



2022 AWARDS CEREMONY

OUTSTANDING WOMEN OF
COLOR IN EDUCATION AWARD

— & —

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

THURSDAY, NOVEMBER 10, 2022

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



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

THURSDAY, NOVEMBER 10, 2022

Gordon Dining and Event Center, Sonata Room

3:00 p.m. Registration/Doors Open

3:30 p.m. Reception

Land Acknowledgments: Brittney Pemberton, UWSA Fellow

Welcome: Jay Rothman, UW System President

*Tribute to Dr. P.B. Poorman: Susan Simmons, Life Partner of
Dr. P.B. Poorman*

*Introduction of Keynote Speaker: Dr. Jamila L. Lee-Johnson,
Interim Equity, Diversity, Inclusion Manager, UW System*

*Keynote Address: Prenicia Clifton, Director of Youth
Protection and Compliance, Office of Compliance and Integrity,
UW System*

*Performance: Midalis Delacruz, UW-Whitewater Graduate
Student*

Presentation of Awards

*The presentation of awards will be organized by institution.
Photos will also be taken during this time.*

*Closing: Dr. Jamila L. Lee-Johnson, Interim Equity, Diversity,
Inclusion Manager, UW System*

5:30 p.m. End of Program

OUTSTANDING WOMEN OF COLOR IN EDUCATION AWARD

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

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

Prenicia Clifton



Prenicia Clifton is a native of Kansas City, Missouri, and a UW-Madison graduate. Prenicia has always had a love for camp and enriching the lives of youth. At 21, Prenicia made a pledge to make a difference in the lives of 10,000 youth. She achieved this goal through programming and fundraising and has now changed her goal to one million. So how does one affect the lives of one million youth? Prenicia believes that this can be done at the policy and community advocacy level, which led her to found her own organization, Seein' Is Believin', which specifically helps Black and Brown youth to be ready for life by the age of 21.

Prenicia has nearly two decades of precollege and youth programming experience under her belt. She currently serves as the director of youth protection and compliance for the University of Wisconsin System and is co-founder of the Big 10 Youth Policy Consortium. She is also a certified Praesidium Youth Protection Guardian and a certified trainer in both Teen and Youth Mental Health First Aid.

In addition to her dedication to serving youth, Prenicia is an accomplished opera singer with credits in major opera houses around the world, including opening opera houses with Placido Domingo, sharing the stage with Grammy Award-winning artist Denyce Graves, and becoming the first African American to sing in a Chinese opera house solely in Mandarin.

Prenicia combines her passion for youth and love of the arts every holiday season through her annual Songs for Hope Holiday Music Spectacular. Every year she brings in professional artists to share the stage with up-and-coming youth artists.



UW-Eau Claire

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Stacey Jackson, Ph.D., is an assistant professor of psychology at UW-Eau Claire. Her commitment to equity, diversity, and inclusion (EDI) and devotion to the cultural restoration and healing of marginalized populations permeates her teaching, scholarship, and service. Within her first two years of teaching, her special topics course, Black Psychology, grew to become a regularly offered course cross-listed with the Department of Race, Ethnicity, Gender and Sexuality Studies. She established the M.I.S.T:

Marginalized Identity Status and Trauma Research Lab, which conducts research exploring the impact that the trauma individuals from marginalized identities experience has on their mental health. Dr. Jackson has also served as a faculty coordinator for the Civil Rights Pilgrimage domestic educational immersion in which students travel to various landmarks of the civil rights movement.

In addition to her faculty role, Stacey serves as a clinician at the University Counseling Center where she created a Women of Color focus group that has grown into a student of color support group. She also helped to create a psychoeducational session, titled “Identifying and Responding to the Mental Health Needs of UWEC Students: A Comprehensive Guide for Faculty and Staff,” which has been included in the Center for Excellence in Teaching and Learning (CETL) EDI professional certificate program and presented to Athletics coaches and staff.

Stacey’s EDI service includes the UW-Eau Claire EDI Rapid Action Task Force, Psychology Department EDI Subcommittee, Eau Claire Area School District Equity Committee, American Psychological Association Division 45 Racial Justice Task Force, and advisory board for the Power of Perception mentorship program for Black and Biracial youth.

She has provided keynotes, workshops, dialogue facilitation, and trainings regarding mental health, culturally appropriate approaches to counseling African Americans, and coping strategies in response to racially motivated worldly events.

DR. P.B. POORMAN AWARD



Dorothy Chan, Ph.D., (she/they pronouns) is the author of five poetry collections, including *Return of the Chinese Femme* (Deep Vellum Books Fall 2023/ Spring 2024), *BABE* (Diode Editions, 2021), *Revenge of the Asian Woman* (Diode Editions, 2019), *Attack of the Fifty-Foot Centerfold* (Spork Press, 2018), and the chapbook *Chinatown Sonnets* (New Delta Review, 2017).

