



# 2021 AWARDS CEREMONY

OUTSTANDING WOMEN OF  
COLOR IN EDUCATION AWARD

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

**THURSDAY, NOVEMBER 4, 2021**

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



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

**THURSDAY, NOVEMBER 4, 2021**

*Gordon Dining and Event Center, Symphony Room*

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| <b>1:30 p.m.</b> | Registration/Doors Open  |
| <b>2:00 p.m.</b> | Reception  |
| <b>2:05 p.m.</b> | Land Acknowledgments: <i>Michael N. Weaver Jr., UW System Administrative Fellow</i>  |
| <b>2:10 p.m.</b> | Welcome: <i>Dr. Warren R. Anderson, Senior Equity, Diversity, and Inclusion Officer, UW System</i>   |
| <b>2:15 p.m.</b> | Tribute to Dr. P.B. Poorman: <i>Dr. Anny Morrobel-Sosa, Vice President, Academic and Student Affairs, UW System</i>  |
| <b>2:25 p.m.</b> | Introduction of Keynote Speaker: <i>Dr. Jamila L. Lee-Johnson, Equity, Diversity, and Inclusion Specialist, UW System</i>  |
| <b>2:30 p.m.</b> | Keynote Address: <i>Dr. Cheryl B. Gittens, Associate Vice Provost, UW-Madison</i>  |
| <b>2:45 p.m.</b> | Performance: UW-Madison Office of Multicultural Arts Initiative - First Wave Hip Hop & Urban Arts Community<br><i>Sarah Abbas - First Wave Cohort 14</i><br><i>Azura Tyabji - First Wave Cohort 13</i> |
| <b>3:00 p.m.</b> | Presentation of Awards<br><br><i>The presentation of awards will be organized by institution. Photos will also be taken during this time.</i>  |
| <b>3:50 p.m.</b> | Closing: <i>Dr. Warren R. Anderson</i>   |
| <b>4:00 p.m.</b> | End of Program   |

# OUTSTANDING WOMEN OF COLOR IN EDUCATION AWARD

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

Each UW System institution was invited to select one woman to receive this recognition based on their areas of diversity or women's studies scholarship and activism, and/or in doing service to improve the status and climate for women, particularly women of color. The charge was to identify women of color who have consistently demonstrated their ability to rally diverse forces together to advance the agenda of women; who have created positive changes at their institutional level, such as curriculum development and infusion, acquiring grants, or mentoring women; and who have demonstrated an understanding of 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 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, more than 400 women of color have been recognized for their transformational work.

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

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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 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 UW-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 UW System knew her as P.B.

P.B. was a faculty member for 11 years in the Psychology Department at UW-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. 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, serving as a member of both the Steering and Research Committees at its inception. P.B. took on the daunting task of investigating various campus climate research models and helped implement a systemwide campus climate study. 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. The recipients of these awards carry on Dr. P.B. Poorman's immeasurable legacy to the state of Wisconsin, the UW System, and LGBTQ+ communities.

# KEYNOTE ADDRESS

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## Cheryl B. Gittens



**Cheryl B. Gittens** is the Associate Vice Provost in the Division of Diversity, Equity and Educational Achievement at UW-Madison. She is an experienced academic and student affairs administrator who has successfully planned, implemented, and managed programs and services designed to increase high school graduation, college enrollment, and retention at the undergraduate and graduate levels.

In her role, Cheryl provides overall leadership for the university's efforts to create a diverse, inclusive, and successful work and learning environment with administrative responsibilities for many of the university's diversity and inclusion programs and initiatives, as well as other efforts to realize the institutional mission toward a diverse, welcoming, and inclusive campus. She works with schools, colleges, and other administrative units across campus on diversity and inclusion initiatives while supervising the student diversity, scholarship, and academic support programs that comprise the Division of Diversity, Equity and Educational Achievement (DDEEA).

Before joining UW-Madison in 2017, Cheryl was the Vice President of Education and Chief Academic Officer of the Boys and Girls Club of Dane County, and previously the Director of Student Affairs and Community Service Learning at the University of Virginia. She earned her Doctor of Education at George Washington University and her master's degree in Social Work at Rutgers University.

As a scholar-practitioner, she has several publications, presentations, and service commitments pertaining to the socialization processes that yield positive professional and academic outcomes.



# UW-Eau Claire

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Winnifred Bryant**, PhD, earned an undergraduate degree from Shorter University in biology and master's and doctoral degrees from Miami University in zoology. She is a professor of biology and has been teaching in the UW-Eau Claire Biology Department since 2004. Winnifred has made substantial contributions to the campus, scholarship in her field, and the students she teaches and mentors. Colleagues have tremendous respect for her and seek her out for advice and counsel. Winnifred was

unanimously selected as Department Chair for Biology for 2021.

