poetry readings and programs in schools and community venues. She has a long record of public engagement including organizing “Poets and their Day Jobs,” a panel of accomplished non-academic poets who discussed their craft and lives at the Milwaukee Public Library. She also designed “Cantos Latinos: A Mosaic of Latino Poetry,” a collaboration of the UWM Creative Writing Program, Milwaukee Public Library, Latino Arts, and Woodland Pattern Bookstore, where five poets with different Latinx backgrounds addressed the public.

Brenda has published four poetry collections and over 60 poems, many reprinted multiple times. She recorded readings and interviews for the Archive of Hispanic Literature (Library of Congress) and United States Latino/a History Archives. She co-created a workshop for “Our America: The Latino Presence in American Art” at the Smithsonian American Art Museum. Other museums have adapted its art exhibit and curricula for their communities. Brenda regularly brings Latinx creative writers to UWM and is active in the Latin American, Caribbean, and U.S. Latin@ Studies program. She helped the Latino Student Union organize poetry readings by Latinx poets and arranged poetry workshops for the School of Continuing Education and Roberto Hernandez Center.

She teaches Chicana and U.S. Latinx courses, and was the recipient of the English Department Graduate Faculty Teaching Award in 2015-2016. Brenda raises the status and visibility of Latinx literature and culture in classrooms, on campus, in communities, and across the country.

DR. P.B. POORMAN AWARD



Jeff Guenther is the Senior Administrative Program Specialist in the College of Letters and Science at UW-Milwaukee. Prior to starting his work at UW-Milwaukee, Jeff was highly active in LGBTQ+ advocacy at the University of Alabama. He facilitated trainings for the university's Safe Zone committee, organized National Coming Out Day activities, successfully lobbied for employee domestic benefits, and served on a committee that chose and honored recipients for an LGBTQ+ student scholarship. At

UW-Milwaukee, he has a lengthy and distinguished record of providing leadership on LGBTQ+ issues; training administrators, faculty and staff on LGBTQ+ identities and communities; contributing to the creation of a positive campus climate for LGBTQ+ people; and supporting LGBTQ+ people on campus.

Jeff has served for several years as co-chair of the Chancellor's Advisory Group on LGBT+ Advocacy on campus and co-facilitated ally development trainings for the Chancellor's Cabinet, the Academic Leadership Council, and the Division of Finance and Administrative Affairs. His profound dedication to advocacy has brought about positive change in campus support for LGBTQ+ people, considerably improving the campus climate. In addition, he served as an active member of the UWM LGBTQ+ Alumni Chapter.

In the larger Milwaukee community, Jeff has contributed significantly to the Milwaukee LGBT Community Center, both creating special events and volunteering as a PrideFest area manager for it. In response to the massacre at the Pulse Nightclub in Orlando, Jeff helped to reactivate at his congregation, Lake Park Lutheran Church, the "Reconciling in Christ" group, which advocates for the equity and inclusion of LGBTQ+ people within the church.

UW-Oshkosh

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Kayoung Kim is an Assistant Professor of Psychology at UW-Fond du Lac, a branch campus of UW-Oshkosh. She is a strong and compassionate leader known for being an outstanding scholar in her field as well as a brave voice promoting awareness of diversity issues.

Kayoung's impact as an educator takes many forms. In the classroom, students recognize Kayoung for being an effective instructor as her classes include meaningful and creative assignments to enhance student learning

and engagement. Her teaching effectiveness has been widely recognized through numerous awards in teaching excellence, including the UW System Underkofler Excellence in Teaching Award, UW Colleges Kaplan Award, and a 2018-2019 Wisconsin Teaching Fellowship. As a scholar, Kayoung developed a partnership with the Children's Museum of Fond du Lac to initiate the Living Laboratory Program under a National Science Foundation grant. This community collaboration provides opportunities for students to develop their own projects, gain research experience, and present findings at international conferences under Kayoung's mentorship.

Kayoung works beyond the classroom advocating for social justice. She founded the annual one-day diversity conference, the Anti-Bullying and Celebrate Diversity (ABCD) Institute, engaging student leaders in the process. Together, Kayoung and the students designed the Institute to promote a more inclusive and respectful attitude towards individual differences and foster an atmosphere that engages all participants in celebrating human diversity. Altogether, the ABCD Institute drew participants from 11 different UW campuses. Dialogues from the Institute served as a platform for participants to learn constructive ways to be more inclusive and respectful of individual differences, thereby celebrating diversity in our society. Kayoung also worked with her Psychology of Discrimination students to assemble a diversity awareness exhibit and served as the faculty advisor for the Student Government Association's Diversity Committee to create Courageous Conversations programming.

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Mai Khou Xiong serves at the Assistant Director of Multicultural Retention Programs in the Office of the Academic Support of Inclusive Excellence. Mai Khou's leadership has transformed the experiences of many students on campus. As the coordinator of UW-Oshkosh's six-week summer bridge program, the Titan Advantage Program (TAP), she led a team that successfully transitioned students of color to the university, expanded the program significantly, and developed and implemented wrap-around services

for students. She accomplished all this while simultaneously serving as TAP students' main mentor and advisor. In addition, she is the advisor for the Hmong Student Union and the Asian Student Union, helping each organization thrive on campus. Her achievements in these roles led to her receiving the Hmong Student Union Advisor of the Year Award and the 2018 Asian Student Advisor Award.

