ANNUAL DIVERSITY REPORT
IMPACT
A YEAR IN REVIEW
2017-2018
This annual impact report highlights diversity and inclusion efforts across the university. The report does not capture all of the outstanding work carried out by our students, faculty, and staff. We invite you to visit the LSU homepage, the websites of each college and program featured in the diversity report, and the LSU Diversity website to explore why "Diversity Is Good for Everyone." Some reprints and photos included in this report are courtesy of the The Daily Reveille, the LSU Division of Strategic Communications, Cornerstone Magazine, and The LSU Alumni Magazine. The LSU Office of Diversity Impact Report is published annually in cooperation with the Office of Academic Affairs by LSU. Do not duplicate or redistribute without permission from the LSU Office of Diversity.

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Stacia Haynie, Ph.D.  
Executive Vice President & Provost
Dereck J. Rovaris, Sr., Ph.D.  
Chief Diversity Officer &  
Vice Provost for Diversity

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President

As we celebrate our largest and most diverse incoming class on record, we must acknowledge the great strides LSU has made over the years to not just embrace, but celebrate, diversity on campus. And while our recent accomplishments are worthy of recognition, they also remind us that much remains to be done.

Now is not the time to rest, but rather to continue pushing forward. As Louisiana’s flagship university, we provide an exceptional educational experience to our students and, in doing so, build the leaders of tomorrow. I look forward to working with you all to ensure that we stay the course and make sure that every student who enrolls leaves with a degree and the necessary foundation from which to achieve their dreams.

Sincerely,

F. King Alexander
LSU President

“I look forward to working with you all to ensure that we stay the course and make sure that every student who enrolls leaves with a degree and the necessary foundation from which to achieve their dreams.”
Stacia Haynie, Ph.D.
Executive Vice President & Provost

LSU remains committed to providing a welcoming and inclusive community. We are immeasurably better and stronger when we embrace the individual differences of those around us. Over the past year, LSU’s Office of Diversity strategically engaged our faculty, students, staff, and the Baton Rouge community by developing leaders, by involving our campus in dialogue around critical issues, and by celebrating the diversity of our flagship campus.

Our colleges are equally committed to ensuring that every individual on our campus is successful in their educational endeavors. Their dedication to an exceptional academic experience for every student is evident in the pages that follow.

Indeed, “Diversity Is Good for Everyone,” and we achieve this by welcoming, respecting, including, and valuing each individual who calls LSU home. These efforts are unending and ever energizing because the goal is as compelling as it is challenging. I am so privileged to partner with incredible leaders who champion diversity and with our students and alumni who value inclusion and equity.

Sincerely,

Stacia L. Haynie
Executive Vice President & Provost

“Indeed, ‘Diversity Is Good for Everyone,’ and we achieve this by welcoming, respecting, including, and valuing each individual who calls LSU home.”
Dereck J. Rovaris Sr., Ph.D.
Vice Provost for Diversity & Chief Diversity Officer

It is with great pleasure that we share with you the 2017-18 Annual Diversity Impact Report! While we have made many significant accomplishments, we recognize that this report does not capture all of the outstanding work carried out by our faculty, staff, and students. This is but a snapshot of Diversity at LSU with the goal of promoting our message and brand that “Diversity Is Good for Everyone!” So, we invite you to use this report as a catalyst to learn more about the many efforts at the university that are aimed toward us becoming a more diverse and inclusive community. Thank you for your partnership, support, and your role in contributing to the narrative. Thanks for joining us as we look forward to continuing the good and important work that is found in diversity.

Best Wishes,

Dereck J. Rovaris Sr.
Vice Provost & Chief Diversity Officer

www.lsu.edu/diversity
LEAD COMMITMENT TO DIVERSITY
LEADING LOUISIANA & THE WORLD

OUR VALUES

Referencing the institution’s original charter, LSU’s rich heritage supports the ideals we value as a campus community—a balanced university that promotes the importance of our agricultural and engineering background, as well as the humanities, arts, and sciences with a passion to educate the whole individual that is inclusive and inquisitive. As faculty, staff, and students, we strive for excellence in expressing these values so they remain part of our culture and the legacy of LSU. They are:

COLLABORATIVE
We foster a culture that values and rewards collaboration at all levels of the university: across disciplines; among faculty, staff, and students; with other universities and institutions; and those we serve.

CREATIVE
We nurture ingenuity throughout all areas of the university by creating a culture that encourages excellence, risk-taking, and an open-minded approach to challenges, while also recognizing and rewarding emerging talent and ingenuity.

CULTURALLY ADEPT
We celebrate our own uniqueness combined with an awareness and respect of local and global values and beliefs, which help to strengthen the intellectual environment and support our commitment to diversity and inclusion.

GLOBALLY ENGAGED
We understand that global events and culture affect our university, just as our scholarship, discovery, and experiences contribute to the world around us. Only through a conscious and consistent effort to connect with our global neighbors can we ensure that we advance the greater good for our entire planet.

INNOVATIVE
We innovate in the classroom, through discovery, and during engagement with the community. Innovative thinking across the university can help solve the challenges of those we serve and enhance LSU’s role as a global leader.

TRANSFORMATIVE
We are a catalyst for transformation, a force for good that changes lives and makes a significant, positive impact on the world around us.

www.lsu.edu/strategicplan/
Diversity is fundamental to LSU’s mission, and the university is committed to creating and maintaining a living and learning environment that embraces individual differences. Cultural inclusion is of the highest priority. LSU recognizes that achieving national prominence depends on the human spirit, participation, and dedicated work of the entire university community. Flagship: 2020 will be realized by bringing together diverse ideas, perspectives, skills, and talents of the nation’s preeminent scholars, brightest students, and leading higher education professionals. Through its Commitment to Community, LSU strives to create an inclusive, respectful, intellectually challenging climate that embraces individual differences in race, ethnicity, national origin, gender, sexual orientation, gender identity/expression, age, spirituality, socio-economic status, disability, family status, experiences, opinions, and ideas. LSU proactively cultivates and sustains a campus environment that values open dialogue, cooperation, shared responsibility, mutual respect, and cultural competence. These are the driving forces that enrich and enhance cutting-edge research, first-rate teaching, and engaging outreach activities.
IMPACT
DIVERSITY HIGHLIGHTS
DIVERSITY OVERVIEW & STATISTICS

FALL 2018 FULL-TIME UNDERGRADUATE ENROLLMENT

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White/Caucasian</td>
<td>69.64%</td>
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<tr>
<td>African American/Black</td>
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<tr>
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<tr>
<td>Native American/American Indian</td>
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<tr>
<td>Native Hawaiian or Pacific Islander</td>
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FALL 2018 FULL-TIME GRADUATE ENROLLMENT

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</thead>
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<td>1.28%</td>
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<tr>
<td>Native American/American Indian</td>
<td>0.23%</td>
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</tbody>
</table>

LSU RECEIVES HIGHER EDUCATION EXCELLENCE IN DIVERSITY AWARD

Enhancing diversity at LSU is a core institutional value. LSU received the 2017 Higher Education Excellence in Diversity, or HEED, Award from INSIGHT Into Diversity magazine – the oldest and largest diversity-focused publication in higher education – making it the sixth year in a row that the university was named a HEED Award recipient.

As a recipient of the annual HEED Award, a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion, LSU was featured along with 83 other recipients in INSIGHT Into Diversity magazine’s November 2017 issue.

Learn more: www.insightintodiversity.com
LSU REP YOUR FLAG

The 2nd Annual “Rep Your Flag Day!” is a broad initiative hosted by the LSU Office of Diversity. The purpose of this event is to showcase the cultural and international diversity that many of our students bring to campus.

At this event, we brought students from all backgrounds together to celebrate regional, national, and international culture, to fellowship, and experience a variety of both contemporary and cultural music and food. The event gave students, faculty, and staff a chance to have lunch in a fun, safe, and inclusive environment.

It is the goal of the Office of Diversity to continue to inspire and empower the LSU community to reach new heights in their awareness of other cultures and cultural heritages.

On April 6, the Office of Diversity joined with the university community to celebrate the rich diversity of the LSU community by hosting Rep Your Flag. Over 200 students, faculty, and staff were in attendance to represent various cultures.
The Clarence L. Barney Jr. Annual Jazz Brunch was a dynamic and inspiring event. The Office of Diversity, Black History Month committee, and a group of dedicated faculty, staff, and alumni worked to put together a beautiful event in honor of the 25th anniversary of the opening of the African American Cultural Center here at LSU. We were proud to be able to host a sold-out event in honor of moving the needle forward for diversity and inclusion across campus!

