



2022

PRESIDENTIAL
STRONGER AS ONE
DIVERSITY AWARDS

Presented by the Institutional Office of Equity
and Inclusion and the Office of the President

January 19, 2022



UNIVERSITY *of*
ROCHESTER

2022

PRESIDENTIAL STRONGER AS ONE DIVERSITY AWARDS

PROGRAM

OPENING

UR After Hours Performance

WELCOME

REMARKS FROM THE PRESIDENT

REMARKS FROM THE VICE PRESIDENT

OVERVIEW OF THE AWARDS

Phoenix Fire Performance

PRESENTATION OF AWARDS

Ma'Frisah Performance

PRESENTATION OF AWARDS

CLOSING

*Stay Tuned for the Virtual After-Party
Featuring DJ Dr. Griffis*

SPEAKERS

Sarah C. Mangelsdorf

*President and G. Robert Witmer, Jr.
University Professor*

Mercedes Ramírez Fernández

*Richard Feldman Vice President of Equity
and Inclusion and Chief Diversity Officer*

Sasha Eloi-Evans

Deputy Chief Diversity Officer

Tokeya Graham

Queen of Ceremonies



MESSAGES OF GRATITUDE



Welcome to the inaugural year of the Presidential Stronger As One Diversity Awards.

This effort is a refresh of the annual Presidential Diversity Awards—inaugurated by President Joel Seligman—to provide greater opportunity recognizing the great work of equitable, diverse, and inclusive leadership and practices University-wide. With great pride, I am enthusiastic about the wealth of nominations received for each diversity award category, and I am excited about the recipients for each award. Engaging with the nominations has granted me the opportunity to explore the work that is often behind the scenes but impacts the lives of our students, staff, faculty, and members of the Greater Rochester Community. Tonight, we honor the richness of our commitment to building a robust, inclusive community.

Sarah C. Mangelsdorf, PhD

President and G. Robert Witmer, Jr. University Professor



This is a truly remarkable time in which to expand the legacy of honoring equity, diversity, and inclusion excellence within and beyond the University and its communities.

With sincere gratitude and appreciation, I offer special thanks to the persons and teams who greatly contributed to the 2022 Presidential Stronger As One Diversity Awards. It was a pleasure to read and be inspired by the nominations. I commend the support and foresight of the nominators, who dedicated time to highlight and recognize the mighty work of leaders and practitioners of EDI. All of you are valued as partners in the journey ahead; our collective strength is a beacon of light. I am overjoyed to celebrate with each of you at tonight's program.

Mercedes Ramírez Fernández, EdD

*Richard Feldman Vice President of Equity and Inclusion
and Chief Diversity Officer*

2022 EVALUATORS

SPECIAL THANKS
TO THE EVALUATORS
FOR THIS YEAR'S
PRESIDENTIAL
STRONGER AS ONE
DIVERSITY AWARDS

- **Anika Simone Johnson**, *Director of Equity and Inclusion, Warner School of Education*
- **Ashley N. Campbell**, *Director of EDI Integration, Education, and Programming*
- **Caroline Nestro**, *Director of Diversity, Inclusion, and Cultural Engagement*
- **Charmaine Pionilla**, *Human Resources Business Partner*
- **Claudia De Leon**, *Associate Director of Affinity Networks and Equity, Diversity, and Inclusion Programs*
- **Dawn Bruner**, *Director of Parent and Family Relations*
- **Janet Mejias**, *Director of Equity and Inclusion, Simon Business School*
- **Janice Holland**, *Senior Director of Strategic Operations and Affirmative Action Officer*
- **Jeanette Corso**, *ASL Interpreter*
- **Josephine Seddon**, *Director of Educational Effectiveness*
- **Kara Finnigan**, *Distinguished Faculty Fellow for the Institutional Office of Equity and Inclusion and Professor, Warner School of Education*
- **Kwasi Boaitey**, *Director of Culturally Responsive Management*
- **Marc Seigfred**, *Communications Analyst Lead and Co-Chair of Genesee Staff Council*
- **Maricela Guzman**, *Associate Director of Patient Access–Ambulatory*
- **Nile Blunt**, *The McPherson Director for Academic Programs*
- **Sasha Eloi-Evans**, *Deputy Chief Diversity Officer*
- **Shayne Hawkins**, *Director of Medical Surgery Nursing*
- **Terry Kessler**, *Senior Research Engineer and Diversity Manager*
- **Tonya Dickerson**, *Career Advisor*
- **Tynelle Stewart**, *Assistant Dean and Director, Center for Education Abroad, and Assistant Vice Provost for Global Engagement*