Mai Khou has served on a variety of committees dedicated to supporting student success. Her work on the Equity Scorecard Team focused on evaluating underrepresented students' experience of access, retention, and academic success. She contributes significantly to both the UW-Oshkosh Honors Council as well as the Integrated Program Team, which focuses on collaborating across departments and sharing events. As a member of the Creating Connections Committee, she assisted in connecting underrepresented students with employers. She also leads and trains the Center for Equity and Diversity's staff on the use of the Student Success Gateway. Through her collaborative efforts, the Inclusive Excellence Academic Tracker, a form of early alert for students of color, was transitioned from a paper form to an electronic process, which resulted in an increased faculty response rate.

Mai Khou helped to establish the Hmong Achieving Together for Success (HATS) Program, a mentorship program developed as a collaborative effort between Hmong professionals from various departments on campus to support students.

UW-Oshkosh

DR. P.B. POORMAN AWARD



Amney Harper is an Associate Professor in the department of Professional Counseling at UW-Oshkosh. She has served regularly on the LGBTQ Education and Advocacy Council, including co-chairing it. She was the driving force behind creating and implementing the first TransAction Week, a week of education about and advocacy for transgender people, and she has provided leadership on the planning committee for the event since its inception.

Her commitment to LGBTQ+ students and to education on LGBTQ+ identities and communities has resulted in her serving on almost every committee developed by the LGBTQ Resource Center. She became a SAFE trainer as soon as she arrived on campus and immediately used her expertise to improve the SAFE training curriculum. Recently, she assisted in the development of the curriculum for the TSAFE training, which focuses on transgender and non-binary identities. Her dedication to students is evident in her contributions to the LGBTQ Studies Certificate Program. She both contributed to developing the program's learning outcomes and created and taught two courses in the program: the first offering of the Introduction to LGBTQ Studies course and the Trans and Non-binary Lives course. Amney's dedication to the community at large can be seen in her service as the coordinator of the Fox Valley community group Out Uniting Together (OUT) and the founder of the Fox Valley Gender Health Team, a community group.

Beyond her advocacy on campus and in the community, Amney's research focuses on moving forward national thinking on queer issues. For example, her scholarship foregrounds identities and communities often overlooked within the research. In her professional work, she has served as the president of the Association of Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (ALGBTIC), a national organization. Additionally, Amney co-authored the American Counseling Association Competencies for Counseling with Transgender Clients.

UW-Parkside

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Laura Khoury is a Professor of Sociology, the Department of Sociology Chair, Director for the Center of Ethnic Studies, and Director of the Urban Studies Certificate at UW-Parkside. She is also editor of *Sociological Imagination*, a journal published by the Wisconsin Sociological Association.

In 2017, she received the Wisconsin Sociological Association's William H. Sewell Award in Outstanding Scholarship. The award honors scholars in the field of

Sociology for significant achievements in scholarship. Laura has published an impressive range of articles focusing on the racial profiling of Latinos, Blacks, and Arab Americans, which she analyzes as an oppressive instrument of state control over individuals geared toward regulating behavior. She has also published widely on resistance among groups within oppressive states. Laura's work melds scholarship with action as she undertakes research on pressing social justice issues on the national and global level. Her early work focused on surveillance studies and, particularly, racial profiling, while her more recent scholarship focuses on indigenous knowledges. Her most recently published work highlights the oral histories of Palestinian women in a refugee camp. Her article on racial profiling in a Southwest barrio won the prestigious LASO award.

Beyond her awards for her scholarship, Laura was also named a UW System 2018 Wisconsin Teaching Scholar for UW-Parkside. In her teaching, she stresses dialogue and debate as the route to learning and encourages students to collaborate to achieve academic success. She teaches a range of courses on such topics as institutionalized racism, race and ethnic relations in the United States, ethnic studies, and urbanization.

DR. P.B. POORMAN AWARD



Kelly Andrichik has been a Police Officer for the UW-Parkside Police Department for 20 years and earned her B.S in Psychology from UW-Parkside in 2016. In addition to being a facilitator for the campus Safe Zone program, Kelly is an active ally in support of the LGBTQ+ community within her police department, across the campus, and beyond campus. Kelly recognizes the often strained relationship between law enforcement and the LGBTQ+ community and works tirelessly to break down barriers between the

two groups. When she publicly presents on various topics related to law enforcement, Kelly highlights the ways in which the LGBTQ+ community is affected by the law as well as by society, being sure to ground her presentation in current research on the LGBTQ+ community. Faculty and staff frequently call upon Kelly to meet with LGBTQ+ students who need to speak with law enforcement. They trust her to advocate for students both within the criminal justice system and on campus.

As the primary sexual assault and domestic violence investigator in the department, she makes it a point to include and consider the experiences and perspectives of the LGBTQ+ community when relevant in her own investigations. In turn, she is inclusive in the training material that she presents both on and off campus. Kelly serves as a resource for the LGBTQ+ community in her roles as the Chair of the Kenosha County Sexual Assault Response Team and a board member of NAMI (National Alliance on Mental Illness). With the rainbow UW-Parkside Safe Zone logo printed on the back of each of her business cards, she is always advocating and supporting the LGBTQ+ center on campus as well as at events, discussions, and functions she attends in southeastern Wisconsin.

UW-Platteville

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Jacqueline Hunter has worked over 25 years with students, and is currently the Pre-college Coordinator in the Office of Multicultural Student Affairs. Jacqueline is a staunch advocate for young people and her life's work is changing the lives of youth who face significant academic and financial challenges in their quest to succeed in college. In her work, Jacqueline found that there were often commonalities among her students, which included poverty, lack of strong role models, poor educational attainment, and untreated mental health

needs. Many of the programs she has implemented over the years were designed to address these challenges.