The brunch honored 20 African American alumni that were the first to do something groundbreaking at LSU. These individuals included a variety of alumni from academic departments to athletics. For example, we honored Dr. Freya Anderson Rivers, the first African American female undergraduate student, and Mr. Collis Temple, the first African American basketball player here at LSU. The room was full of LSU historical figures, which was truly magical and spoke volumes to the many ways African Americans have impacted this institution.

Not only did we honor those historical figures, but we also honored new and current trailblazers who devote their time and energy to advancing diversity, inclusion, and social justice on campus and in the Baton Rouge community. These awards were given to Ms. Andrea E. Grant (AACC Legacy Award), Ms. Tia D. Jordan (Umoja Undergraduate Student Award), Ms. Milan S. Stokes (Nia Student Athlete Award), Rev. Dr. Herman Kelly, Bethel AME Church (Imani Community Organization Award), and Ms. Raven A. Winding (Kuumba Graduate Student Award). These selected individuals were nominated by the community because of their special contributions and hard work. Mr. Eli Jackson earned the Legacy of Service Award, which is bestowed upon the African American LSU employee who has worked for the university for the longest period of time. Mr. Jackson has served LSU for an amazing 53 years!

Mr. Eric Reid Jr., the title sponsor, earned the Upendo Award. Eric Reid Jr. is a former football player and current NFL player/activist. He is best known for kneeling in solidarity with Colin Kaepernick in protest of police brutality against African Americans. It was truly uplifting to have his name be a part of this event and have his father, Mr. Eric Reid, accept the award on his behalf.

This event was full of history, honors, gifts, and awards. We received three amazing original prints from the renowned New Orleans artist Mr. Terrance Osbourne. He donated two prints to the center, and we were able to raffle off the third piece. Furthermore, the A.P. Turead Black Alumni Chapter graciously donated $4,000 to the center to aid in student support and programming.

Overall, the 2018 Jazz Brunch was a great success that truly highlighted the historical and current impact of diversity on campus.

To learn more about the Clarence L. Barney African American Cultural Center or ways to get involved with Black History Month/Jazz Brunch please visit our website.

www.lsu.edu/diversity/aacc
LSU’s Office of Diversity Launches 2nd Annual Chat & Chew Series

For the second year in a row, The Office of Diversity (OoD) hosted a monthly “Chat & Chew” Diversity and Inclusion Lecture Series for faculty and staff. “Chat & Chew” sessions are designed to provide greater insight into areas that promote the goals of diversity and inclusion outlined in the OoD strategic plan, as well as engage faculty, staff, and administrators in thoughtful conversations that will aid in shifting the climate at LSU. “Chat and Chew has become an eagerly anticipated dialogue for a number of people here at LSU,” said LSU Vice Provost for Diversity Dereck Rovaris Sr. “The monthly noontime conversation about a variety of topics has added greatly to the further understanding of diversity and its many components.”

The sessions took place every fourth Tuesday of each month during lunch in the Castilian Room at the LSU Student Union. The series consisted of live lectures and panel discussions followed by a moderated discussion amongst audience members. The topics ranged from national and local issues and the importance of intersectionality to transgender students’ experiences on campus and mental health.

For more information about Chat & Chew at LSU, please visit our website.
The National Coalition Building Institute (NCBI) is an international nonprofit, leadership training organization based in Washington, D.C. Since 1984, NCBI has worked to eliminate racism and all other forms of prejudice and discrimination throughout the world. In 2017, LSU's affiliate chapter of NCBI was formed in partnership between the Office of Diversity and the Office of the Dean of Students when a group of faculty and staff were trained to serve as workshop facilitators. The purpose of this workshop is to encourage leading for inclusion by enhancing our understanding of diversity through exercises that promote self-awareness, increased understanding of diverse individuals and groups, and skill development to help us be effective allies.

In the first year, LSU at NCBI offered over 30 Welcoming Diversity Workshops and other engagement opportunities, including the Controversial Issues Processing Workshop as part of the Dinner & Discussion program hosted by Campus Life. Approximately 1,000 students, faculty, and staff have participated in NCBI offerings at LSU. Workshop attendees included various academic areas, such as the LSU Veterinary School of Medicine, Department of English, College of Agriculture, and College of Science. Workshop attendees also included staff from various units, such as LSU Cox Communications Academic Center for Student-Athletes, Parking & Transportation, and Human Resource Management. In addition, student leaders participated through LSU Campus Life’s Geaux Lead Retreat and Leadership LSU, the Office of Diversity’s Diversity Ambassadors, LSU Residential Life’s Resident Assistant training, and the LSU Greek Life’s Tri-Council curriculum.

Assessment results indicated that:

- 82 percent of participants said they learned something new about other social/cultural/heritage groups on campus after attending a workshop
- 94.64 percent of participants said they have a good to excellent understanding of the importance of valuing diversity in all forms and not leaving any social/cultural/heritage group out after attending the workshop
- Participants had a 56 percent increase in understanding how to create dialogue when engaging prejudicial slurs and remarks
- 83 percent of participants said they have a good to excellent understanding of how to create dialogue when engaging prejudicial slurs and remarks
- 86 percent of participants said they have a good to excellent understanding of how to be an ally to other social/cultural/heritage groups on campus

Workshop attendees have shared the following after completing the Welcoming Diversity Workshop at LSU:

- “It was a great experience to speak with people and hear their views in their own words instead of what mainstream media outlets convey.”
- “I think it’s important for everyone to be exposed to diversity training especially if they have no experience with diverse/minority people. This will help create a safer, more inclusive culture on the campus.”
- “This was by far one of the best trainings of my LIFE. I have encouraged all of my coworkers to go. The most useful part was the sense of being a safe-space. I felt that the participants were all onboard with keeping our words for the day confidential. It allows everyone to speak their minds and unload the stress they’re carrying around.”

www.lsu.edu/ncbi
On September 29, 2017, the Louisiana State University African American Cultural Center held a rededication ceremony commemorating the center’s name change to the Clarence L. Barney Jr. African American Cultural Center. This name change made the center the second building on LSU’s campus named after an African American.

The renaming was an incredible moment in the center’s history and would not have come to fruition without the early work of student leaders and staff dating back to 1993, when advocates for a space and worked diligently to convince university administration to support their efforts. In 1992, Mr. Barney served as chairman of the LSU Board of Supervisors. As a result of his leadership and commitment, the African American Cultural Center became a reality. Barney was a man of impeccable character. A tireless advocate for human rights, he was president of the Urban League of Greater New Orleans for more than 30 years, retiring in 1996. In addition to the LSU Board of Supervisors, he also served on the Superdome Commission and on the Board of Dryades Savings Bank. He passed away in 2005.

The Rededication Ceremony was a beautiful program that served as a reminder of the impact the center had on their lives and also a chance for current undergraduates to hear their powerful stories. In 2018, the Clarence L. Barney African American Cultural Center celebrated 25 years of excellence, and we are excited to continue advocating for our African American students while supporting them culturally, academically, and socially.

To learn more about the Clarence L. Barney African American Cultural Center please visit our website.

www.lsu.edu/diversity/aacc
On Monday, October 16, the LSU Black Male Leadership Initiative (BMLI), Office of Multicultural Affairs, Office of Diversity, LSU administrators, professors, and other supporting entities welcomed over 250 males of color, grades 7 through 9, to the Seventh Annual Preview Day for males of color.

Preview Day is a critical factor in defying the dangerous and often deadly odds faced by black male youth today. This event is designed to provide young males of color with insight into college life, encourage preparation for college while still in middle or high school, and highlight the experiences of black college men at LSU. Middle and high schools from districts/parishes from across the state of Louisiana attended this event.

During Preview Day, students were able to tour LSU’s campus. This allowed them to experience what it is like to be on a college campus. We firmly believe that black male youth need to have the experience of seeing a college campus. Exposure sparks curiosity and drive to enroll here one day as a student. Additionally, these students engage in various workshops, including STEM tutorials offered by our campus National Society of Black Engineers (NSBE). It is crucial that these young men interact with black students within the STEM field and see that they are not limited to a particular major or discipline.