They were a 2022 finalist for the Sheila Margaret Motton Book Prize from the New England Poetry Club for *BABE*, a 2020 and 2014 finalist for the Ruth Lilly and Dorothy Sargent Rosenberg Poetry Fellowship from the Poetry Foundation, a 2020 finalist for the Lambda Literary Award in Bisexual Poetry for *Revenge of the Asian Woman*, and a 2019 recipient of the Philip Freund Prize in Creative Writing from Cornell University.

Their work has appeared in *POETRY*, *The American Poetry Review*, *Academy of American Poets*, and elsewhere.

Dorothy is an assistant professor of English at UW-Eau Claire, editor emeritus of *Hobart*, book reviews co-editor of *Pleiades*, and co-founder and editor-in-chief of *Honey Literary, Inc.*, a 501(c)(3) BIPOC (Black, Indigenous, and People of Color) literary arts organization, run by women and femmes of color.

Dorothy earned their Ph.D. in poetry at Florida State University, their M.F.A. in poetry at Arizona State University, and their B.A. in English (cum laude) with a minor in History of Art at Cornell University.

Dorothy was the 2021 Resident Artist for Toward One Wisconsin.

Visit their website at dorothy-poetry.com.

UW-Green Bay

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Robyn Y. Davis, J.D., is the president and CEO of Brown County United Way, Green Bay, Wisconsin, a community impact organization that unites people, ideas, and resources to create community solutions that strengthen every person and every community. Robyn began serving in that role in May 2017. Prior to joining Brown County United Way, she led Freedom House Ministries, Inc., in Green Bay as its president for eight years.

Robyn is a member of the Green Bay Packers Board of Directors, the Governor's Equity and Inclusion Advisory Council, the Donald J. Schneider School of Business and Economics Board of Advisors, the Advisory Board for the Institute for Women's Leadership, the Weidner Center Presents Board of Directors, and the Northeast Wisconsin Alumnae Chapter of Delta Sigma Theta Sorority, Inc., a public service sorority.

In 2019, Robyn received the Athena Leadership Award from the Greater Green Bay Chamber and the St. Norbert College Ambassador of Peace Award from the Norman Miller Center for Peace, Justice and Public Understanding. In 2018, Robyn was named one of Wisconsin's 42 most influential African Americans by Madison365. Robyn has served as a facilitator with the Center for Exceptional Leadership of St. Norbert College since 2018.

In addition to her "day job," in 2020, Robyn launched The Valiant Leader as its founder and president to share her passion and experience with leaders as they face today's challenges and opportunities.

Robyn earned a Bachelor of Arts degree from Hofstra University in English and Sociology as well as a Juris Doctor from the George Washington University School of Law. She has leveraged her education and professional experience through a variety of leadership positions, including the practice of law, retail management, and ministry. Robyn is an avid sports fan, loves reading, jigsaw puzzles, and music.

DR. P.B. POORMAN AWARD



Stacie Christian, Ph.D., started her professional career in health care administration as a licensed clinical social worker and a nursing home administrator. For over 20 years, Stacie was an executive director and administrator in four health care systems, including nursing homes, outpatient clinics, home health agencies and hospital systems, and an inpatient/outpatient psychiatric center.

In 1994, while continuing to work as a health care administrator, Stacie started teaching Health Psychology for UW-Green Bay's Adult Degree Program, and over 28 years has taught 10 different courses for Human Development/Psychology and two classes for the Social Work program. Stacie has also taught online for Florida Tech and Rasmussen College, and in person for 25 years for Bellin College.

In 2005, Stacie left health care to teach at UW-Green Bay full time as an adjunct, which led to other opportunities at UW-Green Bay. Other positions Stacie has held at UW-Green Bay include the Pride Center Coordinator, the Interim Director of American Intercultural Center, the Director of Inclusive Excellence and Pride Center. Stacie currently serves as the Assistant Vice Chancellor of Inclusivity for all four UW-Green Bay campuses.

Outside professional interests include working with home and food inequity, the startup with other UW-Green Bay alumni of the nonprofit "Pride Center of Northeastern Wisconsin" to provide LGBTQ+ services and referral support for individuals and their families in Northeastern Wisconsin, including an online social/support group for parents who have a child who is transgender or gender nonconforming (GNC). Stacie and her wife Julie are co-owners of a recently opened antique, vintage gift shop called "Allouez Cottage."

UW-La Crosse

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Jazzma Holland, M.S. Ed., (she, her, hers pronouns) currently serves as the interim assistant director for UW-La Crosse's Office of Multicultural Student Services. She previously served as the director of the Upward Bound (TRIO) program at UW-La Crosse (UWL) from 2021 through fall 2022 and Upward Bound as a whole since 2019.

Jazzma also serves as a member of the university's Division of Diversity and Inclusion leadership team and participates in several campus committees. Jazzma played an instrumental role in developing and promoting Social Justice Week 2022 at UWL. Social Justice Week is comprised of a week-long series of programs, speakers, and events focused on social justice.