Winnifred's research focuses on environmental estrogens and the role they may play in the progression of breast and uterine cancer. She is widely respected in her field and authored the textbook *Human Sexual Biology*, designed for students not majoring in biology, which is used for courses instructed at UW-Eau Claire. Winnifred was awarded the Vic and Eileen Cvancara Faculty Excellence in Teaching Award in 2021 for her outstanding teaching. She also serves as a pre-medical advisor to UW-Eau Claire students seeking advanced degrees in the medical field, providing valuable counsel and support to future medical professionals.

Winnifred has been intentionally engaged in faculty-student collaborative research to lift future scholars and scientists. She has published numerous articles and scholarly works with her research students. She serves as research mentor in the prestigious Mayo Clinic Innovative Minds Partnering to Advance Curative Therapies (IMPACT) Program supporting students as they conduct medical research. She also serves as research mentor to many students of color through the diversity mentoring program.

In addition to teaching and research, Winnifred leads students in international learning experiences such as the "Medical Breakthroughs in London" travel seminar course she facilitates during winterim. Her love of travel and support of students make this an incredible international learning experience for students in the course.

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## DR. P.B. POORMAN AWARD



**Josh Brown**, PhD, is professor of German and linguistics at UW-Eau Claire. He is also affiliate faculty in Women's, Gender, and Sexuality Studies (WGSS). There he has served on the Liaison Committee, co-organizing an annual recognition program for the university and surrounding Eau Claire community and working to share the mission of WGSS outside the campus. Josh completely redesigned the "Introduction to LGBTQ+ Studies" course within the WGSS program. He has also served on the university's

LGBTQ Advisory Board and cooperated with the Gender & Sexuality Resource Center, including on Q'Nect which brought together faculty, staff, and first-year LGBTQ+ students.

Josh is a prolific writer and scholar who has written and edited numerous books and articles. Trained as a linguistic anthropologist, his primary interests are in the interaction of language and culture. He has published on music and sexuality, as well as on singlehood and Amish women. As a teacher-scholar, he has written articles on culturally relevant pedagogy that seeks to integrate social justice and diversity into the language curricula. As an expert on culturally relevant pedagogy, he has been invited to give lectures at several institutions throughout the nation.

Josh engages in faculty-student collaborative research as a means of empowering student voices. He has collaborated with undergraduates at UW-Eau Claire on projects ranging from transcultural nursing care to increasing cultural awareness in language classrooms. Two important faculty-student collaborative projects examined the diversity in less-studied spaces. The first analyzed narratives and writings from LGBTQ+ ex-Amish individuals – voices often overlooked in mainstream Amish and religious studies. The second was on culturally relevant, responsive pedagogies which seek to include the experiences and backgrounds of the students in the classroom.

As a first-generation LGBTQ+ college student from a working-class background, Josh makes it his priority to engage those students in meaningful ways – whether in the classroom, in scholarly spaces, or in the community. Part of that work includes co-funding a first-year, first-generation LGBTQ+ scholarship at UW-Eau Claire.



# UW-Green Bay

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Renita Robinson, MS, MEd, EdD\***, is the Vice President of Diversity and Inclusion at Prevea Health – one of the largest physician-owned multi-specialty health care organizations in Wisconsin. In this role, she is leveraging the transformational work displayed in her former role as Chief Executive Officer of the YWCA Greater Green Bay and setting the stage for impact on social determinants of health, and a needed redress of health equity in Wisconsin.

Renita was born and raised in Los Angeles, California. As a visionary and change agent, she has spent over 30 years serving women, children, and students: designing conferences, conducting workshops, and addressing a wide range of audiences as the owner of Teach 'Em to Fish, LLC, a non-profit consulting business dedicated to education and training on a variety of social justice subjects. Formerly licensed as a graduate social worker (LGSW), and 6<sup>th</sup>–12<sup>th</sup> grade English and social studies teacher, Renita has led university departments, developed curriculums, designed effective programs, and influenced the creation of policies addressing equity issues and marginalized populations.

Renita has been an advocate, ally, and friend to victims of trauma, the homeless, and low-resourced individuals across the life span. She is what Antonio Gramsci calls an organic intellectual having had her life lens informed by poverty, culture, and numerous accomplishments including NCAA National Champion; 1988 Olympic Trials Exhibition Champion: Women's Triple Jump; and Boston's Anti-Defamation League's 1997 Co-Teacher of the Year. She is a University of Minnesota Doctoral Candidate\* in Teaching and Learning, has raised two compassionate sons, and is grandmother to Kyalinn and Julian.

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## DR. P.B. POORMAN AWARD



**Christine Smith, PhD**, (she, her, hers pronouns) is Associate Professor of Psychology and Women's, Gender, and Sexuality Studies at UW-Green Bay (UWGB), where she has taught since 2008. She earned her PhD in Social Psychology, with a doctoral concentration in Women's Studies and a minor in Statistics, from the University of Pittsburgh. She served as the Chair of the Women's, Gender, and Sexuality Studies program at UWGB for six years. Under her tenure, the program instituted its LGBTQ certificate.