In her current role, Jacqueline coordinates pre-college camps and programs that serve underrepresented youth in the tri-state area as well as provide yearlong outreach to middle and high school students. She assists students in increasing their understanding of how to navigate college in ways that position them to succeed. She runs after-school College Clubs for students in Darlington, Wisconsin; Milwaukee, Wisconsin; and Dubuque, Iowa. Last year she successfully led a new one-week residential program titled "STEM Discovery," which focused on introducing underrepresented students to careers in the STEM fields. Jacqueline has provided pre-college workshops for more than 500 students, some as young as 3rd grade. Her pre-college work also includes working with teens aging out of foster care, a personal passion of hers.

An avid outdoors person, Jacqueline is an Outdoor Leader for Outdoor Afro, a national organization whose mission is to celebrate and inspire African American connections and leadership in nature. Seeking to pursue doctoral studies within the year, Jacqueline wants to focus on how outdoor education programs can positively impact youth who have suffered trauma. She is a graduate of Nova Southeastern University and Bethune-Cookman University and a veteran of the U.S. Army.

DR. P.B. POORMAN AWARD



Phillip "Pip" Gordon is an Assistant Professor of English and the Gay Studies Coordinator at UW-Platteville. In addition to American literature courses, he teaches Gay and Lesbian Literature, Gay and Lesbian Literature for Young Adults, and Introduction to Gay Studies. He also advises certificate-seeking students and collaborates with colleagues to expand LGBTQ+ course offerings. Pip also publishes nationally in LGBTQ+ Studies, including a recent essay in *The Journal of Popular Culture* on representations of

bullying and suicide in LGBTQ+ Young Adult literature and a forthcoming essay in *south: a scholarly journal* on "EthnoHeteroNationalism" and trans rights.

Pip regularly works with the Doyle Center for Women's and Gender Studies to advocate for students and promote LGBTQ+ events on campus, and he formerly assisted in advising the Gay-Straight Alliance. He devotes his non-classroom time to student outreach, especially in the residence halls, where he frequently participates in discussion forums and movie nights. Through his efforts, he has reached over 150 students, many of whom would otherwise have no access to LGBTQ+ topics and discussion.

He also keeps an open-door office policy for all students—in his classes or not—who would like to stop by to discuss courses to take, pending projects, or life in general. His most important role on campus is to be a visible member of the LGBTQ+ community who gives voice to students across the gender and sexual orientation spectrum and to embody in his daily actions the inclusivity he wants to see enacted throughout the university. Though a native of Tennessee, his LGBTQ+ pedagogy has found a home in the Wisconsin Idea: that the safe space he can create in class for LGBTQ+ identities and discussion can extend beyond the walls of the classroom to the community at large.

UW-River Falls

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Manu Sharma serves as an Assistant Professor in Teacher Education at UW-River Falls. She has distinguished herself as an outstanding professor who has dedicated her efforts to advancing the discussion on equity and social justice issues in education.

Manu teaches two required classes for all education majors, "Foundations of Multicultural Education" and "School and Society." She uses a variety of instructional strategies to address such critical topics as social

justice, advocacy, privilege, perspective-taking, intersectional identities, and the difference between equity and equality. Her blend of content mastery with positive energy and a personable approach to teaching provides a positive and safe atmosphere where all students' voices are encouraged.

Manu has had a transformational effect on many of her students. Students comment that she promotes a critical social justice lens through which to view the world and provides them with opportunities to learn about and explore social justice issues and multicultural awareness. She pushes students outside of their comfort zones to confront their conformity to normative ideals and to ask the hard questions that most people are too uncomfortable to ask. Through Manu's thoughtful and insightful lectures, readings and discussions, students are able to explore what it means to be an educator and citizen who stands for social justice. As a result, students feel confident and ready to bring attention to social issues and inspire others to use their voice as well. This has been transformative in their lives as students and in their growth as future educators. Ultimately, Manu is dedicated to promoting social justice and organizational change through her teaching, extracurricular work, and advocacy.

DR. P.B. POORMAN AWARD



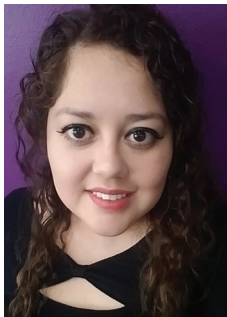
JJ Knapp (they/them/theirs pronouns) is a student leader at UW-River Falls who has been a major catalyst and driving force in increasing the visibility and advancing the rights of the LGBTQIA+ community. They have been a consistent presence and resource within the Gender and Sexuality Alliance (GSA). Indeed, at the very moment that the group was floundering and membership was decreasing, JJ stepped in to reinvigorate and re-organize it. JJ has been instrumental in ensuring the success of the events implemented by the GSA such as the Drag Show put on each semester. Under JJ's leadership, the Drag Show has become one of the highest attended student organized events on campus.

JJ has also served on Student Senate as the Student Affairs Director and the Inclusivity Senator. They saw that students of color and LGBTQIA+ students lacked the proper professional support mechanisms and that this absence had a direct negative impact on their representation in leadership positions, success, and overall retention at the institution. Thus, during their time on Senate, JJ advocated for the creation of the Gender and Sexuality Outreach Coordinator position as well as the Center of Diversity, Inclusion, and Belonging. Once these were created and implemented, JJ called for continued support of both the Center and the Coordinator position. Without JJ's constant advocacy in Student Government, UW-River Falls would not have moved as quickly on the creation of this position and office.