Furthermore, the students got an opportunity to meet LSU BMLI Fellows and speak with current students, faculty, staff, and graduate students about the college experience. This allowed them to ask real questions and express concerns and fears to a group of men they can relate to. In all, this was a holistic academic experience for young black men, to motivate them to not only come to LSU but to encourage them to attend college regardless of the institution. The students were able to meet and interact with campus dignitaries including LSU President Dr. F. King Alexander, Dean Roland Mitchell, and Dr. Dereck Rovaris, the Chief Diversity Officer and Vice Provost for Diversity.

This event is hosted and planned by our Black Male Leadership Initiative. The overall mission of the LSU BMLI is to increase the participation, retention, and graduation rates for males of color on LSU’s campus. BMLI provides professional and personal development, mentoring, and also connects our BMLI Fellows with campus faculty, staff, and resources. BMLI works to help solidify how attending college, particularly LSU, can provide academically and socially relevant experiences for young black males and other students of color.
The Office of Multicultural Affairs and the LGBTQ+ Project have extensively redesigned and updated the Safe Space training over the past year. The training identifies and educates individuals who will affirm and support all people regardless of sexual orientation, gender identity, and gender expression. The training covers numerous topics such as coming out, terminology, pronouns, as well as concerns and issues pertaining to the LGBTQ+ community. The four-hour training also explores local and national resources and how to be a better ally to LGBTQ+ students on campus.

Over the last 18 months, the Safe Space program has collaborated with over 15 departments from all over campus, hosted seven general public trainings, led a pre-conference workshop for a regional diversity conference, and expanded operations to the LSU Shreveport campus. According to post-assessments completed by over 800 participants, 4.9 out of 5 strongly recommend this workshop to others.

As the Safe Space program continues to grow, LSU becomes a safer environment for LGBTQ+ students, faculty, and staff. If you feel that this workshop would be a good addition to your department’s professional development, please contact the LGBTQ+ Project within the Office of Multicultural Affairs by emailing lgbtqproject@lsu.edu, or by calling 225-578-4339.

To learn more about Safe Spaces, please visit www.lsu.edu/safespace.
The 2018 Martin Luther King Jr. Commemorative Celebration Week kicked off with our annual Day of Service community project on January 15, 2018. MLK Week is organized by the Office of Multicultural Affairs with the assistance of the MLK Commemorative Celebration Committee. The committee is made up of dedicated students, faculty, and staff of LSU.

Nearly 350 students, faculty, staff, and community members checked in on LSU’s campus in the early morning. In addition to receiving their service day t-shirts and breakfast, volunteers enjoyed a greeting and words of encouragement by Baton Rouge Mayor-President Sharon Weston Broome. Mayor-President Broome reminded everyone of the legacy of MLK, the meaning of service, and the importance of community.

Moments later, MLK Commemorative Celebration Committee Chairperson Tia Jordan, an LSU senior and English major, led the mass of volunteers several blocks north of campus to University Terrace Elementary School. There, volunteers were separated into several groups, each with a different task. The next five hours were spent painting hallways, cleaning and sanitizing surfaces, repairing handrails, and refinishing the teacher’s lounge. Another small group spent the day designing posters, writing greeting cards, and painting pictures that told the story of Martin Luther King Jr. Each classroom was decorated with these items as a surprise for the students when they returned the next morning.

The MLK Day of Service would not be possible without the contributions of so many people, including the planning committee and Shell Corporation. Shell provides a team of volunteers each year that spends the day completing the service projects, as well as serving lunch to all of the volunteers. The MLK Week of Celebration is made possible by the generosity of the LSU Athletics Department, which financially sponsors the events each year.

To learn more, please go to www.lsu.edu/mlk.
BREAKFAST BREAK

The Women’s Center began hosting Breakfast Break one Friday a month. We discussed topics pertaining to women’s empowerment and gender equity surrounding faculty, staff and graduate students on campus.

Each session consisted of a networking portion where breakfast was provided followed by an activity or workshop. This year we covered topics like self-care, sexual harassment and mentoring, among many others and we hope to expand our topic areas in the future.

Our first session will be Branding Brilliant Women, where we will discuss professional branding. We are asking that people RSVP as we will be providing a continental breakfast.

THE PERIOD PROJECT

The Period Project is an initiative that was launched during Women’s History Month with help from Student Government and Minority Women’s Movement.

Our survey results showed that over 90% of respondents were facing period “emergencies” and having to leave campus to find relief.

The funding secured through Student Government allowed the Women’s Center to purchase pads and tampons so free emergency hygiene supplies were available to menstruating students, faculty and staff across campus.

ESPRIT DE FEMME

For Women’s History Month the LSU Women’s Center hosted its sixth annual Esprit de Femme Awards Sunrise Celebration.

Established in 2009, the Esprit de Femme award is an annual acknowledgement of a person who has made exceptional efforts toward the advancement of women in Louisiana. This award honors individuals who elevate the status of women in the community through their contributions to the arts, education, healthcare, business and industry, charity, and civic engagement.

This year also marked the third year that the Esprit de Femme Student Leadership Award was given. The award honors and recognizes LSU students who exemplify the ideals and principles of the Esprit de Femme award. Esprit de Femme Student Award recipients received financial support to further their academic pursuits.
DIVERSITY IN WORKING WITH LSU SYSTEM

MANRRS (Minorities in Agriculture, Natural Resources and Related Sciences) members participated in activities to promote diversity across the LSU campus community. In these activities members were able to network across campus, give back to the community and engage in student programming activities that help foster retention of students in the college. Highlights included:

- Volunteering at the Black Male Leadership Initiative Preview Day on October 16th from 9 a.m. to 1 p.m. MANRRS also hosted a BMLI meeting during Spring 2018.
- Soliciting the resources of the Olinde Center to prepare for the national MANRRS Conference.
- Participating in GEAUX Big on April 14, 2018.
- Participating in the MLK Day of Service on January 15, 2018.
- Publicizing the Safe Space Campaign to identify and educate individuals who will affirm and support all people regardless of sexual orientation and gender identity/expression.

DIVERSITY IN RECRUITING

The Recruitment & Retention team in the College continues to actively recruit undergraduate students of diverse racial, ethnic and cultural background. The total enrollment for Fall 2017 in the college is 1304 with 287 reported as non-white with African American/Black accounting for 10% of the total enrollment.

This year the College of Agriculture launched the first “Ag Fellows Program” in fall 2017 as a new recruitment strategy for high achieving minority and first-generation college students. Nine students attended the pilot program. The day was structured to provide personalized attention to the students and their guests and included small breakout sessions with faculty, a guest/parent session, the opportunity to attend class with a current student, current student speakers and a scholarship award recognition. Two candidates were awarded a $1,000 scholarship as part the Ag Fellows Program.

DIVERSITY IN STUDENT ORGANIZATIONS

The Les Voyageur Team (Ag Ambassador Team) selected 22 students to serve as members of the organization this year. Of those 22 members, three students are African American, one student is Native American. Sixteen of the students are female and we are working to continue to recruit outstanding student leaders to reflect the diversity of our student body. The group assists with the overall enhancement of the College of Agriculture through recruitment, retention and alumni activities. Serving as a Les Voyageur is an honor and distinction that sets student leaders apart and provides them with opportunities for professional development and networking. Elijah Hanzy, a MANRRS member, was selected to be a member of Les Voyageur.

The LSU Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) organization is the premier organization to provide support for all racial and ethnic minorities in the College and broader LSU community. During fall 2017, the LSU MANRRS chapter attended the Region 4 Cluster meeting in Oklahoma. Seven students and a graduate advisor participated in workshops, experiential learning activities and contests in preparation for the MANRRS National Conference.

One of the highlights of the organization’s year was the attendance of eight students at the 33rd Annual Career Fair & Training Conference, April 4-8, 2018, Greensboro, North Carolina. At the conference, the students networked with professionals in their career areas and interviewed for internships, scholarships, and employment. All the students participated with “People Power,” a volunteer team for the conference.

Four of the eight students competed against Oregon State University to the second round to be defeated by the University of Georgia. Additionally, four students were recognized as elite scholars because they have a 3.25 GPA or better. During the conference the Elite Scholars participated in exclusive networking activities with premiere national partners.