While Jazzma is a strong advocate for diversity, equity, and inclusion at UWL, she also is a strong advocate for these principles in the greater La Crosse region. Jazzma currently serves as co-founder and president of the nonprofit Black Leaders Acquiring Collective Knowledge (B.L.A.C.K.) and was a past member of the City of La Crosse Criminal Justice Management Council. In addition, Jazzma is a member of the Dr. Martin Luther King, Jr. Annual Celebration Committee. Jazzma serves as a mentor to young people in and around the La Crosse community and played a key leadership role in "Pretty Brown Girls," a community organization dedicated to the uplift and support of black and brown girls. Jazzma is also the host of the podcast, *AllThatJazz*, and creator of the Wisconsin Black Women Empowerment Event.

Jazzma holds a Bachelor of Arts in Organizational and Professional Communication as well as a Master of Science in Education in Student Affairs Administration. Both degrees are from UW-La Crosse.

DR. P.B. POORMAN AWARD



Robert F. Allen, Ph.D., (he, him, his pronouns) is a professor of mathematics at UW-La Crosse (UWL), where he has taught since 2009. He has chaired the Department of Mathematics and Statistics since 2017 and is also serving as faculty assistant to the provost.

Robert is a strong advocate for equity across campus. He is the program director for the UWL FastTrack program, a summer bridge program aimed at decreasing student enrollment in developmental math courses. In addition, he served as institutional change team leader for UWL as part of the UW System Math Initiative. As co-principal investigator of UWL's participation in the Wisconsin Alliance for Minority Participation (WiscAMP), Robert has facilitated undergraduate research opportunities for first-generation, low-income, and underrepresented students in their first and second years. He has also mentored many undergraduate students in research, resulting in five publications with students in peer-reviewed journals.

Robert is a native of Virginia, having attended T.C. Williams High School (the same school from the movie *Remember the Titans*). Robert earned a Bachelor of Science in Computer Science from the University of Virginia, after which he spent nine years working as a software engineer. During this time, he earned a Bachelor of Science in Mathematics from George Mason University. After leaving industry to pursue his dream of becoming a college professor, he earned a Master of Science in Mathematics from the University of Virginia and his Ph.D. in Mathematics from George Mason University.

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Carolina S. Sarmiento, Ph.D., is an assistant professor at UW-Madison in the School of Human Ecology and an affiliate with the Chican@ and Latin@ Studies Program and Department of Planning and Landscape Architecture. She is a graduate from both World Arts and Cultures and Urban Planning from University of California, Los Angeles, where she obtained her B.A. and M.A. She earned her Ph.D. from University of California Irvine in Planning, Policy and Design.

Carolina's research and practice focus on learning from the grassroots and building sustainable and creative alternatives that help address inequality and injustice. Her research examines the everyday responses of working-class communities ranging from community-based planning and transnational development to the creation of new democratic processes and spaces led by low-income communities of color. In Madison, Carolina connects her research and teaching by building collaborations with organizations at the forefront of social movements. Collaborations range from working with Freedom, Inc. on the People's Budget to developing the Just Dining Guide with Worker Justice Wisconsin (formerly the Worker Rights Center) in the fight for more just working conditions for workers in Dane County. Carolina is currently working in collaboration with Voces de la Frontera, Wisconsin's leading immigrant rights and low-wage workers center, on a community-based participatory action research project that addresses significant threats to the health and safety of Wisconsin's essential workers.

Carolina continues to build with community-based organizations in Southern California, including el Centro Cultural de Mexico, a cultural and immigrant rights organization, and Nuestras Manos, a domestic worker-led organization. In 2020, she supported the organization of an encuentro that brought together Mexican immigrant organizers from Orange County, California, with organizers from the Menominee tribe in Wisconsin. Carolina is also a proud mother of two young children.

DR. P.B. POORMAN AWARD



Finn Enke, Ph.D., is a professor in Gender & Women's Studies and History and directs UW-Madison's LGBTQ+ Studies Certificate Program at UW-Madison. They specialize in history of sexuality and gender, with a focus on queer, trans, and feminist social movements in the 20th-century United States.

Finn thrives in the classroom and loves being challenged and changed by students' perspectives and interests. They have developed and taught a wide array of LGBTQ+ graduate and undergraduate courses including high-impact First-Year Interest Group (FIG) seminars, and the first trans* studies and transgender history courses taught at UW-Madison.

Finn's campus and community contributions are numerous. They were on the design committee that established the LGBTQ+ Certificate Program and has served as its director since its inception. They co-founded the Gender and Women's Studies (GWS) Accessibility, Climate and Diversity Committee, convened a Trans*, Nonbinary and Agender Affinity Group, and helped develop a campuswide gender inclusive restroom policy. They advised on efforts to extend the scope and reach of the Women, Trans, and Nonbinary Faculty Mentoring Program. They co-organized a four-week trans and nonbinary writing workshop for participants from 13 to 75 years old and supported many in publishing their work.

Finn's books include *Finding the Movement: Sexuality, Contested Space and Feminist Activism*, and the award-winning *Transfeminist Perspectives in and Beyond Transgender and Gender Studies*, which helped launch the field of transfeminist studies. Finn was a founding board member and long-time book review editor for the flagship journal, *Trans* Studies Quarterly*, shaping its scope and broadening the interdisciplinary, international reach of transgender studies.