Finally, JJ has served as an Orientation and Transition Leader for both New Student Registration and Week of Welcome in the department of New Student and Family Programs. Through this role, they have been able to increase the visibility of the LGBTQIA+ community on campus, share their personal experiences, and emphasize the various support systems set up specifically for LGBTQIA+ students.

UW-Stevens Point

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Brigitte Benitez-Vargas is a Social Justice Intern in the Diversity and College Access Office at UW-Stevens Point. She is recognized for her work around Deferred Action for Childhood Arrivals (DACA) and social justice. She is a senior majoring in Spanish and Business Administration with a concentration in International Business, Marketing, and Business Spanish.

Brigitte is a DACA recipient who responded to the threat of DACA ending by becoming an activist who openly discusses her status as an undocumented immigrant and exposes the challenges she faces because of this shift. She shares her struggles to help others and educate people about the current situation regarding dreamers. As a student leader, she advocated that UW-Stevens Point openly support DACA. She led a campus-wide DACA informational program, which was very well attended.

Brigitte also joined the Diversity Council Subcommittee formed to advocate for effective on-campus support for DACA recipients. She researched DACA resources and made them publicly available on the Diversity and College Access website. She also has assisted high school counselors who have contacted the office for support in guiding undocumented applicants through the financial aid process and has supported UW-Stevens Point students with undocumented parents through the process of completing a FAFSA (Free Application for Federal Student Aid). Brigitte has helped increase awareness within the community about undocumented peoples, giving television and newspaper interviews about the institution's support for DACA recipients.

In addition, Brigitte has contributed to furthering social justice efforts on campus. She was part of the small student-led group that wrote Student Government Association (SGA) legislation asking for mandatory diversity training for student organizations. In addition, she was the main student leader coordinating the new Women of Color Initiative and served as a student mentor and the president for the Latino Student Alliance.

DR. P.B. POORMAN AWARD



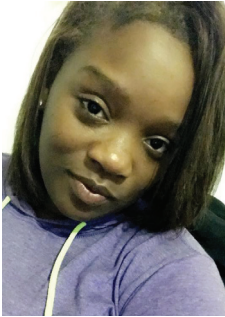
Sylf Bustamante (they/them/theirs pronouns) is the Coordinator of the Gender and Sexuality Resource Center (GSRC) at UW-Stevens Point. They graduated from UW-Stevens Point with a B.A. in History and International Studies. As a student on campus, they advocated for and eventually assisted in securing the designation of gender neutral bathrooms on campus. Now, as a Latinx Trans Non-Binary person and the Coordinator of the GSRC, Sylf has been instrumental in developing initiatives to support the Queer and Trans

People of Color (QTPOC) community on campus. Thus, at the center of their work is an attention to intersectional identities and putting in place strategies that will best ensure the success of students who identify as QTPOC.

In addition, Sylf was elected by their peers to be the new chair of the Faculty and Staff Gender-Sexuality Alliance (FSGSA). In collaboration with the FSGSA, they have led the creation of several support groups. These include one for LGBTQ+ students who are coming out, one for Trans students, and yet another for QTPOC. Sylf also hosted a LGBTQ+ Open Forum with the goal of soliciting feedback from the community on how UW-Stevens Point can provide the best support for LGBTQ+ students. At the UW System meeting of LGBTQ+ Directors from across the state, Sylf co-presented the UW-Stevens Point model for QTPOC outreach as an exemplar. They revamped the SAFE Zone Training on campus and organized a new training program focused on an introduction to Trans experiences, identities and needs as well as pronoun use. Sylf is also a representative to the campus Diversity Council and provides insight to the group on LGBTQ+ students.

UW-Stout

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Otaasia Barfield is a Criminal Justice major at UW-Stout. She joined the Black Student Union her first year at UW-Stout and, since then, has served on every Executive Board position in the organization. She started and organized UW-Stout's first peace march to stand in solidarity with the Black Lives Matter movement and marginalized communities on campus.

Otaasia has emerged as a student leader committed to creating a more welcoming climate for students of color

in order to change their experiences of campus life. She lives by her favorite quote, Malcolm X's warning: "If you don't stand for something, you will fall for anything." Thus, recently, Otaasia protested a banner in the Memorial Student Center which promoted a message that was alienating and offensive to underrepresented students. In this way, Otaasia is a leader who sees a wrong, decides to take action, speaks out, and shows other students that making change through advocacy is possible.

Repeatedly, Otaasia uses her leadership abilities to create a more socially just campus for students of color by refusing to wait for others to create change and instead creating the change she knows is necessary. Her love of activism comes from a deeply rooted sense of family and community where she understands herself in her multiple roles as a sister, daughter, granddaughter, cousin, and friend to other black people with responsibilities to better the lives of those around her.

More than anything, Otaasia recognizes that profound change related to institutional racism doesn't happen instantaneously and, thus, she commits herself to continued activism that will bring about change over time. Through her efforts, she has inspired other students to join her in transforming the campus to be more inviting to students of color, more aware of racism within the institution, and more open to student leaders working to change the campus climate.