COMMUNITY OUTREACH THROUGH SERVICE-LEARNING

LSU College of Agriculture Minorities in Agriculture, Natural Resources and Related Science (MANRRS) was featured in the National MANRRS newsletter for collaboration with the USDA NRCS. The purpose of the project was to conduct outreach activities for minority agricultural producers and landowners.

LSU COA MANRRS also participated in giving back to the Houston community after Hurricane Harvey by organizing and collecting necessary items (canned food, toiletries, etc.) for hurricane relief.

Should you have any questions please contact Dr. Gina E. Eubanks (geubanks@agcenter.lsu.edu), Associate Vice President and Program Leader – LSU AgCenter.
The LSU College of Art & Design student body steadily continues to strengthen and become more diverse thanks, in part, to the efforts the college has put in place to recruit and retain members from underrepresented groups in art and design. Scholarships such as the Hearst Scholarship continue to support undergraduate minority students. The college is also working closely with the LSU Office of Diversity to recruit and retain a more diverse faculty.

**SCHOOL OF ARCHITECTURE**

The LSU chapter of The National Organization of Minority Architecture Students (NOMAS) continues to support minority students in the field of architecture. This year students in leadership roles attended the 45th Annual NOMA International Conference & Exposition in Houston, TX. LSU chapter leaders participated in workshops, round table discussions and meetings with other NOMAS chapter leaders from around the world to discuss bridging the gap between the profession and academia and ways students can assist in improving diversity in their programs. The students also had the opportunity to attend sessions with and network with professionals. Architecture students have also worked with diverse communities this year, such as the Pecan Acres Flooded Community Resettlement Initiative, collaborating with the community of New Roads, LA to design a relocated neighborhood.

**SCHOOL OF ART**

The LSU School of Art is working to improve outreach to potential minority students by communicating with Louisiana schools, by attending the Annual Statewide Juried High School Exhibit, attending the NACAC College Recruitment Fair in New Orleans and Houston, and scheduling visits to local and regional high schools.

**SCHOOL OF INTERIOR DESIGN**

In 2017-18 the LSU School of Interior Design has increased diversity in numerous ways. The school focused on a partnership with Hunan University in Changsa, China, which brings more Chinese students to study design at LSU. The interior design faculty hosted the Evidence-Based Design Workshop in February 2018, exploring a design process that provides greater opportunities for diverse populations, and created the Empathy Toolkit, which helps students to learn to design for individuals with disabilities.

**ROBERT REICH SCHOOL OF LANDSCAPE ARCHITECTURE**

The school continues to recruit students from diverse backgrounds, particularly in the graduate (MLA) landscape architecture program. Undergraduate students worked on the CPEX “Complete Streets” project, an initiative to improve accessibility in underserved communities of Baton Rouge.
Diversity and inclusion champions from across the nation converged on the LSU campus to discuss best practices, common challenges, new initiatives and professional development during the Third Annual SEC Business School Diversity Conference. The E. J. Ourso College of Business sponsored this gathering held March 7-9, 2018. The conference included sessions with thought-leaders in diversity and inclusion, business, and education. Attendees grew their professional networks, exchanged ideas and best practices and gathered tools necessary to build diverse workforces, remain competitive on the global stage, and promote diversity and inclusion within their institutions.

“This started as a conference for business school diversity officers in the Southeastern Conference and grew into so much more,” said Angela R. Guidry, Director of Diversity and Inclusion for the E. J. Ourso College. “Given the importance of the topic and the quality of our speakers, we decided to expand the conference to include schools from outside the SEC and local business professionals. This infused new ideas and different viewpoints, creating more robust conversations. Our speakers provided practical strategies that our diversity and inclusion champions can implement at their organizations. We formed connections and will stay in touch sharing our outcomes and more tips.”

Ken Bouyer, EY Americas director of inclusiveness recruiting, served as the keynote speaker. Bouyer has more than 25 years of experience at EY and is responsible for developing and implementing a recruiting strategy that focuses on creating a diverse talent pool. He frequently speaks on building leadership, developing a global mindset and recruiting diverse individuals to build strong, inclusive teams.

Bouyer’s visit to LSU also included a fireside chat with business students. The event’s informal style allowed for meaningful engagement and an open dialog.

Other conference speakers addressed organizational culture, funding and investment, traditional and non-traditional recruitment strategies for faculty, staff and students and effective diversity and inclusion practices. Attendees walked away with tools and actionable approaches that will yield lasting results.

ABOUT THE SOUTHEASTERN CONFERENCE (SEC)

A pioneer in the integration of higher education and athletic competition, the Southeastern Conference (SEC) is a leader on the national landscape for intercollegiate athletics in the 21st century. Throughout its 82-year history, the SEC has provided leadership on the vital issues facing intercollegiate competition. Located primarily in the southeast, the fourteen member institutions include the flagship public universities of eleven states, two additional public land-grant universities, and one private research university.

ABOUT DIVERSITY AND INCLUSION

The E. J. Ourso College of Business fully appreciates and adopts LSU’s Flagship Agenda for diversity and inclusion. As the corporate world faces global demographic changes, we actively embrace diversity and help to build an inclusive campus culture. The E. J. Ourso College emphasizes the recruitment and retention of diverse students, staff, and faculty and provides an environment free of intolerance or discrimination.

Established in August 2010, Diversity and Inclusion helps ensure that the E. J. Ourso College reflects the diversity of its many students and that all individuals feel welcome and equal. Diversity and Inclusion staff host many student-focused events, including workshops on topics like personal branding and social media, interview skills, and résumé reviews. Diversity and Inclusion also sponsors the annual Dress for Success Fashion Show, a fun and informative showcase of business attire. Diversity and Inclusion is a part of the Office of Business Student Success.
The LSU chapter of EnvironMentors was named the 2018 Chapter of the Year at the National Fair and Awards Ceremony in Washington, D.C. on June 1. This is the second time that the LSU chapter has been awarded Chapter of the Year, after previously receiving the designation in 2013. In addition, LSU chapter member Briana Coleman won fifth place for excellence in environmental science research and a $500 scholarship. The LSU chapter has earned 13 awards since its inception in 2010.

LSU EnvironMentors is an after-school science mentoring initiative that pairs high school students from Scotlandville Magnet High with LSU undergraduate and graduate mentors who help them improve their understanding of science.

“It feels like a huge accomplishment to have placed after coming [to the National Fair] for three years. With the help of my mentors and everyone at LSU, I felt like I had to keep fighting because this is what I want to do. And, to finally have it—words cannot explain that feeling. It was awesome,” Coleman said.

Coleman is a rising senior who dreams of becoming an environmental lawyer. She is currently evaluating college options, including the new LSU College of the Coast & Environment, or CC&E, Coastal Environmental Science partnership with the LSU Paul M. Hebert Law Center.

These high school students are selected for the national competition after completing a year-long research project with the help of their LSU undergraduate and graduate student mentors. Each mentee’s work culminates in a local poster competition in which his or her data collection and research findings are presented. Top EnvironMentors students from the local competition earn the privilege of competing at the EnvironMentors National Fair. This year, four LSU EnvironMentors were selected to attend: Briana Coleman from Baker, La.; A’Shonte Reed, LeAnne Riley, and J’Tyriah Woodson, all from Baton Rouge.

The program is also an opportunity for college students to provide community service while developing leadership and mentorship skills. It is organized by LSU CC&E, and mentors from multiple units throughout campus participate including the Colleges of Agriculture, Coast & Environment, Engineering, Humanities & Social Sciences, and Science.

“I am especially proud of LSU’s EnvironMentors program. We are seeing outstanding results in the graduation rate of our high school participants. What is especially remarkable is that students are not selected for this program based on academic ability or achievements but solely on their interest in science and their level of commitment to it,” said Christopher F. D’Elia, professor and Dean of CC&E.

Brian Matherne, CC&E graduate student and LSU chapter coordinator, attributes their success in becoming the 2018 Chapter of the Year to engaging the students in challenging new experiences in order to foster in depth learning and growth.

“My experience working with the youth in our program has been incredible. I’ve seen very large transitions in the ability, focus and determination of our students. It’s very inspiring for me to see students form a passion, feel they can understand science at a higher level, and feel that perhaps they want to go on and do science as a career,” Matherne said.