Christine joined UWGB as an out lesbian and has served as a role model for queer students. She took her experience as co-founder of the Pride Collective and Community center in Fargo-Moorhead to UWGB, where she co-founded the UW-Green Bay Pride Center. The Pride Center at UWGB meets a need for services, space, and representation for LGBTQ students, staff, and faculty as well as the greater Green Bay community.

In 2015, Christine co-taught the first course on LGBTQ experiences at UWGB. The course, "That's So Gay! Explorations of LGBT Lives and Identities" was taught as part of the university's Gateways to Phoenix Success (GPS) program for first-year students. In Spring 2022, she will teach the third LGBTQ course offered at UWGB, and the first in the field of Psychology, "LGBTQ Psychology." Her scholarship explores the experiences of LGBTQ relationships throughout the lifespan. Christine has published on the experiences of lesbian and bisexual women's romantic partner preferences, lesbian relationships in midlife, predictors of transphobia, and lesbian size acceptance. This research informs her pedagogy and course content.

Christine has also served as faculty advisor to SAGA, the UWGB campus LGBTQ student group. As advisor, she assisted her students in planning and implementing the first drag show on UWGB campus. In 2019, she received the Lavender Leadership Award from UWGB for her commitment to scholarship, service, and activism on LGBTQ issues on campus.

Christine's commitment extends beyond the campus to the larger northeastern Wisconsin LGBTQ community. Her service includes nine years on the board of Rainbow Over Wisconsin (ROW), serving as president in 2013-2014.

# UW-La Crosse

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Monica Yang** (she, her, hers pronouns) currently serves as the Outreach Manager in the Office of Multicultural Student Services at UW-La Crosse (UWL).

While Monica joined the office in 2013, she started working with K-12 students during her first year of high school, during which she developed her commitment to expanding educational access and opportunities for underrepresented students. Monica has since continued to mentor youth and support

young adults with their transition from high school to higher education.

Monica began her professional career with the Wisconsin Department of Public Instruction as an AmeriCorps member, where she designed and facilitated college readiness workshops and after-school tutoring programs for middle school students. Throughout her career at UWL, she has provided outreach services to families and students, served as a liaison between school sites, community partners, families, and the university. Because of Monica's dedication to student success, she has worked on improving year-round and summer programs to increase academic and enrichment opportunities for more students. Her time in the Office of Multicultural Student Services and work with the Academic Success Institute (ASI) and Pre-College Programs have allowed her to focus on minimizing barriers to access, retention, and graduation for not only ASI participants, but all multicultural students.

Additionally, Monica has served on several committees both on and off campus, including leadership and advisory board roles at the Hmoob Cultural and Community Agency, Cia Siab, Inc., and the Norwalk, Ontario, Wilton Community Learning Center. Monica holds degrees from UW-Eau Claire and the University of Minnesota Twin Cities.

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## DR. P.B. POORMAN AWARD



**Andrew Ives** began his career at UW-La Crosse (UWL) in 2014 as a Graduate Assistant for the Academic Advising Center and is currently working as the Advising Coordinator in Student Support Services at UWL. Over the past seven years, Andrew has supported hundreds of students in need through his various roles in Student Affairs and Diversity & Inclusion. He has worked diligently to create an environment of advocacy and empowerment to help students navigate a variety of stressful situations.

Andrew has served as an advisor for Awareness Through Performance, encouraging students to tell their stories of identity, justice, and resilience.

In addition to his work, Andrew sought out volunteer opportunities and committees in the La Crosse area. Advocating for social justice in all realms of life is important to him and this is evident through his work at The Center: 7 Rivers LGBTQ Connection. In his role as Board President, Andrew provides leadership over the strategic vision of The Center and developing sustainable funding sources for generations of LGBTQ community members to come. The Center's mission is to create spaces for connection, community, education, and advocacy for the LGBTQ community in the Seven Rivers Region through community efforts like Fresh Out of the Closet (LGBTQ clothing closet), LGBTQ CyberCenter, and other programs such as "Pride in the Park" and "So You Think You Can Drag."

More recently, Andrew has been working to create and promote safe and culturally inclusive spaces for runaway and homeless youth in the La Crosse community in partnership with B.L.A.C.K. (Black Leaders Acquiring Collective Knowledge), the YWCA, and Cia Siab, Inc. Many of Andrew's co-workers admire him for his ability to be empathetic but strong and steady in his approach to assisting individuals find a better path for themselves.

## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Sami Schalk**, PhD, is an associate professor of Gender and Women's Studies at UW-Madison. Her research focuses on disability, race, and gender in contemporary American culture.

Sami's first book, *Bodyminds Reimagined: (Dis)ability, Race, and Gender in Black Women's Speculative Fiction*, was published by Duke University Press in 2018 and her second book, *Black Disability Politics*, will be out with Duke in fall 2022.

Sami is currently in the beginning stages of a research project on the practice of pleasure activism. During her time at UW-Madison, Sami has also been given an Early Career Award and a Distinguished Teaching Award.