DR. P.B. POORMAN AWARD



Coltan Schoenike (they/them/theirs pronouns) is a student in the Master's Program for Marriage and Family Therapy at UW-Stout. They just completed their bachelor's degree in Human Development and Family Studies in the spring semester. Over their five years on the Stout campus, Coltan advocated continuously for equity and inclusion of LGBTQIA+ people. Even before attending their first class, Coltan applied for and was hired for a position working at the LGBTQIA+ Resource Center on campus. From there, Coltan quickly

became a visible and inspiring student leader, advocate, and activist. While transitioning in college starting in their sophomore year, Coltan became a beacon of visibility for other students by showing it was acceptable to live openly and authentically as a non-binary transgender person.

Despite receiving no invitation from cisgender leadership on campus to participate, Coltan positioned themselves to provide leadership on critical dialogues being held on campus. They knew that, given their gender non-conforming identity, they could provide a much-needed perspective in these conversations. Over their time on campus, they accomplished a number of firsts. They were the first openly non-binary member of a men's fraternity, the first RA for the new LGBTQIA+ residence hall floor, and the first openly trans director of the Stout Student Association. In addition, Coltan was an openly trans senator on the student senate and instrumental in a number of important campus initiatives such as the renovations to and expansion of the LGBTQIA+ Resource Center.

Coltan also achieved a first beyond UW-Stout, becoming the first-ever Inclusivity Director for the UW System's Student Representatives. This achievement led to their planning and hosting a systemwide Inclusivity Summit. Coltan also distinguished themselves in the area of student research, presenting their research on transgender experience at a national conference and publishing it in a national publication.

UW-Superior

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Lorena Rios Mendoza has devoted her career to extraordinary scholarship, activism, and advocacy focused on environmental issues. Lorena currently serves as an Associate Professor of Chemistry in Natural Sciences at UW-Superior. The inclusive nature of her research and teaching invites and attracts a diverse student and community population committed to the work that must be done to educate and inspire change. Lorena has an impressive record of engaging students in issues that examine human activities related to the health of life on land and in waters.

Lorena inspires a sense of global responsibility in UW-Superior students, resulting in a large number of international and domestic students (over 20 in the past five years) who engage in undergraduate/McNair research surrounding environmental concerns. Students of color recognize her for making a difference in their lives, as have McNair scholars she has mentored.

Lorena has been instrumental in advancing the engagement of women in science. For example, she teamed with eXXpedition Great Lakes, a mission to lead the world's largest simultaneous water sampling of microplastics in the Great Lakes through water sampling and beach cleanups. Lorena and her students organized a team of women and girls who collected beach debris for analysis as part of this substantial sample collection, positioning them as participants in science activities where women's contributions are historically unrecognized. Additionally, she worked locally with underrepresented Girl Scouts of low socio-economic status who wanted to know more about waste pollution after participating in a beach cleanup that resulted in the collection of large quantities of plastic debris. Lorena spent an afternoon in her lab teaching one of the girls about microplastic pollution. The Girl Scout troop then arranged for Lorena to present her research to the Park Point Community Club in Duluth, Minnesota.

DR. P.B. POORMAN AWARD



Julia Johnson (they/them/theirs pronouns) is an Information and Referral Specialist at the United Way 2-1-1 and an alumni of UW-Superior. Both as a student and an alum, they have relentlessly worked for and achieved positive changes that transformed the experiences of LGBTQ+ students on campus. As a student, they successfully advocated for the creation and implementation of the Gender Equity Resource Center (GERC), where they worked for the rest of their undergraduate career. Julia was also instrumental

in developing and delivering programs for students, staff, and faculty. For example, they launched programs on safe sex for the LGBTQ+ community, mental health care and safety for LGBTQ+ students, and education on anti-bullying for all students, to name just a few of their accomplishments. Their thesis focused on creating safer Safe Zone Training, and they presented their research on this topic at both the American Multicultural Student Leadership Conference and the United Council of Wisconsin Students.

Julia also volunteered with The Alliance student organization as President. In this role, they assisted in organizing such events as the annual drag show, educational trips to the Midwest Institute for Sexuality and Gender Diversity, and the programming for Coming Out week.

Today, Julia takes their influence into the surrounding community to be a voice within queer culture and to advocate against heteronormativity. They founded the LGBTQ community group Prism in 2015 to provide safe and accessible programs, support, and social events for the LGBTQ+ community in the greater Northland area. Through their professional job, they provide referrals and information on safer health services, psychological services, and legal support on discrimination issues for LGBTQ+ people. They teach a class at the University of Minnesota-Duluth focused on educating doctoral medical students on LGBTQ+ communities, identities, and needs as well as present regularly as a volunteer at Together for Youth in Duluth, Minnesota.

UW-Whitewater

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Ozalle Toms is an Associate Professor in the Department of Special Education and Diversity Coordinator for the College of Education and Professional Studies (COEPS) at UW-Whitewater. She has devoted her professional life to diversity issues in public schools and higher education.

When COEPS developed its current strategic plan, Ozalle was selected as the point person to assist with initiatives related to diversity and inclusion. Her efforts and expertise have been invaluable. As the Diversity Coordinator, she has offered professional development to faculty and staff in the college on issues such as microaggressions, privilege, and effective engagement in difficult conversations. Additionally, she supervised the Director of Recruitment and Retention and worked collaboratively with the director in the development of the bridge program for incoming first-year students, which takes place a week before classes start in the fall. Ozalle also received grant funding to develop a summer camp for students who are interested in becoming teachers and are entering 10th and 11th grade.