THE PRESIDENTIAL STRONGER AS ONE DIVERSITY AWARDS

honor faculty, staff, students, the Greater Rochester Community, and a member of the Board of Trustees whose actions, activities, and/or accomplishments support our five institutional equity, diversity, and inclusion priorities toward making the University of Rochester a welcoming and inclusive environment.

The recipients of the awards have demonstrated a commitment to equity, diversity, inclusion, and transformative change where all students, staff, and faculty can thrive, change, and make the organization and its internal and external communities ever better.

OUR FIVE INSTITUTIONAL EQUITY, DIVERSITY, AND INCLUSION PRIORITIES

1. Develop and sustain an infrastructure to support equity, diversity, and inclusion
2. Enhance recruitment and retention of diverse faculty, staff, and students
3. Cultivate a fair and just climate, culture, and community
4. Advance the mission of the University through an equitable, diverse, and inclusive lens
5. Community engagement for racial and social justice





FROM THE INSTITUTIONAL OFFICE OF EQUITY AND INCLUSION

The Institutional Office of Equity and Inclusion (OEI) was formed by Dr. Mercedes Ramírez Fernández, the University's first vice president of equity and inclusion and chief diversity officer. OEI provides leadership, consultation/education, and accountability by advancing the mission of the University of Rochester through an equitable, diverse, and inclusive lens.

ACKNOWLEDGING THE ANCESTRAL LAND

We would like to acknowledge with respect the Seneca Nation, known as the "Great Hill People" and "Keepers of the Western Door" of the Haudenosaunee Confederacy. We take this opportunity to thank the people on whose ancestral lands the University of Rochester now stands. *Guzman-Rea, J., Jemison, P., 2020 (Seneca, Heron Clan)*

OUR MISSION

We are dedicated to cultivating an equitable, racially, and socially just affirming culture at the University of Rochester. We are guided by the idea of moving away from diversity or equity and inclusion as an isolated initiative to equity and inclusion as a catalyst for institutional and organizational excellence. This mission is driven by a steadfast commitment to social justice and supported by the University's *Meliora* values.

CONNECT

Subscribe to our *Encompass* newsletter and learn more about our office at the Institutional Office of Equity and Inclusion website.

rochester.edu/diversity

#URMeliora
#UREquityInclusion
#2022DiversityAwards

ADVOCACY AND ACTION AWARD

2022 NOMINEES

The Advocacy and Action Award recognizes staff, postdoctoral fellows, and/or faculty who exemplify excellence in developing and sustaining an infrastructure to support equity, diversity, and inclusion.