Outside of her research and teaching, Sami is a local organizer for Black and queer liberation, a board member for Freedom Inc., and a writer for TONE, where she writes a monthly "Pleasure Practices" food and culture column.

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## DR. P.B. POORMAN AWARD



**Katherine Charek Briggs** (MS, MSIS) serves as the Assistant Director of the Gender and Sexuality Campus Center (GSCC) at UW-Madison and has been instrumental in implementing campus-level projects serving LGBTQ+ students, staff, faculty, and community members, including the Gender Inclusive Restroom Facilities policy, informed consent transition care at University Health Services, a name and pronoun policy in Canvas, and the OutPages faculty and staff directory.

Katherine has also represented the GSCC at several national conferences presenting on trans health, informed consent, and white supremacy culture in LGBTQ spaces, as well as by serving on the board of the Consortium of Higher Education LGBT Resource Professionals for several years, helping lead an organizational shift focused on transparency and accountability.

At UW-Madison, Katherine is a 2021-2022 co-president of United Faculty and Academic Staff, AFT local #223, one of the campus labor unions supporting workers and uplifting worker voices and needs – particularly around return to work, COVID safety, and campus police out of unions – across student affairs and beyond.

In Madison, Katherine has been a core organizer for the nationally serving abolitionist project LGBT Books to Prisoners since 2014 and spent several years working on trainings for clinicians and community with the Wisconsin Transgender Health Coalition. Katherine is invested in information access and prison abolition and finds a center in working towards transformative relationships and liberatory community spaces.

# UW-Milwaukee

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Brittany Ochoa-Nordstrum** graduated with a bachelor's degree in Sociology and a certificate in LGBT+ Studies from UW-Milwaukee in the spring of 2021.

As a recipient of multiple SURF (support for undergraduate research fellow) awards, Brittany has worked under the mentorship of Dr. Lucy Mkandawire-Valhmu on various projects pertaining to advocacy for marginalized communities of color.

Brittany's area of study is medical racism and its impacts on maternal mortality amongst African American women in Milwaukee.

Currently, Brittany is a PhD student in the African and African Diaspora Studies program at UW-Milwaukee. As she continues her studies, Brittany is a graduate teaching assistant. As a third-generation Mexican American, her life experiences often inform her passion for these areas of study.

When Brittany is not researching, she is often involved in planning and organizing community grassroots demonstrations and fundraisers to benefit marginalized groups around the city of Milwaukee.

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Doris Johnson Browne, PhD**, has been a true pioneer across UW-Milwaukee (UWM) in her service to students of color and their mental health needs. Her commitment and longevity as a psychotherapist, mentor, and advocate have impacted the lives of thousands of students over a 40-year distinguished career.

Doris has touched the lives of UWM students in profound and meaningful ways, including at times, saving the lives of students who are distraught and in dire need of help and support during their darkest hours.

Doris earned her PhD in Clinical Psychology from UWM and has been on staff at the University Counseling Services since 1983, providing treatment, outreach, and training to students and faculty alike.

Her career includes her lifelong work of serving the diverse student population at UWM. Due to the confidential nature of her work, numbers alone cannot capture her level of commitment, influence, and positive impact on the lives of students, individuals, and groups across diverse aspects of the community. She has treated over 1,300 students of color and over 3,700 students total over the course of her career. From the beginning of her career, she has clearly had a mission to empower the marginalized and underserved to enable them to lead healthy and successful lives. She has practiced in her role as a psychotherapist with a multicultural lens well before much was written or taught about multiculturalism, intersectionality, or anti-racism. Doris's passion for building community, inclusivity, and bridges has impacted the university in innumerable ways. She is the foremother and innovator in bringing UWM to embrace all its communities with love and understanding.



## DR. P.B. POORMAN AWARD



**Cary Gabriel Costello, PhD**, (ze/zir/zim or he/his/him pronouns) is a sociology professor and the Director of LGBTQ+ Studies at UW-Milwaukee (UWM). In his academic work, Cary studies the embodiment of sex, gender, and sexuality in intersectional context. Ze studies the medical regulation of the sexed body, focusing on surgical and hormonal interventions into bodily sex characteristics, and the justifications given by the medical profession for imposing these without consent on intersex people, while at the same

time often withholding them when desired by trans people. Cary shares his research findings beyond academic journals through public blogs, which together have received well over one million views.

Cary has been serving as Director of LGBTQ+ Studies at UWM since 2011. Over the past decade, ze has grown the program from two to three classes per year to eight to nine classes, allowing many more students the opportunity to learn about, and prepare to work with, LGBTQ+ communities. As director, Cary has provided mentorship to many students and training for graduate students learning to become LGBTQ+ Studies instructors. Cary also instituted a Visiting Scholars Program in LGBTQ+ Studies, providing academic community for queer/trans/nonbinary post-graduates.