Another of Ozalle's significant contributions was her initiation of a climate survey related to diversity and inclusion. The survey was sent to all students, faculty, and staff in COEPS. She is now analyzing the data to develop additional training opportunities for members of the college. She has made a positive impact in the community and developed the first Martin Luther King, Jr. Day Celebration in the Whitewater School District. She is an active scholar, having published two book chapters and 13 articles and made 24 conference presentations during her time at UW-Whitewater.

Ozalle has consistently pursued advocacy, activism, and scholarship that leads to positive transformation and improvement of the climate for people of color. She has achieved this through her professional development, research, community work, and leadership.

DR. P.B. POORMAN AWARD



Brent Bilodeau is both the interim Vice Chancellor for Student Affairs at UW-Whitewater and a champion for LGBTQ+ student success and belonging. Brent developed his activist-intellectual praxis at Michigan State University (MSU) where he earned his doctorate in higher, adult, and lifelong education. While at MSU, he also directed the LGBT Resource Center and began researching and writing on queer and transgender student belonging and leadership. His research interests and publications include a focus on holistic student learning, LGBT student identity and leadership development, and college climate in relation to transgender students. Brent's research on transgender college students has been recognized with a Scholar Activist Award from the American Educational Research Association and an LGBT Knowledge Community Research Award from the National Association of Student Personnel Administrators.

At UW-Whitewater, Brent is an enthusiastic member of the Chancellor's Committee for LGBT* Issues and has been a driving force for gender inclusive institutional policies across campus. He propelled the preferred name policy forward and continues to advocate for increased access to all-gender bathrooms. He is successful in this work because he centers it in an intersectional perspective and praxis which puts at the forefront developing and maintaining trust with students and colleagues. Brent prioritizes working in partnership with students in particular, using his administrative position to amplify students' voices. More than that, he brings such an irrefutable amount of joy to this work around LGBTQ inclusion and access that it inspires his colleagues to take up this work with him.

Past Recipients

OUTSTANDING WOMEN OF COLOR IN EDUCATION

UW Colleges

2015 Renée M. Gralewicz, 2014 Maa Vue, 2013 PaFoua Kue, 2012 Susan Hernandez and Sara Juarez-Koch, 2011 Pa Vang, 2010 Deborah B. Cureton, 2009 Sarada Prasad, 2008 PaLee Moua, 2007 Andrea De Palma, 2006 Rose Marie Galindo, 2004/5 Mary Louise Edwards, 2003 Deborah B. Cureton, 2002 Anna San Diego, 2001 Renee M. Gralewicz, 2000 Sarada V Prasad, 1999 Rejoice Sithole, 1998 Shamim Naim, Carolyn Nelson, Mary Council Austin, and Phonetala X. Yang, 1997 Zora Sampson, 1996 Cathy Pollard, 1995 Kati Johnson and Joyce Hall

UW-Eau Claire

2015 Dandrielle C. Lewis, 2014 Sanjukta Chaudhuri, 2013 Catherine Emmanuelle, 2012 Kim Wellnit, 2011 Debra K.S. Barker, 2010 Caitlin Mai Chong Lee, 2009 Nichole Ray, 2008 Rama Yelkur, 2007 Kimberly Barrett, 2006 Barbara Blackdeer-Mackenzie, 2004/5 Rose Marie Avin, 2003 Rachel Jo Lockett 2002 Asha Sen, 2001 Maiknue Moua, 2000 Marguerite Taylor, 1999 Deanna S. Dennis, 1998 Debbie Ledo-Ander, Houa Vue Moua, and Selika Ducksworth, 1997 Soma Ann Pierce, 1996 Pahaua (Pahoua) Yang, 1995 Tess Onwueme

UW-Extension

2015 Crystal Chevalier, 2014 Shelley King-Curry, 2013 Fabiola Diaz, 2012 Annie Jones, 2011 Kazoua Moua, 2010 Yvonne Roulhac Horton, 2009 Imelda Delchambre, 2008 Kimberly Porter, 2007 Cheryl Horns, 2006 Lucy Holifield, 2004/5 Pa Vang, 2003 Ileana Rodriguez-Gunaratnam, 2002 Alice Meade-Taylor, 2001 Rosa Canales, 2000 Carmen Jackson, 1999 Dina Castro de Knibbs, 1998 Geraldine Jackson and Kalyani Rai, 1997 Vicki Washington, 1996 Paulette Bangura, 1995 Johnnie Johnson

UW-Green Bay

2015 Juliet Cole, 2014 Giselle Simons, 2013 Margaret (Toni) Lardinois, 2012 Heba Mohammad, 2011 Maura Vazquez, 2010 Amii John, 2009 Mai Lo Lee, 2008 Diana Borrero-Lowe, 2007 Melissa Jackson, 2006 Celestine Jeffreys, 2004/5 Rosemary Christensen, 2003 Christina Ortiz, 2002 Lisa Poupart, 2001 Jane Lynch (Swan), 2000 Juliet Cole, 1999 Denise Sweet, 1998 Peres Owino and Ka Youa Kong, 1997 Yavelle Draper-King, 1996 Sheila Carter, 1995 Denise Sweet