Currently, Finn is working on a collection of comics and essays, *Trans on Campus: Transfeminist Pedagogies and Collaborative Communities*, and a graphic memoir, *With Finn and Wing: Archive of an Amphibious Life in a Nuclear Age*.

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Wilkistar Otieno, Ph.D., is an associate professor and chair of the Industrial and Manufacturing Engineering Department at UW-Milwaukee (UWM). She is also co-director of the U.S. Department of Energy Industrial Assessment Center at UWM. At the invitation of the chancellor, Wilkistar serves as an assistant to the vice chancellor for Diversity, Equity and Inclusion on the UWM 2030 Action Plan. Her industry-driven research involves sustainable manufacturing, particularly remanufacturing and

machine learning, with applications in manufacturing.

She has a passion for teaching statistical-related courses and inspiring student involvement. She is a faculty mentor to five student organizations, including the Society of Women Engineers, the National Society of Black Engineers, the Campus Advent Society, the Institute for Operations Research and Management Sciences (INFORMS), and the Association of Energy Engineers.

In addition, Wilkistar is a recipient of a National Science Foundation S-STEM \$1 million grant and a long-time faculty mentor of the STEM INSPIRE Wisconsin Alliance for Minority Participation program. Wilkistar is very proud of the accomplishments of her mentees in industry and in academia. She has served as the chair of the Institute of Electric and Electronics Engineers-Milwaukee Chapter and as a member of the INFORMS International Diversity, Equity, and Inclusion Committee.

DR. P.B. POORMAN AWARD



Luke Olson (he, him, his pronouns) has been an out and Proud member of the UW-Milwaukee (UWM) community since starting his journey as a student in the fall of 1996. On his very first day on campus, he sought out the student organization then known as the Gay, Lesbian, and Bisexual Community at UWM. One year later he would go on to lead that group as co-president while concurrently serving as a senator with the Student Association. He actively worked to improve conditions for LGBTQ+ Panthers. He initiated

some of the earliest conversations advocating for what would eventually become the nationally recognized LGBTQ Resource Center at UWM.

Luke is a Proud alumni employee of UWM with 22 years of service to the institution. He was chair of the Inclusion & Engagement Committee at the School of Continuing Education (SCE) for many years and recently concluded his second three-year term as the academic staff senator representing SCE. His goal has always been to ensure that the LGBTQ+ community is valued in diversity and inclusivity initiatives. Luke is currently co-chair of the Chancellor's Advisory Committee for LGBTQ+ Advocacy.

Beyond the university, Luke is heavily involved in LGBTQ+ Pride in an all-volunteer capacity. He is the vice president of Milwaukee Pride, Inc., and serves as festival producer of PrideFest Milwaukee – Wisconsin's largest LGBTQ Pride event. He has worked to ensure strong connections between the event and the university. UWM was the recipient of PrideFest's Plus One campaign, which raised over \$20,000 for the LGBTQ+ Resource Center. Luke is also a vice president of United States Association of Prides, representing Pride events across the Midwest. He led Milwaukee Pride to join InterPride, a global collective of Pride event organizers and actively participates in conferences, networking, and events. Luke makes it a priority to both attend and learn from as many Pride events as he can each year.

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Heidi J. Nicholls, Ph.D., is an assistant professor of anthropology at UW Oshkosh (UWO). She served as the chair of the Indigenous Studies Committee until the recent appointment of the inaugural full-time director and was proud advisor to the Inter-Tribal Student Council. She is an economic anthropologist who explores power dynamics, race, ethnicity, and inequities while teaching in anthropology, Indigenous studies, and environmental studies. Heidi teaches courses such as Cultural Diversity in the

U.S., Indigenization, Economy and Environmentalism, Tourism, and Political Resistance.

Heidi collaborates with a variety of stakeholders to offer diversity, equity, and inclusion workshops and talks. She was a part of the “Voices of Vision” podcast centered on social justice and served as a TedX speaker on the importance of having the tough conversations. Heidi sits on the board of the Higher Education Interest Group through the Society for Applied Anthropology and much of her current research is exploring inclusivity at a predominately white institution. She has been afforded the honor to work with the Conversation, Sustainability, and Environment collaborative program with Norway through the Diku grant, which begins this coming winter, and is working with the Chancellor’s office for a study-away program in Oman with UWO’s sister institution, University of Nizwa. Finally, Heidi is a part of the UWO interdisciplinary research team completing a grant through WiSys and was recently awarded the National Science Foundation DISES (Dynamics of Integrated Socio-Environmental Systems) grant focused on harmful algal blooms, public perception, and policy making – all opportunities to center student research, development, and leadership.

DR. P.B. POORMAN AWARD



Kiersten Karlsen, M.S. Ed., (she, her, hers pronouns) has served as an assistant dean of students at UW Oshkosh for the past five years with a primary role in overseeing the Accessibility Center on all three UW Oshkosh campuses. Kiersten began her journey as an undergraduate student, when she conducted research and submitted the first proposal for a Campus Climate Survey (Rankin, 1998) in 2004. From 2007 through 2010, Kiersten engaged with Students of Oshkosh Finding Acceptance (S.O.F.A), an

organization that met with high school students who were bullied at school or home for coming out to their families or for being an assumed member of the LGBTQ+ Community.