Cary has also served for over 15 years on the UWM Chancellor's Advisory Committee for LGBTQ+ Advocacy working with multiple subcommittees. Initiatives in which he has played a central role include providing guidance on the collection of research data about gender, sex, and sexuality; the drafting of policy requiring provision of all-gender restrooms; the implementation of tools allowing students to select how their name will appear in university platforms; and working with health clinic staff to institute an informed consent process for the provision of hormone replacement therapy to trans students and to provide training in the physical and mental health needs of intersex students.

## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Elisabeth Arguello** has dedicated her career to promoting education to underserved populations. She has worked as a Staff Training Coordinator with Migrant and Seasonal Head Start Programs that assist young children and their families with their education plans and development. Currently, Elisabeth is the PreCollege Coordinator at UW Oshkosh. Since stepping into this role three years ago, she has nearly doubled the number of PreCollege Programs offered at UW Oshkosh. She has expanded the programs to

serve underserved students year-round with campus visits and ACT prep programs. She was instrumental in creating the first Educator's Preview Day for UW Oshkosh, collaborating with UW Oshkosh Admissions staff to invite educators from after-school programs, community organizations, and middle and high schools to learn about the admissions process, financial aid, and programs for underserved students such as PreCollege Programs, TRIO, and the Titan Advantage Program (TAP). She has participated in the SAFE Zone training to become an ally for the LGBTQIA+ community and Dreamers trainings for Deferred Action for Childhood Arrivals (DACA) students to be an ally and provide an inclusive environment.

Elisabeth helped to establish the Latinx Advisory Council at UW Oshkosh, a group of Latinx/Hispanic professionals who promote Latinx/Hispanic initiatives at the university. She is a member of a statewide coalition, the Wisconsin Coalition to Support Dreamers, which strives to provide academic, financial, and legal resources for students while staying informed on local regulations and federal immigration legislative actions that affect immigrant communities. Elisabeth is a member of Casa Hispana, a Hispanic Interagency group that shares resources, services, and programs to better serve the community (Hispanic and others). She works with youth organizations such as NEW Scholars of Green Bay, Boys and Girls Clubs throughout northeast Wisconsin and Dane and Milwaukee Counties to promote higher education for underserved students.

Elisabeth is helping establish a first-generation college student organization to provide support for students who are the first in their family to attend college. She is a proud alumna of UW Oshkosh and plans to complete her master's program in Educational Leadership and Policy in spring of 2022.

# UW-Parkside

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Giovanna Gutierrez** is the Outreach and Program Manager for the College of Social Sciences and Professional Studies at UW-Parkside. She has been asked to speak to other campuses, to local and regional schools, and to families, students, and parents who need help to support their children in pursuing higher education. As a first-generation daughter of immigrants, Giovanna uses her personal experiences to advocate and lead. She is often called upon by campus units to participate in decision

making on equity, diversity, and inclusivity policies.

Giovanna began her experience at UW-Parkside as an Admissions counselor in 2017. Since then, she has inspired her campus and the community to appreciate the strengths and address the needs of minority cultures. Since she started her current position in 2019, UW-Parkside's percentage of Hispanic students has increased nearly three percent. Gutierrez empowers individuals to join her in pushing for inclusion and equity. On campus, she works with multiple units with ease and grace, organizing and implementing events on campus such as Voz del Pueblo, Descubre Parkside, and multicultural recruitment.

Giovanna has connected with the communities of Kenosha and Racine, especially through the school districts. She independently organized Universidad del Padres, a series of events designed to help parents understand how to prepare their children for college and what resources are available. She created Parkside Presente, a biweekly Spanish podcast that represents Parkside and also touches on issues important to the Latino community. She recently helped coordinate a place-based experience to El Paso for 100 high school students as part of a department of education grant to uncover alternative histories of marginalized people.



# UW-Platteville

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Angela Yang**, from Madison, Wisconsin, is a first-generation college student and the eldest of seven in her Hmong American family. She values spending time with her family, friends, and loved ones. Angela is committed to and compassionate about building community, relationships, and empowering everyone around her to be their true authentic self. She strives to build communities through hosting conversation circles and building a safe environment for others to express themselves.

Angela is an active advocate for students and individuals who come from oppressed backgrounds. She holistically supports and elevates young Womex and students of color in leadership opportunities. She strives to make an impact through challenges and is okay with being uncomfortable learning from one's experiences.

A graduate of UW-Platteville, Angela was featured in the Platteville Pioneer Spotlight and chosen by Madison 365 for Wisconsin's 48 Most Influential Asian American Leaders in 2020. In spring of 2021, Angela earned her Master of Education in Student Affairs Administration from UW-La Crosse.

Angela shares her experience and expertise through teaching and is an instructor for multiple sections of Introduction to College Life. Angela also serves as the TRIO Assistant Director at UW-Platteville and is a dynamic advisor to A.S.I.A Club, Hmong Club, and FusionX in efforts to empower leadership.

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## DR. P.B. POORMAN AWARD



**Corey Young**, a native of Chicago, is an educator, organizer, advocate, and an agent of change within his community. Since 2013, he has utilized his skills, talents, networks, and resources to bring about equitable change and forward progress in every arena he has served in. Whether working as the Coordinator of Student Activities for a college in western Iowa or facilitating a discussion on homophobia at his local youth center, Corey continues to serve with zeal and passion.