- **Anika Simone Johnson**, *Director of Equity and Inclusion, Warner School of Education*
Nominated by Jasmine Mitchell and Nahoko Kawakyu-O'Connor
- **Astrid Müller**, *Assistant Professor of Chemical Engineering, Hajim School of Engineering & Applied Sciences*
Nominated by Mitchell Anthamatten
- **C. Rose Kennedy**, *Assistant Professor of Chemistry, School of Arts & Sciences*
Nominated by Todd Krauss
- **Col Raimond**, *LGBTQ Coordinator and Arts, Sciences & Engineering Staff Ombudsperson*
Nominated by Jessica Guzmán-Rea
- **Janice Holland**, *Senior Director of Strategic Operations and Affirmative Action Officer*
Nominated by Michael Mulherin
- **Marvin Dooley**, *Professor of Electrical and Computer Engineering, of Biomedical Engineering, and of Imaging Sciences; Chair of the Department of Electrical and Computer Engineering, Hajim School of Engineering & Applied Sciences*
Nominated by Wendi Heinzelman
- **Nikesha Gilmore**, *Research Assistant Professor, Department of Surgery, School of Medicine and Dentistry*
Nominated by Allison Magnuson
- **Precious Bedell**, *Assistant Director of Community Outreach, Rochester Education Justice Initiative*
Nominated by Joshua Dubler
- **Sabrina L. Smith**, *Health Equity Coordinator, Developmental and Behavioral Pediatrics, Golisano Children's Hospital*
Nominated by Suzannah Ladarola
- **Jeiri Flores**, *Advocacy Specialist, Strong Center for Developmental Disabilities and LEND Self-Advocacy Co-Discipline Coordinator, Developmental and Behavioral Pediatrics, Golisano Children's Hospital*
Nominated by Suzannah Ladarola
- **Stefanie Fingler**, *Senior Administrator and Research Program Manager, Center for Vaccine Biology and Immunology, University of Rochester Medical Center*
Nominated by Ashwin Kumar
- **Teresa Schoell**, *Pediatric Child Life Specialist, Palliative Care, Golisano Children's Hospital*
Nominated by Elizabeth Conrow

INCLUSIVE WORKFORCE AWARD

2022 NOMINEES

The Inclusive Workforce Award recognizes a department, school, or program that aims to enhance recruitment and retention of diverse faculty, staff, and/or students.

- **Center for Musculoskeletal Research, University of Rochester Medical Center**
Karen Rogers, *Exercise Express*
Nominated by Edward Schwarz
- **Department of Ophthalmology**
Flaum Eye Institute, University of Rochester Medical Center
Nominated by Joseph Gabriel
- **Diversity, Equity, and Inclusion Committee, Department of Electrical and Computer Engineering**
Hajim School of Engineering & Applied Sciences
Nominated by Marvin Doyley

CHANGE MAKER AWARD

2022 NOMINEES

The Change Maker Award recognizes a student(s)—undergraduate, graduate, or postdoctoral fellow—and/or student organization that aims to cultivate a fair and just climate, culture, and community with an equitable, diverse, and inclusive lens at the University of Rochester and/or its surrounding communities.

- **Ashwin B. R. Kumar, PhD Candidate,** *Biochemistry and Biophysics, School of Medicine and Dentistry*
Nominated by Minsoo Kim
- **Brith Milenia Rojas, Service Assistant II, Center for Excellence in Teaching and Learning, Arts, Sciences & Engineering**
Nominated by Paul Funkenbusch
- **David Paul, Resident, Department of Neurosurgery, School of Medicine and Dentistry**
Nominated by Emma Strawderman
- **Doctoral Student Peer Support Association, Warner School of Education**
Nominated by Joanne Larson
- **Eleni Duret, Instructor, Warner School of Education**
Nominated by Nahoko Kawakyu-O'Connor
- **Margaret Huff, Graduate Assistantship, Physics College Graduates, Department of Physics and Astronomy, School of Arts & Sciences**
Nominated by Christopher Deeney
- **Shraddha Shah, Graduate Fellowship, Department of Neuroscience, School of Medicine and Dentistry, University of Rochester Medical Center**
Nominated by Manuel Gomez-Ramirez
- **Yours In Action Coalition, University of Rochester Medical Center**
Nominated by Norma Holland



SOCIAL IMPACT AWARD

2022 NOMINEES

The Social Impact Award recognizes a Greater Rochester Community organization and/or member from the Rochester community that aims to address racial and social justice for the greater community.