After graduating from UW Oshkosh, Kiersten served as an administrator and corporate trainer for assisted living facilities throughout the state of Wisconsin. In this role, she sought to challenge queer erasure and desexualizing of people with disabilities. She became a content expert in inclusive language, trauma-informed care, crisis prevention, and mental health education and awareness. For years, she facilitated conversations about the impact of advocacy and system support for individuals living in the intersections of race, class, sexual orientation, gender identity, and ability. She brought these skills and knowledge to UW Oshkosh where she has been able to advocate for LGBTQIA+ students, students with disabilities, and those who identify in the intersection of these identities.

Kiersten's advocacy extends beyond her meetings with students. She has spoken for students at Lavender Graduation and is a member of the Harvey Milk Scholarship Committee (now Pride Scholarship Committee), which secures scholarships for LGBTQIA+ youth in the Fox Cities attending UW Oshkosh. She currently serves as the co-chair of the Bias Education and Support Team and as a member of many diversity, equity, and inclusion-focused committees on campus. As a lifelong learner and advocate, she is motivated to continue to support policy change, strategic planning, and the creation of new inclusion efforts at UW Oshkosh and the surrounding community.

UW-Parkside

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Trina D. Patterson has served as the diversity and inclusion manager at UW-Parkside since 2020. Trina joined the UW System bringing extensive experience in equity, diversity, and inclusion (EDI) from the nonprofit and K-12 sectors. During her time as the diversity and inclusion manager, she has developed strong, collaborative relationships with colleagues and garnered support to move the university's EDI efforts forward. She leads the EDI Council, which has been instrumental in implementing a Policy and

Practice Equity Rubric to help decision makers on campus evaluate what type of negative outcomes a policy may inadvertently produce. Trina has worked closely with the Center for Excellence in Inclusive Teaching and Learning and other campus partners to help embed equity and inclusion into all aspect of the university. Most recently, she served on the team responsible for developing Parkside's new Justice, Equity, Diversity, and Inclusion (JEDI) commitment, which will stand as the promise to the Parkside community to be intentional about creating an environment where every member is able to live, work, grow, and thrive.

Trina has a heart for service and a desire to be a catalyst for positive change. She has served as the vice president of Goodness and Mercy, a grassroots organization committed to improving human conditions in rural areas of Monrovia, Liberia, and spent time doing missionary work there. She has volunteered for organizations such as The Boys and Girls Clubs of America, Habitat for Humanity, and Big Brothers Big Sisters of America, to name a few. Additionally, Trina sits on Chancellor Debbie Ford's Bold Leaders: Women Leaders Professional Development advisory council and is a member of Alpha Kappa Alpha Sorority, Incorporated. Trina is the proud mother of two adult sons and has been married to her husband, Tim, for 29 years.

UW-Platteville

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Brittany T. Sherman (she/her/hers pronouns) serves as a multicultural advisor in the Office of Multicultural Student Affairs at UW-Platteville. In this role, Brittany advises numerous student organizations and has led institution-wide efforts that advance the principles of diversity, equity, and inclusion at UW-Platteville and across the region.

A native of Madison, Wisconsin, Brittany earned a Bachelor of Science in Social Work from UW-Milwaukee.

She is currently pursuing a master's degree in social work with an emphasis in social work in school settings. Brittany uses her platform to instill the importance of school and the true value of education.

During her time in Milwaukee, Brittany spent countless hours and days volunteering in the community, tutoring high school students, serving as a mentor, and counseling students in urban education. Working with the kids in Milwaukee further confirmed to her that working with students would be her lifelong passion.

In receiving this recognition, Brittany has shared that the "University of Wisconsin-Platteville has given me the opportunity to continue to be passionate about working with students. As a multicultural advisor, I serve as an advisor for students of color and support them in any way they may need. Whether that's finding internships or jobs, scheduling their classes, applying for scholarships, or just simply talking about how their day went, I make it a priority to be a safe and nurturing resource for them. As a first-generation college student, I needed a support system when I went to school, and I am honored to be that support for my students. I truly enjoy empowering my students to achieve their goals and dreams."

DR. P.B. POORMAN AWARD



Beck Hanner (they/them/theirs) is a fourth-year political science student at UW-Platteville. They are currently serving their third term as president of the Alliance for Gender and Sexuality, a role in which they lead weekly meetings for students on campus, host events such as the annual Rainbow Rave Conference and Drag Show, coordinate volunteer opportunities, and engage in community outreach.

Beck also serves as the director of diversity, equity, and inclusion for the UW-Platteville Student Senate. This position has allowed Beck to understand the needs of LGBTQIA+ students, work with administration on campus, and serve as a student representative on hiring committees. They have also worked on visual displays on campus to create inclusive environments through this position.