Corey holds a bachelor's degree in communication from the University of Dubuque (UD) and is currently finishing his graduate studies in the field of Diversity and Inclusion Leadership, from UD as well.

An avid learner and community member, he currently serves and works in many capacities. He is a Multicultural Advisor at UW-Platteville, a member of the Dubuque County Board of Health, and member of the Dubuque Branch of the NAACP.

In 2019, Corey founded Key City Pride, an LGBTQ nonprofit organization based in Dubuque, Iowa. Together they have hosted LGBTQ social and educational events (in person and virtually) in Iowa, Wisconsin, Illinois, California, and Texas.

In his spare time, he enjoys gaming, traveling, and spending time with loved ones.

# UW-River Falls

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Natasha Rayne, PhD**, is Associate Professor of Soil Science in the Department of Plant and Earth Science at UW-River Falls.

Natasha completed her undergraduate degree in Agronomy in 2003 at the Anton de Kom University in her native Suriname. After gaining experience in farm management, post-harvest quality control, and extension, she decided that it was time for a new challenge, graduate school.

She earned her master's degree in Plant and Soil Science followed by her doctorate in Soil Science at Oklahoma State University. Her area of expertise is soil fertility and nutrient cycling.

At UW-River Falls, she teaches various courses, including Introduction to Soil Science, Soil Fertility, and Soil Microbiology. Her research focuses on nutrient cycling and improvement of soil health using manure.

Natasha is passionate about involving undergraduates in research and has supervised more than 15 undergraduate research projects since starting at UW-River Falls. Her research has also involved collaborative efforts with local industry and farmers. She has published multiple peer-reviewed journal articles and is an Associate Editor for Agronomy Journal.

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## DR. P.B. POORMAN AWARD



**Faith Velez** (she, her, hers pronouns) is a 2021 graduate of UW-River Falls (UWRF). During her undergraduate career, she studied psychology with an emphasis in social justice with a minor in Women's Gender and Sexualities Studies. She made an effort to get involved in and outside the classroom space so that she could apply the social justice-based learning to her everyday life and advocacy.

Faith served as a Falcon Guide for the UWRF Admissions Team and later worked in multiple internship positions to further push for inclusive college access materials and admissions programs. She also served as a Resident Assistant at UWRF for five semesters – some of her time was spent working with the Gender Inclusive LLC to provide support, advocacy, and services to a portion of the LGBTQ+ students on campus. Through hosting community programming, Diversity, Inclusion & Belonging service information nights, and personal advocacy for students and the community, she found herself becoming a better ally, a more informed queer person, and someone bringing plausible change on campus. She continued to hold a strong connection with the Diversity, Inclusion & Belonging office, and served as an office intern during her last year on campus to help foster inclusive programming. Now, she is a first-year graduate student at Marquette University pursuing a master's degree within the Education Policy and Leadership program specializing in Student Affairs and Higher Education. She is hoping to take all the advocacy skills and personal confidence gained during her time serving the UWRF LGBTQ+ community and apply it to a career within Student Affairs. She is excited to be a lifelong learner, an involved activist, and an openly queer professional and mentor for the next generation of college students.



# UW-Stevens Point

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Kaia Fitzgerald** grew up in St. Paul, Minnesota. Since high school, she has been engaged in progressive activism. Her senior year of high school, Kaia recognized the lack of black women empowerment in the theatre arts. Because of this, she went on to collaborate and create a play with Viterbo Drama graduate Ashwanti Ford, a play for black women by black women.

Summer of 2020, Kaia wrote multiple letters to the City of Minneapolis regarding the murder of George Floyd. One of her letters was published in several newspapers like the Pioneer Press and Minnesota Daily. She created writing workshop opportunities for younger BIPOC writers to write to city members and politicians and submit their work to newspapers to show that all forms of protest are powerful.

During her first semester at UW-Stevens Point, Kaia was cast in the theatre production *Unruly Women and Unfinished Business*. There she was given an amazing opportunity to showcase her art. While still implementing forms of activism, she was asked to join the dramaturgical team by Director Laurie Schmeling. She went on to create a piece surrounding the black women's experience during the recent Black Lives Matter protests.

Second semester Kaia joined her campus's Black Student Union and immediately started to act. Through her commitment and motivation, she soon received title of Co-President and Treasurer. While on campus, Kaia organized and led her first in-person protest, a Moment of Silence, in coordination with UW-Stevens Point Chancellor Gibson, where students and faculty of all backgrounds could come together and stand in recognition of the Black and Brown lives lost due to police brutality. Because of Kaia's activism on and off campus she received the job title of Social Justice Coordinator on campus and was also recruited as a Co-founding NEXGEN member of a successful women-owned non-profit, Uplift.