- **Angelica Perez-Delgado**
President and CEO of IBERO American Action League, Incorporated
Nominated by Janice Holland
- **Carvin Eison**
Rochester Community TV, Incorporated
Nominated by Ghislaine Radegonde-Eison
- **ROC Freedom Riders**
Nominated by Annalyn Gibson and Wendi Cross
- **Rochester Black Nurses Association**
Nominated by Brittany Lattimore

PRESIDENTIAL DIVERSITY LIFETIME ACHIEVEMENT AWARD*

The Presidential Diversity Lifetime Achievement Award honors a faculty, staff, or retiree member who has made lasting impact through sustained and significant contributions by fostering an appreciation for human differences and furthering opportunities for equity and inclusion at the University of Rochester. Recipients are honored for outstanding achievements in their professional lives, personal integrity, and stature and service to the University and surrounding community. This award is for members who have dedicated a major portion of their life's work, over a minimum of 20 years, toward improving the climate, culture, and sense of belonging. Their work, through inclusion, serves to nurture diversity of thought, diversity in education and research, and equity in areas such as culture, race, ethnicity, gender, socio-economic status, sexual orientation, age, and disabilities. They serve to help others rise above and advance their own and others' work.

**The Presidential Diversity Lifetime Achievement Award was slated to be presented at the 2020 Presidential Diversity Awards ceremony. Unfortunately, the 2020 awards program was canceled.*

- **Dr. Frederick Jefferson**, Professor Emeritus, Counseling and Human Development, Warner School of Education
Nominated by Mary Ellen Heyman, Anne Tucker, and Vivian Lewis

BRIDGE TO EQUITY AWARD

The Bridge to Equity Award recognizes a member from a bargaining group who aims to initiate and lead action for eliminating equity gaps for disproportionately impacted people and communities at the University.

- **Jerald Drain, Inaugural Recipient**, 1199 SEIU United Healthcare Workers, Chairperson
Nominated by Elizabeth Davilla and Tracey Harrison

EMPOWERING EQUITABLE CHANGE AWARD

The Empowering Equitable Change Award recognizes a Board of Trustee member who aims to advance the University of Rochester's mission with an equitable, diverse, and inclusive lens through their involvement at the University.

- **Lance F. Drummond, Inaugural Recipient**, Retired Executive Vice President, TD Canada Trust, and Trustee, University of Rochester
Nominated by President Mangelsdorf and Vice President Ramírez Fernández

UPCOMING EDI EVENTS

DR. MARTIN LUTHER KING, JR. COMMEMORATIVE ADDRESS

Presented annually, the commemorative address was instituted in 2001 to promote issues of diversity, freedom, civil rights, and social justice in order to commemorate King's legacy. The Office of Minority Student Affairs (OMSA) and the Office of the President host the commemorative address, a kickoff event for Black History Month. This event is free and open to the public. The 2022 commemorative address will be held on **Friday, January 21, 2022**.

This year's speaker is Dr. Rheeda Walker, a researcher on mental health and suicide prevention among culturally ethnic peoples. Presidential Stronger As One Diversity Award nominees and recipients are acknowledged at this signature event.

rochester.edu/college/omsa/events/mlk.html



Dr. Rheeda Walker

EQUITY, DIVERSITY, AND INCLUSION LEADERSHIP SUMMIT

The leadership summit is a gathering of equity, diversity, and inclusion (EDI) leaders and practitioners to collaborate, learn, and engage around strategies, implementation, and application of bringing together diverse voices committed to transformative environments. The inaugural leadership summit, *Lift Off: Lead. Connect. Transform.*, aims to inspire and encourage EDI leaders and practitioners.

Lift Off will motivate its attendees to understand the nuances of leading EDI in their respective spaces; forming new connections and reconnecting with professional networks, and equipping attendees with the skills to transform systems and practices from a model of diversity or equity and inclusion as an isolated initiative to equity and inclusion as a catalyst for institutional and organizational excellence. The 2022 EDI leadership summit will be held **Thursday, April 7, 2022**. This year's keynote speaker is Dr. Gloria Ladson-Billings, Professor Emerita and former Kellner Family Distinguished Professor in urban education in the Department of Curriculum and Instruction and former faculty affiliate in the Department of Educational Policy Studies, Educational Leadership, and Policy Analysis.

rochester.edu/diversity/2022-edi-leadership-summit



Dr. Gloria Ladson-Billings