LSU EnvironMentors is solely funded by philanthropic donations. For more information, visit: environmentors.lsu.edu

"It feels like a huge accomplishment to have placed after coming [to the National Fair] for three years. ...”
NSBE — NATIONAL SOCIETY OF BLACK ENGINEERS

GEAUX NSBE WEEK
NSBE Week is dedicated to improving the recruitment and retention of minority engineering students while helping increase membership and push the NSBE mission. The society works to embody every part of our mission during this week by having programs on professional development, community service and/or technical outreach, as well as social events.

REGION V CAJUN ZONE MEETING
The CAJUN Zone meeting is a regional summit of all the chapters located in the CAJUN ZONE (state of Louisiana). NSBE-LSU hosted and assisted the CAJUN ZONE chair in the planning of this meeting this past spring. The Zone meeting is to foster collaboration among chapters, prepare for the national convention, and review important NSBE business amongst the chapters.

A WALK FOR EDUCATION
The goal of A Walk for Education (AWFE) is “to increase awareness of the opportunities available through education, particularly in the STEM fields, and to shatter myths about African Americans in math, science, engineering and other technologies.” AWFE is a grassroots program in which NSBE members go door to door in underserved black communities and hand out information on college, scholarship information, SAT/ACT preparation tools, NSBE, and share information on the benefits of majoring in STEM fields. AWFE is the primary outreach and advertising mechanism of TORCH. AWFE is a one-time broad effort to reach into the community and initiate a relationship that can be developed further through other TORCH activities. AWFE ended with an education rally featuring a Keynote address from Mayor-President Sharon Weston Broome and a STEM fair of activities for kids.

www.eng.lsu.edu
In the May of 2018 the College of Human Sciences and Education developed the CHSE military challenge coin. The coin was awarded to graduating veteran/active duty service members in recognition of their service. Veterans are an often overlooked yet increasing student demographic. The awarding of the coin at a celebratory ceremony conducted by CHSE faculty and staff pays homage to LSU’s nostalgic history as the *Ole War Skule* and recognizes the patriotic contributions of CHSE students.
Taken together, the various Interdisciplinary Programs in the College of Humanities and Social Sciences (African and African American Studies, Chinese Culture and Commerce, International Studies, Jewish Studies, Linguistics, Screen Arts, and Women's and Gender Studies) mounted a series of lectures, films, and visiting speakers that brought diversity to the LSU campus in dramatic new ways that promote Global Engagement and Cultural Adeptness. These events included: “The Sociophonetics of Sexuality and Gender” (sponsored by Linguistics), Talking Black In America (sponsored by Linguistics and COMD), and “Afro-Pessimism and Black Optimism” (sponsored by African and African American Studies). Dr. Aisha Beliso-De Jesús from the Harvard Divinity School spoke on African Diaspora and Afro-Latino vernacular religious responses on social media to the current challenges posed by immigration policy and political rhetoric (sponsored by Comparative Literature and the Program in Louisiana and Caribbean Studies). Patrice Rankine from the University of Virginia spoke on African Diaspora connections to the Classics in light of U.S. History (sponsored by Comparative Literature). China Town Hall event on October 24, 2017 focused on China-India relations and involved the Chinese Student Organization and the Indian Student Association and was publicized within the local Indian and Chinese communities (sponsored by International Studies). A visit by Palestinian legislator Haneen Zoabi was well attended by members of the local Arab community. The program in Women’s and Gender Studies sponsored a Trans-Life Series, bringing in renowned transgender activists and scholars Susan Stryker and Jack Halberstam to give lectures and run seminars.
CHAIR IN MEDIA DIVERSITY

The Manship School is hiring the first endowed Chair in Media Diversity in the country: the Douglas L. Manship, Sr.-Dori J. Maynard Chair in Race, Media & Cultural Literacy. This Chair is meant to serve the full range of American news and information consumers in an increasingly diverse public. The Chair is named for Douglas L. Manship, Sr., who for more than fifty years in journalistic management and leadership in Louisiana was known as a forceful and articulate advocate of American freedom of the press, as well as for Dori J. Maynard, who as president of the Robert C. Maynard Institute for Journalism Education, located in Oakland, California, was dedicated to helping the nation’s news media accurately and fairly portray all segments of society. Dori Maynard’s father was the first African American to own and operate a mainstream newspaper and her family is legendary in journalism communities across the United States.

The Manship School is an ideal location for the focal area of the Manship-Maynard Chair: diversity and the media. Accredited by the American Council on Education in Journalism and Mass Communication, the Manship School has been described in a major institutional review as “in the ranks of the country’s strongest programs within this field.” With a central theme of research and teaching focusing on the intersection of media and public affairs, the Manship School offers undergraduate, master’s, and doctoral degree programs in media and public affairs and is well known for its social-media laboratory.

The critical issue of race in the newsroom has been a tacit and explicit focus of the Manship School over the past several years, and the faculty recently voted to require a course in media and diversity for all students. This Chair is described in the proposal as “shining a light on media diversity,” which seems appropriate in a State with a 36% minority citizenry. It is noted that the Manship School anticipates that “more than 26% of full-time faculty will be people of color when classes begin in August.” The unit received the first Equity and Diversity Award from the Association for Education in Journalism and Mass Communication in 2009. These factors underscore the unique qualities of the Manship School, which make it appropriate to host the Manship-Maynard Chair, the first such endowed faculty position of its kind.

www.lsu.edu/manship
It is with great pleasure that we look back on our collective work this year in the efforts of diversity and inclusionary programming within our vibrant College of Music & Dramatic Arts.

NEW FACULTY

Mara Gibson, Associate Professor of Composition
Dr. Gibson is originally from Charlottesville, VA, graduated from Bennington College, and completed her Ph.D. at SUNY Buffalo. Internationally renowned ensembles and soloists have performed Dr. Gibson’s music throughout the United States, Canada, South America, Asia, and Europe. Dr. Gibson currently leads the Constantinides New Music Ensemble, a unique chamber group engaging in new projects that adapt to multiple musical styles, and find new ways to connect in the community through non-traditional venues.

Justin West, Assistant Professor of Music Education
Justin West is a native of Houston, Texas, and joins us from the University of North Texas, where he is currently a candidate for the Ph.D. degree in music education. His research work focuses on the interactions between educational policy and the professional development of music teachers. Previously he received a Master of Arts degree from Columbia University and a Bachelor of Music degree in Choral Music Education from Lamar University.

SCHOOL OF MUSIC

Considering Matthew Shepard
In November 2017, the LSU A Cappella Choir, under the direction of Dr. John Dickson, Director of Choral Studies, presented, Considering Matthew Shepard in the LSU Union Theatre. Grammy Award winning conductor and composer Craig Hella Johnson’s Considering Matthew Shepard is a brilliant pastiche of musical styles, creating a choral experience that examines the 1998 hate crime that resulted in the death of University of Wyoming student Matthew Shepard. Written in the form of a “passion-oratorio,” the intent is to explore important questions about diversity, marginalization, and societal responses to acts of violence, hate or intolerance. In partnership with community leaders, school groups, and the Matthew Shepard Foundation, the LSU College of Music & Dramatic Arts also hosted a public forum prior to the performance to talk about positive ways to address hatred and prejudice in our society.

WOMEN IN MUSIC

Throughout the year, our community celebrated a series of works and accomplishments promoting, Women in Music. The LSU Symphony Orchestra presented works in October, February, and March, featuring the following faculty and staff: Dr. Mara Gibson, Dr. Hana Beloglavec, Dr. Roxana Pavel, Dr. Ana María Otamendi, and Elena Lacheva. The following current Music Composition students were also recognized this year, regionally and nationally, for their outstanding contributions in Music Composition:

Elizabeth Knox, PhD Composition
Author and Founder of, “Nevertheless, She Composed” Series and Platform

Mikeila McQueston, BM Composition, BM Voice
Commissioned for film score by Emily Hargis, April 2018; Film Score for “When Hairy Met Sally”

Niloufar Iravani, PhD Composition
1st prize winner of Philip Slates Memorial Competition for Graduate Students, Southeastern Composers League

Leigh Anne Robichaux, BM Composition, Minor in Digital Media Arts
The Persistence of Memory was selected as a winner in the First Annual LSU Student Composition Competition

SCHOOL OF THEATRE

The Mountaintop
In November 2017, Swine Palace/LSU Theatre produced the Olivier award winning play THE MOUNTAINTOP. Featuring New York-based actor Curtis Wiley and LSU Theatre MFA student Sara Osi Scott, THE MOUNTAINTOP is set at the Lorraine Motel in Memphis in 1968, on the night before Martin Luther King is assassinated and on the day he delivered a speech in which he foretold his own fate, “I may not get there with you, but I want you to know that tonight, we as a people will get to the Promised Land.” Playwright Katori Hall weaves a powerful surrealistic fantasy about a conversation between King and a mysterious hotel maid who brings him a cup of coffee and prompts him to confront his life, his past, his legacy and the plight and future of African-Americans. Hall’s insight, light touch and lively mood depicts King as a real man with very human foibles who was nonetheless capable of inspiring millions to hope and move toward a momentous societal shift for equality and justice. In conjunction with the production, the School of Theatre hosted post-performance panels, including a dialogue on Contemporary Activism.