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## DR. P.B. POORMAN AWARD



**Brianna Burke** (she/they pronouns) is a Career Development Coordinator at UW-Stevens Point (UWSP) with a passion for helping students achieve their career goals and prepare for life after college. This passion led her to conduct research on employment laws and resources for LGBTQ+ folks who are job searching. What started out as an hour-long presentation to the campus Gender-Sexuality Alliance (GSA) became a half-day LGBTQ+ Career Conference last year. Smaller virtual programs were

held during the pandemic. Brianna is hoping to build on this program next year to reach even more LGBTQ+ students and educate them on their rights in the workplace.

Brianna is an out queer person on campus who is proud to serve as a role model and mentor to the LGBTQ+ students at UWSP. They have served as the co-advisor for the campus GSA since May 2017. This role is one that brings them great joy. She spends her free time in the Queer Resource Center on campus and loves talking about art, anime, classes, and life in general with students there.

Brianna is beginning her third year as the co-chair for the Faculty and Staff Gender-Sexuality Alliance on campus. Their time in this role is spent advocating for LGBTQ+ faculty and staff, fostering a welcoming space to create community, and building connections between LGBTQ+ students, faculty, and staff on campus. Through this role, she also had the honor of participating in painting the pride crosswalk on campus.

Brianna frequently leads Safe Zone trainings both on campus and in the community with a goal of educating others on key terminology, challenges LGBTQ+ folks face, and the role of intersectionality and privilege in becoming allies, advocates, and accomplices for the LGBTQ+ community. They also previously served as a voting member of Diversity Council on campus.

## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Wei Zheng, PhD**, is a Professor and Program Director of the Plastics Engineering Program at UW-Stout. She is the recipient of a number of industry-supported grants and several state-funded projects, including the WiSys Applied Research Grant. She was awarded UW-Stout's G.A. Taft Manufacturing Engineering Endowed Professorship.

Her current research focuses on the bio- and/or biodegradable polymers, including rheology of polymer melts, curing kinetics of reversible thermosets, and structure-property-processing relationship.

Wei has published 32 refereed articles with more than 1,000 citations. She has also been active in the Society of Plastics Engineers (SPE) and has served in various leadership positions, including the Councilor of the Applied Rheology Division of SPE and the President of the Chinese American Society of Plastics Engineers.

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## DR. P.B. POORMAN AWARD



**Rickie-Ann Legleitner**, PhD, (she, her pronouns) is an Associate Professor of English, Advisor for Women's, Gender, and Sexuality Studies, and the Inclusive Excellence Action Plan Coordinator at UW-Stout. She specializes in American literature and culture, women writers, identity studies, disability studies, and coming-of-age. Her book *Women Writing the American Artist in Novels of Development from 1850-1932: The Artist Embodied* (2021) is available through Lexington Books.

Rickie-Ann has also published several book chapters as well as articles in *Ms. Magazine*, *Academic Labor: Research and Artistry*, and *The F. Scott Fitzgerald Review*. She was born in Flint, Michigan, and has lived in Chicago and South Dakota. She now currently resides in Wisconsin with her dogs Foxy and Zelda. She is a proud member of the LGBTQIA+ community and remains dedicated to intersectional feminism and social justice work.

## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Salisa Hochstetler** (she, her, hers pronouns) is the Assistant Director of Equity, Diversity, and Inclusion (EDI). She oversees the Office of Intercultural Student Success and the Indigenous Cultures Resource Center. Salisa migrated from Thailand to the U.S. in 2008 to further her education. She earned a Bachelor of Science in Political Science International Peace Studies and a Master of Science in Education in Counseling from UW-Superior.

Prior to joining her alma mater, Salisa worked as an advocate for a local youth mentoring program. She assisted single parents and connected families with community resources. She was recognized by the YWCA Duluth and received the Women of Distinction-Emerging Leader Award. Salisa began her employment at UW-Superior in 2019 as International Student Services Coordinator, where she used her first-hand experience to assist students navigating the U.S. culture and college system.

At the beginning of 2020, Salisa stepped into her current role as the Assistant Director of EDI. She soon found herself on the Emergency Operations Core team for the campus response to COVID-19. From the onset of the pandemic, Salisa has advised the team on the impacts of COVID-19 on the international student population. She has worked tirelessly to ensure every one of the students were supported and cared for. In addition, Salisa has contributed to the advancement of EDI work at UW-Superior. She speaks up and advocates for policy and practical change to better serve students, especially the international and minoritized student population. Salisa also provides formal and informal educational and training opportunities for UW-Superior staff and faculty to foster a more inclusive and understanding campus environment of innovation and support.

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## DR. P.B. POORMAN AWARD



**T Leeper** (they, them pronouns) is the Coordinator for Gender and Sexuality Programs at UW-Superior. Their passions lie in the exploration of personal identity work, engagement around social justice issues, and developing better practices around self and community care.

As a part of their work on campus and in community, T's specialty areas and interests are in the various conceptualizations of gender and sexuality; understanding and supporting the experiences of multiple marginalized identities; examining intersections of power, privilege, and oppression; and the exploration of self-care and community-care methods and models. In their free time, T enjoys taking care of several house plants, practicing yoga, reading a good book with a cup of coffee, and being out in nature.