Along with being president of Alliance and a Student Senate director, Beck works for UW-Platteville's Doyle Center for Gender and Sexuality. In this role, Beck coordinates events, works on student-aimed marketing, and plays a vital role in helping LGBTQIA+ students navigate life on campus and in the community.

Beck is a bold, passionate, and empowering leader. They have devoted their time at UW-Platteville to making change for and within the LGBTQIA+ community. They work tirelessly towards this change on campus and in the Platteville community through educational events, outreach, and social programming. No matter what challenges are thrown their way, Beck always finds unique solutions and proves they are dedicated to creating real change.

UW-River Falls

OUTSTANDING WOMEN OF COLOR IN EDUCATION



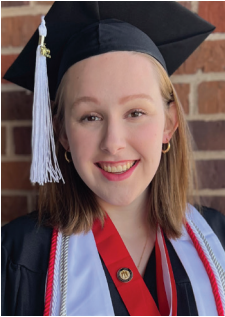
Dionna Berzat (she, her, hers pronouns) is earning her Bachelor of Science with an elementary education major and a minor in communication studies. Her academic interests include taking classes to better her communication skills and expand her cultural knowledge. Dionna is the vice president and public relations officer of the Black Student Union at UW-River Falls. Through this leadership role, she will work with the other board members to put on events and seminars to provide space for students to

embrace cultural awareness.

Dionna grew up in Maplewood, Minnesota, with her mom, dad, and younger sister. Since she was a kid, Dionna has always been enthusiastic about creating positive change in the education system so children can feel heard and receive the proper education and care they deserve. She began her education career path volunteering at summer schools, working at daycare facilities, and becoming a service leader intern for Freedom School. Dionna's career is off to a promising start because she received the "Employee of the Month" award the very first month she began working at a childcare program in her hometown. Dionna enjoys making connections with youth and providing them guidance in any way she can.

Her future plans include continuing her work in the education system and eventually initiating her own program in schools. The program would teach staff how to best conduct classroom management practices as well as provide one-on-one support to the students who need it. She plans to get her master's degree in special education as well as her ABS (Academic Behavioral Strategist) License.

DR. P.B. POORMAN AWARD



Natalie Rodgers (they/them and she/her pronouns) is a 2022 graduate of UW-River Falls (UWRF). During her time at UWRF, they majored in communications studies and minored in women, gender, and sexualities studies. Natalie took advantage of multiple internships and leadership positions around campus, finding a voice both in and out of the classroom. Natalie served as an undergraduate intern with the Office of Student Involvement for three years, working with student organizations and

the campus information desk to support student leaders in creating inclusive communities within their recognized student organizations. Natalie served as an intern for the Women, Gender, and Sexualities Studies program, supporting a month-long social media campaign for Women's History Month and working to uplift feminine and LGBTQ+ voices and activists. Natalie also served as the intern for the Diversity, Inclusion, and Belonging Office, supporting events and programming for multicultural, LGBTQ+, and first-generation students. During her time in this role, Natalie recognized and advocated for the importance of having advisors, mentors, and members of the campus community devoted to diversity, equity, and inclusion work as well as creating and fostering inclusive communities. They have also supported numerous students in sharing their stories and reporting their concerns at all levels within the university community.

Currently, Natalie is a first-year graduate student at Illinois State University, studying college student personnel administration. Here, they serve as the Gamsky Fellow, a graduate assistantship where they support the academic program and her fellow students. Natalie hopes to take all the advocacy skills, leadership, and confidence they gained at UWRF and apply it to a career within Student Affairs. They are passionate about community building, advocacy, mentorship and are excited to be an openly queer professional supporting the next generation of student leaders.

UW-Stevens Point

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Guresi Mena finds that her passion for growing and elevating people of color, and especially women of color, stemmed from being a child of immigrants that supported, encouraged, and challenged her to work hard. As a student at UW-Stevens Point, she started a club within the political science department relating to pre-law students from all backgrounds, created conversations advocating for mental health, and infused an inclusive environment surrounding diversity, equity, and inclusion.

Throughout her life, she always worried about being one of the few women of color in social groups, on the volleyball court, and in the classroom. Within that journey, she found that she had an opportunity to reframe that perspective and create an environment that is accepting of people from all walks of life. She worked with her volleyball coaches at UW-Stevens Point to address injustice and discrimination issues related to diversity, equity, and Inclusion as well as mental health awareness.

After years of discrimination and injustice throughout her life, specifically in her college years, she created the first Diversity, Equity, and Inclusion (DEI) Committee in the Wisconsin Intercollegiate Athletic Conference (WIAC) through the Student Athlete Advisory Board at UW-Stevens Point. Her goal for this committee was to aid the athletes of color and help the DEI education process within athletics.

Overall, during her time at UW-Stevens Point, she chose to create a community that uplifted student athletes who have experienced situations involving injustice, discrimination, and mental health. With the support of her family, Coach Lyndsay Kooi, and her professors, she was able to help change this community and continue to change it.