Professor Tara Houston, Assistant Professor of Scenic Design
Summer 2018, Prof. Houston served as Designer, contributing to the Latinx Theatre Commons Carnaval of Latinx Work, Carnaval 2018: ConeXion!, in Chicago, IL. The event celebrates the abundance of Latinx talent in the U.S. theatre field.

www.lsu.edu/cmda
All during the month of March, the College of Science celebrated the achievements and research adventures of phenomenal women scientists as part of Women’s History Month. We decided to take the year’s celebration to the LSU Museum of Natural Science (MNS) as the college and MNS teamed up to offer a night of fun and edutainment (education + entertainment) tailor made for GEMS (Girls Exploring Math and Science). On Friday, March 9, 2018, the exhibit halls and research areas of the MNS were filled with more than 30 fourth, fifth, and sixth grade girls for LSU’s first ever Girls Night at the Museum. The night began with tours of the museum collections and chats with women scientists, and culminated with exciting hands-on activities and demonstrations. Representatives from LSU’s Chem Demo program showed the girls how to use liquid nitrogen to make ice cream. I think it’s safe to say that the ice cream was a hit, but what happens when you dip flowers in liquid nitrogen? Chem Demo was just one of eight hands-on demonstrations used to help the girls explore a variety of science principles. Also represented were the departments of biological sciences, physics and astronomy, mathematics, and geology and geophysics, along with the MNS, School of Veterinary Medicine and LSU’s Shirley C. Tucker Herbarium. The girls spent part of the evening chatting it up with women scientists like Dr. Tiffany Stewart from LSU’s Pennington Biomedical Research Center, Dr. Revati Kumar from the Department of Chemistry, Dr. Sophie Warny from the Department of Geology & Geophysics and Curator for the LSU Museum of Natural Science, and Katie Nugent, an undergraduate student in the Department of Physics & Astronomy. They shared their passion for science, talked about their research experiences, and answered questions about their journey as women in science. They also offered lots of great advice to help the girls feed their science curiosities. Parents were not excluded from the Girls Night at the Museum fun. They received a crash course in “Coaching your Daughter in STEM,” which included a panel discussion with LSU women scientists, museum tour, and hands-on science demonstrations. The session was led by Dr. Zakiya Wilson-Kennedy, assistant dean for diversity and inclusion in the LSU College of Science, who left the parents with some key tips to help support their daughters’ interest in science. Girls Night at the Museum was planned by a group of women passionate about giving girls access to science and math experiences. Thank you to all of the volunteers who joined with us to offer a memorable and inspiring night for young girls interested in STEM. Thank you to the parents for bringing your girls to LSU and for supporting them as they explore the possibilities that await those who chase science.
STATEMENT
The LSU SVM has increased its efforts over the last year to improve the culture here at the school. Through different recruitment events, programs, and hiring a new full time diversity position, the LSU SVM is on its way to becoming a culturally diverse and inclusive school and workplace.

Diversity Matters at the School of Veterinary Medicine
The LSU SVM Diversity Committee is made up of faculty and students and meets monthly. The school’s mission is to improve and promote diversity and inclusivity and create a welcoming environment for everyone.

VOICE (Veterinarians One in Culture and Ethnicity). VOICE is a national, student run organization which addresses the need for socio-cultural awareness that is not currently part of the core veterinary curriculum. http://vetvoice.org/. In 2018, VOICE students created a SVM-wide drive and garnered first place in the LSU Martin Luther King Food Pantry Competition, having won two years in a row. For the 2018 Black History Month celebration, the school was an Imani Sponsor for the second year in a row, and the VOICE students together with faculty attended the event. The students were also awarded $1000 through a SCAVMA grant to fund speakers in the school’s Diversity Matters Seminar Series again this year.

School of Veterinary Medicine Diversity Matters Seminar Series
This year the school invited Dr. Michael Chaddock as a Grand Rounds Speaker on the topic of How to Identify Cultural Diversity & LGBTQ+ Friendly Educational and Employment Opportunities AND How to make the Environment LGBTQ+ Friendly.”

SVM Commitment to Community Trainings at Freshman Orientation
In August of 2016 the School of Veterinary Medicine added a focus on inclusivity into the Freshman Orientation Program. This included an interactive session entitled: “Lenses of the Inclusive Leader” which demonstrates in a hands-on activity how we all see the world differently due to our background and how we must consider that to truly be a welcoming and inclusive community.

2017-2018 Student Recruitment Initiatives
The LSU SVM was represented at the annual MANRRS (Minorities in Agriculture, National Resources, and Related Sciences) conference to recruit students of color.

Other recruiting events included: Southern University, Xavier, Grambling State University, St. George’s University Grenada, Arkansas State University, AAVMC Annual Conference, Louisiana Gear Up College and Career Fair, Loyola University, APVMA Conference, UC Davis Pre-Health Conference, 2018 Southeast Regional Iverson Belle Symposium.

Pets & Vets
Forty-three children between the ages of 9 and 13 were here from July 16 to July 20 at an all-day summer camp. It was a week of fun, education, and hands-on experience with the worlds of veterinary medicine and scientific research. Contact: Celia Ordoyne, cordoy3@lsu.edu

New Position: Donnie Watkins
The first full-time staff member position was created this past July as part of our efforts to increase diversity and inclusion. This position will focus on coordinating and facilitating inclusivity trainings, including NCBI trainings, Safe Spaces, and Cultural Competency trainings. In addition to being a facilitator for these programs, Donnie is a Lighthouse Advocate.

www.lsu.edu/vetmed
The LSU Law Center’s Committee on Diversity and Professionalism is comprised of faculty and student members, and this year’s committee sponsored and/or organized multiple programs during the 2017-2018 academic year.

On August 29, 2017, the Committee organized and sponsored *A Conversation About Charlottesville and Its Aftermath*, in the LSU Law Center Auditorium. The event was free and open to the public. The event consisted of a panel discussion with Law professors John Devlin, Ray Diamond, and Chris Tyson, as well as Dr. Gaines Foster of the LSU Department of History, and Dr. Dereck Rovaris, Vice Provost and Chief Diversity Officer of LSU.

On September 24, 2017, Professor Lauren Aronson organized a Deferred Action for Childhood Arrivals program (DACA) workshop for DREAMERS to answer questions about DACA and immigration. This workshop was sponsored by the Law Center’s Public Interest Law Society (PILS), the Hispanic Law Student Association, International Programs.

On April 3, 2017, the Law Center hosted a visit by Dr. Meg Amstutz, Interim President of the Coastal College of Georgia, who gave a talk on women’s leadership in the Law Center Auditorium. The Law Center and the Law Center Committee on Diversity and Professionalism sponsored the talk, along with the LSU Office of Academic Affairs and the LSU Women’s Center.

On April 5, 2017, the Law Center sponsored a visit from the Doctors Without Borders Forced From Home Traveling Exhibit (www.forcedfromhome.com). Visitors from the LSU community, the Law Center, and the general public came to learn about the world’s more than 65 million refugees and internally displaced individuals and what MSF (Medicins Sans Frontières/Doctors Without Borders) is doing to assist them.

On March 27, 2018, the student members of the Diversity & Professionalism Committee organized a bake sale in the lobby of the Law Center to celebrate and support the Louisiana Foundation Against Sexual Assault. The students also prepared a fascinating pamphlet about the incredible women of the LSU Law faculty, including recent additions, as well as some notable female alumnae.
BOOK TALK AND SIGNING WITH DONNA BRAZILE

LSU Libraries Special Collections hosted a book talk and signing with Donna Brazile on Friday, November 17, 2017, in Hill Memorial Library. Brazile discussed her most recent publication, Hacks: the Inside Story of the Break-ins and Breakdowns that put Donald Trump in the White House, an account of the aftermath of the Russian hacking of the DNC and the disorder that beset the Democratic Party in the final months of the 2016 campaign.