T holds a Bachelor of Arts in Psychology and Communication Studies from the University of Iowa and a Master of Science in Education in Student Affairs Administration from UW-La Crosse.

# UW-Whitewater

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Ana Caballero Mengibar**, PhD, joined UW-Whitewater in 2018 as a faculty member in the College of Integrated Studies. She earned her Bachelor of Arts and Bachelor of Science degrees summa cum laude in Spanish and Economics in 1999, completing all course work in two years. She was nominated for the best Undergraduate Student in the College of Arts at Northern Arizona University (NAU). In 2009, Ana earned her doctorate from NAU in Political Science. Her areas of interest

include the politics of gender, class and race, immigration, identity politics, and nationalism. She was a faculty member for six years at the University of Wisconsin Colleges, leading all online international political courses for first-year and sophomore students, and she worked extensively with nontraditional college students from diverse backgrounds.

Ana has served as the Associate Director of the Undergraduate Research Program and as chair of the University Diversity Curriculum Committee since May 2020. At UW-Whitewater she is actively involved in a variety of initiatives relating to leading and promoting diversity issues and better diversity curriculum content, such as creating new university diversity requirements.

She is engaged in initiatives relating to Higher Learning Practices access for first-generation college students, underrepresented students, and working adults returning to college, including the Research Apprentice Program (RAP), Credit for Prior Learning, and a new online Bachelor of Applied Arts and Sciences (BAAS).

Ana has been invited to multiple panels and has conducted extensive research on issues of race, politics, ethnicity, nationalism, and migration. She has recently published "Nation, Identity, and Power in the Critical Cultural Studies Tradition," Oxford University Press, 2018. Her dissertation on "Re-Imagining a Spanish National Identity: The Politics of Immigration, Gender, Class and Race" was nominated for the best dissertation award at the International Studies Association (ISA), 2009. Her current research focuses on Neo-racialized Formations and Nationalism.

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## DR. P.B. POORMAN AWARD



**Ashley Barnes-Gilbert, PhD**, (she/her/hers) is an award-winning educator who fosters opportunities to learn about and practice LGBTQ+ advocacy through the academic and social curricula at UW-Whitewater. Ashley joined UW-Whitewater in 2016 as a Women's and Gender Studies instructor and helped to quickly transform the curricular and co-curricular opportunities intended for LGBTQ+ students. Trained as a queer historian and informed by queer feminist pedagogy, Ashley knows how vital

it is to feel connected to the history of your community. She creates learning environments that invite students to connect their lived experience to classroom content, which positions her as a highly visible LGBTQ+ identified educator and mentor.

Ashley has worked collaboratively across academic and student affairs to identify and reduce institutional barriers that LGBTQ+ students face on campus. In 2018, Ashley participated in a teaching innovation grant cohort to intentionally center transgender studies in core Women's and Gender Studies courses. This resulted in dramatically revising the department's required theory course—Feminist Queer Theories—which Ashley teaches annually. In 2019, she participated in a "Transgender Student Support" LEAP team which continued to identify and worked to remove barriers that trans\* and nonbinary students negotiate at UW-Whitewater. Her ease at blurring the boundaries between curricular and co-curricular spaces made her an obvious candidate to serve as LGBTQ+ Learning Community Coordinator. Ashley marketed, recruited for, and coordinated the learning community for two years, which served as an essential incubator for developing queer and trans\* student leadership and activism.

As a queer feminist scholar activist historian, Ashley presents her research across campus, in the local community, as well as at state and national conferences and workshops. To live her politics, Ashley believes in making scholarship accessible and is a widely sought-out speaker on queer history, intersectional gender equity, sexual liberation, and reproductive justice. She advises undergraduate student research and organizes, travels with, and chairs student conference panels annually. Ashley's dedication to LGBTQ+ academic and social curricula has sustained a pipeline of queer feminist change makers at UW-Whitewater.



# Appreciations

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The efforts of many people went into organizing the events surrounding the 13<sup>th</sup> anniversary of the Dr. P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ+ People and the 26<sup>th</sup> anniversary of the Outstanding Women of Color in Education Award.

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 Senior Diversity Officer, Warren R. Anderson, and the staff and sponsors who contributed to this effort.

Thanks to UW System staff Angie Kellogg, Anne Minssen, Jennifer Moore, Michael N. Weaver Jr., Steven Wright, and Karin Wrzesinski. Special thanks to our photographer, Hedi Rudd.

# Past Recipients

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To see past award recipients, visit:

Outstanding Women of Color in Education Award  
[wisconsin.edu/grants-awards/women-of-color/](https://wisconsin.edu/grants-awards/women-of-color/)

Dr. P.B. Poorman Award for Outstanding Achievement  
on Behalf of LGBTQ+ People  
[wisconsin.edu/grants-awards/poorman-award/](https://wisconsin.edu/grants-awards/poorman-award/)