This year, she is continuing her work with diversity, equity, and inclusion at UW-Stevens Point's athletic department. Additionally, she is continuing her efforts to increase mental health awareness while being an assistant coach for the UW-Stevens Point Women's Volleyball Team.

DR. P.B. POORMAN AWARD



Missy Habberley served as the interim queer resource coordinator at UW-Stevens Point (UWSP) for the 2021-2022 school year. In her role, she strived to create a supportive and proactive environment for UWSP's queer community by advocating for students, dismantling oppressive institutional barriers, and bringing new ideas to campus.

She was committed to enhancing the student experience through acknowledging and respecting the intersectionality of their identities and creating programming that celebrated them. The biggest challenge of the year was to host UWSP's first Pride Mini Ball! Campus had not seen anything like this event before and through ethical determination, connection, and community, the Queer Resource Center brought one of the biggest celebrations of queer, trans people of color (QTPOC) culture to Stevens Point.

Missy continues her work as a student advocate at UWSP in a new position in Campus Activities and Student Engagement as a student engagement program manager. The position adds an equity, diversity, and inclusion lens to campus events and programming where there wasn't one before, and Missy is enthusiastically jumping in!

The Queer Resource Center was brimming with powerful, difficult conversations and a lot of love in the past year, and it goes without saying that Missy would not be nominated for this award if it wasn't for the incredible support of her student community and cherished colleagues in Diversity and College Access at UW-Stevens Point.

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Masako Onodera, M.F.A., is a professor in the Department of Art and Art History at UW-Stout. She teaches Metals and Contemporary Art Jewelry as well as 2-D and 3-D Foundation and leads study abroad classes in Japan. She is an active artist and scholar who utilizes craft techniques in her art and connects the audience emotionally to the materials and practices employed.

Masako was the recipient of the Dahlgren Professorship 2019–2020 at UW-Stout. She was awarded a Mid-career Educational Endowment Scholarship from the Society of North American Goldsmiths in 2016 and the Ohio Arts Council Individual Excellence Award in 2011. Her work is part of many private and public collections, such as the Mint Museum in North Carolina, the Toledo Museum of Art, Ohio, and the Racine Art Museum, Wisconsin. Her work is published in journals and books, such as *Metalsmith Magazine*, *Art Jewelry Today series*, Schiffer Publishing and *500 series*, Lark Crafts, *ACTIVA*, and *Design Diffusion Edizioni*, Italy. Masako exhibits her art nationally and internationally and has been invited to teach workshops and share artist lectures.

As a believer in the power of the act of making art, Masako advocates for art events for the community. In 2014, she curated the exhibition *Resolutely Ambiguous* at the Shop, Walker Art Center in Minneapolis, Minnesota, to showcase the contemporary metal art and jewelry. She also founded the *Memorial Pin Making project* when an international student of UW-Stout was killed by violence in downtown Menomonie, Wisconsin, in 2017. Students and staff from the university along with area residents volunteered to make and give away hundreds of pins symbolizing unity of the community. This pin-giving act helped to gather donations for the memorial fund. The process of making the pins also helped the community cope with the sadness and aggravation caused by the violence.

DR. P.B. POORMAN AWARD



Alexandra Hall, M.D., is a senior lecturer in biology at UW-Stout and previously served as a physician in the Student Health Center for nearly 10 years. She earned her degrees from New York University and Mount Sinai School of Medicine and worked as a family physician before coming to Stout. Throughout her clinical and academic career, she has been a staunch advocate for LGBTQIA inclusion and equity.

Alexandra began providing LGBTQIA-inclusive health care while a physician at Cornell University, where she started its program to provide gender-affirming hormone therapy to transgender students. Seeing a need for more campuses to do the same, she began presenting at regional and national conferences to train other providers, including Dr. Becky Byers, the first physician to provide those services at UW-Madison. In 2012, Alexandra relocated to UW-Stout, where she quickly established a system to provide transgender care on campus, continued to conduct workshops to train fellow clinicians, including those at Stevens Point, La Crosse, Eau Claire, and River Falls, and served as a resource for questions and consultations for providers from all UW campuses. Upon the transition to an outsourced clinic for Stout, she trained the incoming provider to assure continued availability of hormone therapy on campus. Over the years and continuing today, transgender students from all over the UW System have benefitted, either directly or indirectly, from Dr. Hall's care and outreach.

Her efforts also extend outside of the clinic. In her popular Human Sexual Biology course, students explore the wide variety of human development regarding reproductive anatomy, sexual orientation, and gender identity. She also frequently speaks to community, campus, and professional groups about issues facing transgender students. Alexandra has had an enormous influence on not only her own and other UW campuses but also the communities in which they are located.

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Cherie Dakota joined UW-Superior as an assistant professor in the Social Work program in 2019. During her time in the program, she was a guiding force on including aspects of equity, diversity, and inclusion in students' learning. She mentored many students, especially those who may face greater challenges in a university setting.

Aside from her teaching role, Cherie helped the Department of Equity, Diversity, and Inclusion (EDI) in expanding and revising the Ojibwe 101 workshop. Part of the EDI certificate program, this workshop provides a brief overview of Ojibwe culture and lifeways with an introduction into the history of Indigenous culture within the United States and local region.