In July 2016, in the wake of the Russian hacking of the DNC and the abrupt resignation of party chair Debbie Wasserman Schultz, Democrats turned to veteran political strategist and party official Donna Brazile for help. For the first time in Hacks, Brazile will share the complete story of the challenges she faced in working with the Clinton campaign, staving off Russian cyber attacks, and leading a party embroiled in chaos and scandal. Only by laying bare the missteps, miscalculations, and crimes of 2016, Brazile contends, will Americans be able to salvage their democracy.

Donna Brazile is currently a Joan Shorenstein fellow at The Shorenstein Center on Media, Politics and Public Policy at Harvard University's Kennedy School of Government. Twice serving as interim chair of the Democratic National Committee, Brazil is an adjunct professor at Georgetown University and a contributor to ABC News. A Louisiana native and graduate of Louisiana State University, Brazil worked on every presidential campaign from 1976 through 2000, when she served as Al Gore's campaign manager. In 2014, Brazil donated her papers to LSU Libraries Special Collections.

DIVERSITY COMMITTEE

Diversity is one of six strategic goals laid out in the LSU Libraries Strategic Plan 2017-2022: The Next LSU Libraries. This vision for the future of LSU Libraries includes a stronger culture related to diversity through programming, policy development, and mentoring, a dramatic increase in the number of diverse faculty and staff, and an increase in the diversity of the Libraries’ collections.

The LSU Libraries Diversity Committee is integral to the fulfilment of these goals and in promoting the Libraries’ efforts related to diversity. Last year, the committee recommended membership in the Association of College and Research Libraries’ (ACRL) Diversity Alliance and this year, the Libraries established a two-year Residency for diverse faculty members. The first Diversity Resident will be hired in 2018.

A Diversity Statement was adopted this year to affirm the Libraries’ support of diversity and inclusivity. The statement reads:

LSU Libraries celebrates diversity and is deeply committed to fostering an inclusive environment where everyone thrives. We work actively to support LSU’s institutional commitment to diversity as described in the LSU 2025 Strategic Plan and the LSU Libraries Strategic Plan 2017-2022.

LSU Libraries offers a safe and supportive environment for the entire LSU community. We acknowledge that libraries have historically failed to appreciate the diversity that makes our society strong, and we work to move beyond these shortcomings. We advance the university’s diversity efforts through (1) recruiting and retaining employees from a wide variety of backgrounds, (2) providing a safe and welcoming environment for all, and (3) enhancing our collection and description practices to represent the whole of Louisiana.

The Diversity Statement is on the Libraries’ employment webpage and will be referenced on upcoming job searches to advertise the Libraries’ commitment to the diversity of candidates and hires. Staff and faculty have also participated in a wide variety of diversity-related training this year, both on campus and by participating in national conferences.

LINDA SMITH GRIFFIN

Linda Smith Griffin is the 2018 recipient of the LSU Libraries’ Carolyn H. Hargrave Faculty Leadership Award. The award recognizes an LSU Libraries faculty member who has demonstrated exceptional leadership to the Libraries through job responsibilities, research, and service, qualities that Griffin exemplifies.

Griffin joined the LSU Libraries as a Library Associate from 1985-1996, and began her career as a librarian in 1996. She was the first African American to earn tenure through the process we have in place now (one other person of color was granted tenure before Griffin through a different process). Griffin’s numerous contributions to leadership in the Libraries include heading the Resource Description and Metadata Services department, serving as the Libraries’ liaison to OCLC’s Contract Cataloging for original cataloging, MARCIVE and NACO. During her years at LSU Libraries, she also has served as a mentor both formally and informally to faculty members and students, chaired committees, served in leadership positions at the university and for professional organizations, and presented at conferences. She has served on the LSU Admissions, Standards, and Honors (ASH) committee, been a faculty advisor for the MLK Commemorative Committee, and served as president of the Black Faculty and Staff Caucus at LSU. She has also served on the Executive Board for the African and African American Studies Program at LSU, and on the Advisory Board for ESSENCE (Encouraging Student Scholarship and Excellence through Native-Centered Education).

Griffin’s attitude and work ethic are superb and are two qualities that make her an effective and admired leader. She is always reliable and has a positive and professional attitude toward everyone. Her energy and enthusiasm are evident in everything she works on for the Libraries, and she is a natural leader, approaching her work with a commitment to excellence. With both students and faculty, she is consistently professional, approachable, and knowledgeable.

The African and African American Studies program recently recognized her for her service to their program, and other awards she has received are testament to her leadership in our profession and at the university. They include: the Louisiana Library Association Anthony H. Benoit Mid-Career Award (2014), the Harvard Leadership Institute for Academic Librarians Fellowship (2011), LSU Black Student Union (BSU) Faculty Honors (2011), the Black Faculty and Staff Caucus at LSU, President’s Outstanding Dedicated Service Award (2002), the LSU University Volunteer Service Award (2002), and the LSU Black Student Union (BSU) faculty member of the year (2000).

www.lib.lsu.edu
Students at the Louisiana School for the Visually Impaired (LSVI) in Baton Rouge fight the battle of living life to its fullest every day, after having lost or broken their glasses. As the saying goes, money doesn’t grow on trees, so many of the students must go months or even a year without their only means of sight. LSU ME seniors Macie Coker of Chalmette, LA; and April Gaydos of Hammond, LA.; along with ME sophomore Lucy Guo of Baton Rouge have spent their free time this semester working on a project that will benefit nearly half of the 75 students at LSVI. It all started when newly appointed LSVI Director Leslie Bello spoke to Heather Lavender, Education Coordinator with LSU’s Consortium for Innovation in Manufacturing and Materials (CIMM) and staff in The Office of Strategic Initiatives, about potential projects LSU Engineering students could work on that would help LSVI, aside from a faculty seminar series coordinated by Lavender at LSVI a year ago. Bello suggested creating glasses. “With a lot of these kids, they’re taping their glasses together or just holding them up all day,” Bello said. “It could be months to a year before they can get new glasses. The success of this will alleviate this problem.”

“We’re trying to bridge that gap and use our knowledge and resources to figure out what’s best for them to move forward,” Gaydos said. “The ultimate goal is for every kid’s glasses to be scanned once they start school, and their scans saved in a file that can be pulled up if they break their glasses down the road. The scan can then be used to print a pair of temporary glasses.”

“What I like about this project is it brings you back to those volunteer days from high school,” said Coker, a Dominican High School graduate. “It’s something that is for a really good cause. Not only does it promote STEM to these kids at a really young age, it’s something that’s benefitting them.”
UNIVERSITY COLLEGE PRIORITIZED DIVERSITY AND INCLUSION IN PROFESSIONAL DEVELOPMENT

A University College Diversity Committee comprised of representatives from all the unit’s departments was formed to develop an annual curriculum of diversity-focused professional development and to discuss concerns and actions related to issues of inclusion. The 2018 trainings began with a unit-wide Diversity 101 training hosted by Vice Provost for Diversity Dereck Rovaris, Ph.D. The staff followed this training with the one-day experiential program, National Coalition Building Institute International Welcoming Diversity Workshop.

University College hosted three student-focused programs that provided specialized services and support to students from diverse ethnic and socioeconomic backgrounds: Summer Scholars Program (SSP), Student Support Services (SSS), and The Ronald E. McNair Scholars Program (McNair Program). The Summer Scholars Program provided 37 scholarships to entering underrepresented minority freshmen. This SSP cohort was made possible in part by a $40,000 gift from Chevron and a $50,000 gift from Marathon Petroleum. The students enrolled in six hours of college credit, participated in Tiger Explorations which introduced the scholars to the campus community, and engaged in a variety of cultural experiences throughout the summer of 2017.

Supported with a $355,757 grant from the U.S. Department of Education TRIO Programs, Student Support Services provides advisement, tutoring, and other services that meet the unique needs of students who would be the first in their family to graduate college, students with disabilities, and students from a background of modest means.

With the support of $285,051 in funding from the U.S. Department of Education TRIO Programs, the LSU McNair Program promotes doctoral degree aspirations of students who would be the first in their family to graduate college, students from a background of modest means, and students who are from underrepresented minority groups. LSU McNair hosts events to highlight undergraduate research focused on issues of diversity.