UW-La Crosse

2015 Xia Vang, 2014 Sara Docan-Morgan, 2013 Dorothy Her, 2012 Lalita Pandit Hogan, 2011 Nikki Miller, 2010 Amanda Goodenough, 2009 Victoria M. Sanchez, 2008 Barbara Martin-Stanley, 2007 Jacie Gamroth, 2006 Kara Lindaman, 2004/5 Enilda Delgado, 2002 Antoiwana K. Williams, 2001 Barbara E. Stewart, 2000 Telitha Bean Thompson, 1999 Leticia Pena, 1998 Sarah Shillinger, Houa Xiong, Vera Fowler, and Karen Reed, 1997 Carmen G. Kennedy, 1996 Cecilia Manrique, 1995 Angie Kellogg

UW-Madison

2015 Heather M. Johnson and Earlise Ward, 2014 Shawnika Hull and Lillian Tong, 2013 Roberta Hill and Carmen Valdez, 2012 Tonya Lynn Brito and Jacquelynn Dawn Arbuckle, 2011 Leslie Bow and Ana Martinez-Donate, 2010 Patricia A. Loew, 2009 Janice M. Rice, 2008 Linda Greene, 2007 Alberta Marie Gloria, 2006 Gloria Ladson-Billings, 2004/5 Joanne Pritchett and Linda D (LD) Oakley, 2003 Hazel Symonette, 2002 Seema Kapani, 2001 Ada Deer, 2000 Gloria Hawkins, 1999 Amy Ling, 1998 Nancy Rodriguez, Stanlie M. James, and Lucille Badgers, 1997 Linda C. Stitt, 1996 Nellie McKay, 1995 Mercile Johnson Lee

UW-Milwaukee

2015 Michelle Lopez-Rios, 2014 Chia Youyee Vang, 2013 Sharon Adams, 2012 Kimberly M. Blaeser and Angela Lang, 2011 M. Estrella Sotomayor, 2010 Christine Lowery, 2009 Kathy Berry, 2008 Linda Huang, 2007 Portia Cobb, 2006 Alice Jackson, 2004/5 Pamela Clark, 2003 Joyce F. Kirk, 2002 Judith Rozie-Battle and Gwat-Yong Lie, 2001 Cheryl S. Ajirotutu, 2000 Pauli Taylorboyd, 1999 April L. Holland, 1998 Sandra Millon Underwood, Karma S. Rogers, and Liliana Amporo, 1997 Diane Amour, 1996 Twyla McGhee, 1995 Diane S. Pollard

Past Recipients

UW-Oshkosh

2015 Sylvia R. Carey-Butler, 2014 Grace Lim, 2013 Raazia Riffat, 2012 Rocío Cortés, 2011 Pamela M. Lassiter, 2010 Flora Valtierra-Stapel, 2009 Kadihja Kelly, 2008 Jennifer Castillo, 2007 Norlisha Francine Crawford, 2006 Barbara Miller, 2004/5 Arcetta Butler-Krohn, 2003 Manjari Catterji, 2002 Fumiko Fukuta, 2001 Saroj Thekkanath, 2000 Beatriz Contreras, 1999 Judith Hanks, 1998 Alia S. Rouf, Yolanda Delaney, and Lisa Pertillar Brevard, 1997 Imelda Druke, 1996 Irma Burgos, 1995 Murial Hawkins

UW-Parkside

2015 Adrienne M. Viramontes, 2014 Jennifer Correa, 2013 Louise Loud, 2012 Mary Xiong, 2011 April Puryear, 2010 Fay Akindes, 2009 Maria Martinez, 2008 Thea Jackson, 2007 Farida Khan, 2006 Consuelo Clemens, 2004/5 Shauna Hodges, 2003 Amy Hernandez Maack, 2002 Mary Day, 2001 Michele V Gee, 2000 Janet Days, 1999 Mary Lou Mahone and Bridgette M Johnson, 1998 Anne Bailey, Deanne Ding, and Josephine McCool, 1997 Michele V Gee, 1996 Carmen Ireland, 1995 Renee Sartin Kirby

UW-Platteville

2015 Yunmei (Mei) Reeder, 2014 Lakisha Clinton, 2013 Yuanyaun Hu, 2012 Rosalyn Broussard, 2011 Shenita Ray, 2010 Christina J. Curras, 2009 Artanya Wesley, 2008 Annie Kinwa-Muzinga, 2007 Sheng Xiong, 2006 Patricia A. Foster, 2004/5 Fahmida Masoon, 2003 La Tisha Snelling, 2001 Esther Ofulue, 2000 Gao Xiong & Donney K.M. Moroney, 1999 Pusaporn Tabrizi, 1998 Rosalyn Broussard, Shayla Neal, and Diane Spence, 1997 Mailee Kue, 1996 Sharon Walker, 1995 Kathryn Loma

UW-River Falls

2015 Hli Vang, 2014 Bee Vang, 2013 Andriel M. Dees, 2012 Grace Portia Adofoli, 2011 Nikki (Temi-Tayo) Shonoiki, 2010 Tyra Nelson, 2009 Nija Lawrence-Porter, 2008 Megan Wisbar, 2007 Lizeht De La Torre, 2006

Somora Smith, 2004/5 Myser Yang, 2003 Carolyn Brady, 2002 Nou Ka Yang, 2001 Lisa M. White, 1999 Jacquelynne S. Whitner, 1998 Lidia Mullenax, Sharraine Smith, and Georgia Wettlin-Larsen, 1997 Linda M. Alvarez, 1996 Joan Kennedy, 1995 Carmen Coballes-Vega