As an Indigenous person, Cherie challenges people to consider how various laws and government acts impacted our history and provides the reality of how such policies continue to influence our society today. Cherie actively asks for dialogue at any and every table she sits at to look through a more culturally sensitive and inclusive lens.

Cherie earned her B.S.W. at Wayne State University, her M.S.W. from the University of Michigan, and is working on her doctoral degree at Central Michigan University. She previously served as the dean of student services at Keweenaw Bay Ojibwa Community College in L'Anse, Michigan.

DR. P.B. POORMAN AWARD



Tammy R. Fanning has proudly served in Student Affairs at UW-Superior for the past 28 years. Her passion for higher education began at the University of Nebraska at Kearney as an undergraduate resident assistant and as a graduate residence hall director. At UW-Superior, her leadership has been shared with campus as hall manager, director of student development, and assistant dean of students. Currently, Tammy serves as the associate dean of students and Title IX coordinator.

Tammy's life-long commitment to diversity and inclusion is embodied in her personal values and actions. Throughout her career, promoting inclusion of all backgrounds (especially the LGBTQ+ community) has been a top priority. In the mid-1990s, one of the first initiatives Tammy worked on was to provide a safe and welcoming space to the newly formed "10% Society." Other initiatives Tammy implemented include the transition of the Women's Resource Center to the Gender Equity Resource Center; the collaborative implementation of Superior Allies/Safe Zone trainings; the co-production of "You Can Play" video with Athletics; and incorporating "Diversity Within Us" into new student orientation.

As folx visit her office, they sense their individual diversity is celebrated as Tammy embraces dialogue about who they are and how they navigate the landscape of college while walking in two (or more) worlds. Her curiosity engages people in the discovery of their strengths and their unique life experiences.

Tammy's spare time is spent at the Pike Chain of Lakes near Park Falls, Wisconsin. She enjoys the outdoors, deer watching, standup paddle boarding on her Megalodon, crocheting, quilting, and any crafts she can get her hands on. As you get to know Tammy, you will find her friendly attitude and quirky sense of humor sets you at ease to begin a conversation about your background and life journey.

UW-Whitewater

OUTSTANDING WOMEN OF COLOR IN EDUCATION



Tanya Kam, Ph.D., is a professor in the Department of Literature and Languages at UW-Whitewater, where she has been delighted to work for the past 19 years. Her dissertation focused on memoirs written by women of color, and select publications that continue to focus on race and gender include "Comic Thanatography: Redrawing Agency, Dialogism, and Ethics in *Can't We Talk About Something More Pleasant?*," "Traveling Identities: Between Worlds in Karen Tei Yamashita's *Circle K Cycles*," and "Velvet

Coats and Manicured Nails: the Body Speaks Resistance in Zora Neale Hurston's *Dust Tracks on the Road*."

Beyond teaching Multicultural Literature of the U.S. to undergraduate and graduate students, she has also worked to promote equity on campus. During her time as chair of the University Diversity Committee, Tanya worked with a team of colleagues to assess diversity standards and assess course proposals. As the diversity coordinator for the College of Letters and Sciences (CoLS), she played a key role in drafting the CoLS Faculty Mentor program, which supports new faculty of color as they transition to UW-Whitewater. She currently serves as the director of the University Honors Program, and she fosters inclusive excellence by offering honors classes that emphasize experiential learning and a historical understanding of race. Such classes include Honors Multicultural Events and the Honors Common Read, both of which promote meaningful discussions on race and civility. She has also coordinated the Monona Scholarly Scoop (2018), a lecture series that connects seniors in Dane County to intellectual presentations given by UW-Whitewater faculty.

DR. P.B. POORMAN AWARD



Robin K. Fox, Ph.D., earned an undergraduate degree in Early Childhood Education and a minor in Child and Family Studies from UW-Stevens Point, a master's degree from UW-Whitewater in Early Childhood Exceptional Education and a Ph.D. in Curriculum and Instruction with a minor in Educational Administration from UW-Madison.

She is a former Head Start teacher and director.

While at UW-Whitewater for the past 30 years, Robin has served as a university childcare teacher and director and a professor in Curriculum and Instruction and as the associate dean and dean for the College of Education and Professional Studies.

Robin is currently the interim provost at UW-Whitewater. Her areas of research include teacher preparation and how teachers can meet the needs of children who were adopted, young children who are gender fluid, and working with schools about how to be inclusive of members of the LGBTQ community. She lives with her family in Whitewater.

Appreciations

The efforts of many people went into organizing the events surrounding the 14th anniversary of the Dr. P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ+ People and the 27th 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 the staff and sponsors who contributed to this effort.

Thanks to UW System staff Brenda Joyce, Angie Kellogg, Jennifer Moore, Anne Oyamada, Brittney Pemberton, Diane Treis Rusk, and Karin Wrzesinski. Special thanks to our photographer, Hedi Rudd.

Past Recipients

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/)