This year, the McNair Program partnered with the Women’s Center to feature research by Jason Harman, Ph.D., Chelsea Hightower, and McNair student Misty Ezejiofo. Open to the community, the event, “His…Hers: Research on Salary Negotiations,” was an engaging discussion of gender biases in the contract negotiation process.
The Center for Academic Success (CAS) promotes self-efficacy and lifelong learning by empowering individuals with transformational strategies and resources that foster critical thinking and metacognitive development in order to advance student persistence and success. CAS strives to achieve its mission through several keystone programs: Academic Coaching, Supplemental Instruction, and Tutoring. This past year CAS served a record number of students through Academic Coaching, which provides students with one-on-one learning strategy consultations to help them develop a plan for academic success.

During the 2017 – 2018 academic year, CAS held 520 Academic Coaching sessions with students from a diverse racial/ethnic background. The charts show the percentage of students who used Academic Coaching in comparison to the LSU Fall 2017 student data by racial/ethnic category.

In the 2017-2018 academic year, CAS had six staff members and two graduate assistants participate in the National Coalition Building Institute (NCBI). This interactive program is designed to help students and staff reduce or eliminate bias, discrimination, controversy, and interpersonal conflict on campus. In addition, our staff served on several campus and community committees which focus on a variety of diversity and inclusion initiatives such as:

- Member, Academic Diversity Representatives Committee (ADRC)
- Member, LSU Diversity Action Team
- Member, Diversity Advisory Council, Consortium for Innovation in Manufacturing and Materials, a statewide research project
- Member, Diversity Advisory Council, Center for Next Generation Multifunctional Composites, a collaborative research center between LSU and Southern University
- 2018 Chair-elect, Minority Affairs subdivision, Professional Relations Division, American Chemical Society

The CAS staff also presented to a variety of student organizations that serve historically underrepresented groups such as Springfest, Genesis Round Table, Student Support Services, and President's Millennial Scholars. These presentations reached approximately 320 students.

On May 30, 2018, the CAS presented its faculty development workshop, Faculty Focus. This year's session focused on helping faculty prepare for LSU's largest and most diverse incoming class of students. Featured speakers included: LSU Chief Enrollment Officer Dr. Jose Aviles, LSU School of Education Associate Professor Dr. Keena Arbuthnot, LSU Center for Academic Success Director Dr. Gloria Thomas, and LSU Department of Biological Sciences Dr. Bill Wischusen. Presenters shared findings from their own research and the literature to prompt roundtable discussions on topics including understanding and minimizing achievement gaps and engaging diverse groups of millennial and post-millennial learners.

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OFFICE OF DIVERSITY | ANNUAL IMPACT REPORT 35
DIVERSITY INITIATIVES IN THE RESIDENTIAL COLLEGES PROGRAM

The LSU Residential Colleges Program, in partnership with the LSU Department of Residential Life, actively supports diversity initiatives every day. Tangible examples are seen in its co-curricular programming. These programs support the “collaborative (C),” “culturally adept (CA),” and “globally engaged (GE)” values expressed in Strategic Plan 2025. Humanities & Social Sciences Residential College (HSSRC) is a leader in these areas. The following are some highlights from the 2017-2018 academic year, with the primary value supported in parentheses.

HSSRC’s Sixteen Years Later, This Day in World Affairs: Celebration or Condemnation (9/11/17): Dr. Mokeba led a discussion of the long-term impact of 9/11 on international politics (GE).

HSSRC’s Let’s Dance Salsa! (9/26/17): Following a brief presentation on the history of Colombian salsa dancing, students learned the steps (CA).

HSSRC’s Indian Cooking Demo (10/17/17): Dr. Madhuri Yadlapati led an Indian food tasting and discussed Indian culinary culture. Dr. Yadlapati cooked traditional rice and vegetable dishes, and the local restaurant Bay Leaf provided chicken tikka masala and naan (flatbread) (CA).

HSSRC and Business Residential College (BRC): Intercultural Communication in the World of Business In collaboration with Communications Across the Curriculum (CxC) (11/6/17) (C, CA).

HSSRC’s How to Do the Study Abroad Fair (11/7/17): Students were given advice on how to pick the Study Abroad opportunity that is best suited for them (GE).

HSSRC’s Slide Presentation: My Year in Salzburg (1/29/18), by Rebecca Knapp, a former HSSRC resident who spent a year studying in Salzburg, Austria. Traditional Austrian treats were served (CA).

HSSRC’s Movie Nights: Last of the Mohicans (2/7/18), The Other Son (2/15/18), Gandhi (3/21/18), and Schindler’s List (4/11/18). Dr. Meredith Veldman provided commentary and led discussions after each of these events (CA, GE).

HSSRC’s War, Peace... and the Olympics? (2/19/18): Meredith Veldman & Harry Mokeba led a discussion/debate on whether the Olympic Games promote world peace and whether they provide positive role models for viewers (GE).
Sixth Grade Day completed its third year on LSU’s campus. Established in 2016, Sixth Grade Day provides middle school students of the East Baton Rouge Parish School System with tours and interactive academic exhibits. The experience allows local students to engage with LSU faculty and staff on their educational and career topics of interest. “Research shows that sixth grade is a pivotal year for students when it comes to making decisions on whether to attend college or not,” says LSU President Dr. F. King Alexander. “We want these students to explore LSU, discover the life-changing possibilities that await them in their own backyard and get motivated about attending college.” The program, which welcomes nearly 3,000 students each year, highlights the humanities, science, engineering, art, the LSU AgCenter, and Museum of Natural Science.

This is a precursor to a larger, educational initiative coming to the community. LSU will join education, business, and political leaders from around the city to launch the Capital Area Promise, an initiative committed to creating more college and career pathways for students. The Capital Area Promise is modeled after the Long Beach College Promise, which President Alexander implemented earlier in his career.

“This collaboration will make a real difference in the lives of Baton Rouge children, many of whom may not believe that higher education is a viable option for them,” Alexander added. “The Capital Area Promise demonstrates our collective commitment to ensuring a better future for our friends and neighbors streamlining and clarifying the most effective pathways to college and career readiness.”
Dr. Margaret A. Amstutz

**Tuesday, April 3**
11:00a.m.-1:00p.m.
McKernan Auditorium at the LSU Law Center

*Light lunch will be provided*

Dr. Meg Amstutz, interim president of the College of Coastal Georgia, will deliver a keynote address and participate in a discussion focused on academic leadership. A Q&A period will follow the keynote address.

Dr. Margaret A. Amstutz joined the College of Coastal Georgia as interim president on July 1, 2017, becoming the sixth individual to serve in this office since the institution’s founding in 1961.

Her career in higher education includes twenty years of experience at the University of Georgia, where she previously served as the associate provost for academic programs. She began her career as assistant to the president, working as a liaison to faculty and academic affairs, followed by six years as chief of staff in the President’s Office. As chief of staff, Dr. Amstutz oversaw the Office of the President as well as the Office of Legal Affairs, the Office of Internal Auditing, and the Equal Opportunity Office. She holds an academic appointment at UGA as adjunct assistant professor of English. She served as an advisor for Blue Key as well as president of the University of Georgia’s chapter of Phi Beta Kappa.

Dr. Amstutz earned her bachelor’s degree in English from Centre College in Danville, Kentucky and received her master’s and doctoral degrees in English and American literature from Washington University in St. Louis. While undertaking graduate studies in St. Louis, she also worked with the Missouri Humanities Council, a state affiliate of the National Endowment for the Humanities.
SUSTAIN ENGAGEMENT & SUPPORT
The President’s Millennial Scholars Program leverages a student-centered approach to ensure the academic, cognitive, personal, career, and professional development of students from underrepresented populations.

The President’s Millennial Scholars Program is a clear demonstration of the power of philanthropy to transform lives. Your gifts to PMSP make an immediate impact by providing student scholarships and programmatic support.

Learn more about PMSP at www.lsu.edu/diversity/pmsp
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Comprised of national industry leaders, the LSU National Diversity Advisory Board (NDAB) provides a broad array of talent and expertise to advocate diversity on campus. The common goal is to foster diversity and inclusion on campus and drive the mission and vision of diversity to faculty, staff, students, and neighboring communities all in support of the advancement of LSU.
DIVERSITY is Good for Everyone