UW-Stevens Point

2015 Ka Lia Lo Smith, 2014 Oluyomi Ogunnaike-Lafe, 2013 Elia J. Armacanqui-Tipacti, 2012 Maysee Yang-Herr, 2010 Dana E. Smith, 2009 Nisha Fernando, 2008 Danielle Lawe, 2007 Mazie Maichoua Moua, 2006 Elia J. Armacanqui-Tipacti, 2004/5 Mai Vang, 2003 Beverley David, 2002 Rosario Alemparte, 2001 Erlinda Reyes, 2000 Constance Fang, 1999 Jyotsna Chander, 1998 Lorraine Avery Blair, Sunu Cherain, and Andrea Turner, 1997 Stephanie Whiting, 1996 Jean-Ann Day, 1995 Sharon Cloud

UW-Stout

2015 Doris A. Strehlau, 2014 Victoria Sanchez, 2013 Maleka (Polly) Hashmi, 2012 Houa Lee, 2011 Lopamudra Basu, 2010 Diona D. Johnson, 2009 Lelahvon Lugo, 2008 Glendali Rodriguez, 2007 Mai Kao Xiong, 2006 Ilse Hartung, 2004/5 Hollace Anne Teuber, 2003 Maltee McMahon, 2002 Kathy Baerg, 2001 Crystal Li-Chin Huang, 2000 Blia Vang Schwahn, 1999 Tracy Benson, 1998 Pather Fowlkes and Su Darshan Perusek, 1997 Teresa L Muraski, 1996 Esther Glover Fahm

UW-Superior

2015 Simonita (Simona) Perales Simkins, 2014 Kang Her and Gabriela Theis, 2013 Nathalie Isis Crowley, 2012 Gail Trombley, 2011 Kym Young, 2010 Carol May Stevens (deceased), 2009 Eri Fukieda, 2008 Marsha Francie, 2007 Nancy Kyle, 2006 Stephanie Williams, 2004/5 Zoey "Zuag" Hurr, 2003 Mary Lee Vance, 2002 Marlene L. Hart, 2001 'Ivy' Yvonne Vainio, 2000 Adele Bush, 1999 Karen Weiss, 1998 Sandra Wright & 'Ivy' Yvonne Vainio, 1997 Nancy Merrill, 1996 Jennifer Wiggins, 1995 Gladyce Nahbenayash

Past Recipients

UW-Whitewater

2015 Ozalle Marie Toms, 2014 Catherine Chan, 2013 Christina N. Outlay, 2012 Marijuana Sawyer-Clardy, 2011 Aneneosa A.G. Okocha, 2010 Linda Holmes, 2009 Nomsa Gwalla-Ogisi, 2008 Joy Yang and Shirley Butler, 2007 Pilar Melero, 2006 Han Ngo, 2004/5 Maria G Castillo, 2003 Geneva Cobb Moore, 2002 Deborah C. Bowen, 2001 Nelia Olivencia, 2000 Samantha Samreth, 1999 Graciela Colin-Dealca, 1998 Freda Briscoe, Angela Moore, and May See Yang, 1997 Wanda Martin-Terry, 1996 Nelia Olivencia, 1995 Elizabeth Ogunsola

UW System

2013 Heather Kim, 2011 Chris Navia, 2010 Estela Mara Bensimon, 2009 Angela Moore, 2008 Danae Davis, 2007 Oluwapelumi Adeleke, 2006 Vicki C. Washington, 2004/5 Marion Brown, 2003 Dora Herrera-Mier (Montoya), 2002 Nancy Crabb, 2001 Freda Harris and Tsu-gein Lin, 1999 Andrea "Tess" Arenas, 1997 Patricia A. Takemoto

Other Universities and Colleges

1999 Mary Council Austin, Marian College; M. Shawn Copeland, Marquette University; Connie Burditt, Northland College; Debora Barerra Pontillo, Edgewood College

Past Recipients

DR. P.B. POORMAN AWARD

2015	Lisa Hager, UW Colleges Christopher J. Jorgenson, UW-Eau Claire Stacie Christian, UW-Green Bay Jay Mark Lokken, UW-La Crosse Gabriel (Gabe) C. Javier, UW-Madison Roy Badger, UW-Milwaukee Elizabeth (Liz) M. Cannon, UW-Oshkosh Kim White, UW-Parkside Todd A. Savage, UW-River Falls Andrew E. Stoner, UW-Stevens Point Jeanne Foley, UW-Stout Debbie Cheslock, UW-Superior Cynthia Konrad, UW-Whitewater
2014	Julie Miller, UW-Stout
2013	Dejan Kuzmanovic, UW-Stevens Point
2012	Lisa Beckstrand, UW System
2011	Jeffrey Merrick, UW-Milwaukee
2010	Willem Van Roosenbeek, UW-La Crosse
2009	Mariamne Whatley, UW-Madison
2008	Denise Clark, UW-Oshkosh

Appreciations

The efforts of many people went into organizing the events surrounding the 10th anniversary of the Dr. P.B. Poorman Awards for Outstanding Achievement on Behalf of LGBTQ+ People and the 23rd anniversary of the Outstanding Women of Color in Education Awards ceremony.

Please help us extend our gratitude to all those who helped to make visible the important work being done every day on our campuses and in our communities by these amazing advocates for diversity and inclusion. This includes our keynote speaker Kathy Flores, and the staff and sponsors who have contributed to this effort. Thanks to UW System staff Angie Kellogg, Catherine King, Jordan Landry, Jennifer Moore, Sasānēhsaeh Pyawasay, Diane Waters, and Karin Wrzesinski. We also thank Dr. Chris Navia, Associate Vice President for Student Success, for ongoing support of these awards.