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 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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Diversity and inclusion are vital to our educational mission as Louisiana's flagship university. They are key to our continued success. The quilt of our LSU campus community is stronger and more beautiful when the individual fabrics are tightly woven together. We’ve made some great strides in recent years to promote and strengthen diversity and inclusion at LSU, and we’re currently celebrating both our largest and most diverse incoming and graduating classes ever. While we’re incredibly proud of these accomplishments—which garnered the university the Higher Education Excellence in Diversity, or HEED, Award in 2019—we know there’s more work to be done. More importantly, we know our actions will speak louder than our words as we work to cultivate a campus culture in which every single member of our LSU Family feels welcome in, has a voice that is heard and respected, and is proud to be a part of.

Sincerely,

Thomas C. Galligan, Jr.
LSU Interim President and Professor of Law

“The quilt of our LSU campus community is stronger and more beautiful when the individual fabrics are tightly woven together.”
I am so grateful to our Black student leaders who organized the demonstration June 3 in response to our collective outrage and grief over the death of George Floyd most recently and over the ongoing loss of Black lives to racial violence. Listening to our Black students share how they experience our campus has been powerful and devastating. They have challenged us to do better and be better. It is imperative that we listen and that we act. I have benefited from the dialogue with our students, and these compelling conversations coincide with the work of our faculty, staff and students under Vice Provost Rovaris’s leadership over the last year to deliver our Roadmap to Diversity. We are now focused on its implementation. We cannot be successful unless we are ensuring a welcoming, diverse and inclusive campus community. Collectively, we are committed to that goal and working toward it more urgently than ever. You can sense the energy and excitement and while it is always a great day to be a Tiger, these days are exceptionally great ones!

Sincerely,

Stacia Haynie
Executive Vice President & Provost
LSU

“We cannot be successful unless we are ensuring a welcoming, diverse, and inclusive campus community. Collectively, we are committed to that goal and working toward it more urgently than ever.”
As the Vice Provost for Diversity and the Chief Diversity Officer of LSU, it is with great pleasure that we share our many accomplishments in this combined 2018-19 Annual Diversity Impact Report! March 2020 changed forever the landscape of higher education as COVID-19 forced us all into a new world of virtual reality. As the world watched the seismic reaction to the killing of yet another Black person by law enforcement, June of 2020 forced us all to come to terms with the reality that indeed Black Lives Matter. A health pandemic resulted in an economic pandemic that have both been layered with a racial pandemic. And yet a fourth political pandemic could follow in the Fall.

Few schools were as uniquely structured as LSU to address the needs of a growingly diverse student body and a simultaneous need to make our campus (even a virtual one) more inclusive. In August of 2019 a dedicated committee of staff, faculty, students, and alumni began a fortuitous journey to create a diversity roadmap for the university (fortuitous in that it was completed before the racial unrest of 2020). This blueprint was designed to chart the direction the university should take in order to realize the goals of support for diversity and actualized inclusion. The work of that committee is done and now the implementation of the plan has begun. Let’s see where it takes us.

Before we move on to that very necessary work, presented on the pages that follow is a report that provides a snapshot of Diversity at LSU. This report cannot capture all of the outstanding diversity work carried out by our faculty, staff, and students, so we invite you to use this report as a catalyst to learn more about the many efforts at the University aimed toward LSU becoming a more diverse and inclusive community. Because of your partnership and support, we are able to do the work we do every day. As we continue down this road of unprecedented pandemics, we look forward to continuing this good and important work together, all the while demonstrating what we have come to know, that “Diversity is Good for Everyone!”

Sincerely,

Dereck J. Rovaris, Sr., Ph.D.
Chief Diversity Officer & Vice Provost for Diversity

“The this blueprint was designed to chart the direction the university should take in order to realize the goals of support for diversity and actualized inclusion.”
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 in concert with 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 inventiveness.

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.
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.
DIVERSITY OVERVIEW & STATISTICS

FALL 2019 FULL-TIME STUDENT ENROLLMENT BY RACE/ETHNICITY

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multiracial</td>
<td>2%</td>
</tr>
<tr>
<td>International</td>
<td>6%</td>
</tr>
<tr>
<td>Unknown/Other</td>
<td>2%</td>
</tr>
<tr>
<td>Asian American</td>
<td>4%</td>
</tr>
<tr>
<td>African American/Black</td>
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</tr>
<tr>
<td>Hispanic/Latino</td>
<td>7%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>67%</td>
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</table>

FALL 2019 PERCENTAGE OF YOUR ADMINISTRATIVE LEADERSHIP

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</tr>
<tr>
<td>African American/Black</td>
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<tr>
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<td>3.45%</td>
</tr>
<tr>
<td>Asian American</td>
<td>2.30%</td>
</tr>
<tr>
<td>Native American</td>
<td>1.15%</td>
</tr>
</tbody>
</table>

Congratulations to LSU Department of Physics & Astronomy Professor Gabriela González, named the 2019 SEC Professor of the Year!

According to LSU Media, González, a native of Argentina and a leader in gravitational wave research, served as the global spokesperson for the Laser Interferometer Gravitational-Wave Observatory, or LIGO, Scientific Collaboration, a program that includes more than 1,000 scientists around the world. In 2017, LIGO leaders were awarded the Nobel Prize in Physics after confirming predictions made by Albert Einstein nearly 100 years ago.

González’s research focuses on LIGO instrument development and LIGO data calibration and diagnostics, critical to increasing the astrophysical reach of the detectors. She made the worldwide announcement that gravitational waves had been discovered and has since been elected to the National Academy of Sciences, among other distinguished societies.

González is the second professor from LSU to win the honor since the inception of the award in 2012.
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 embrace fellowship; and to 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.

LSUNITY

The LSUnity Block Party is an opportunity for our entire LSU family to join together in celebration of all of our unique differences that make the fabric of our community both beautiful and strong.

We bring LSU students from all backgrounds together for a block party. The event gives students a chance to get to know one another and share music and food in a fun, safe, and accepting environment, with the opportunity to win sponsored prizes! This year, our LSUNITY included Native American Dance Demo!
The Clarence L. Barney, Jr. African American Cultural Center (AACC) Annual Jazz Brunch was a dynamic and inspiring event. The Office of Diversity, AACC Jazz Brunch committee, and the Black History Month committee worked to put together a beautiful event in honor of the 26th Anniversary of the opening of the AACC here at LSU. We were proud to be able to host an event in the beautiful Stadium Club South overlooking LSU Tiger Stadium thanks to the generous partnership of LSU Athletics!

The brunch honored three African American alumni that are LSU trailblazers in the African American community as Distinction in Diversity honorees. These individuals included alumni from academic departments to civic leaders. This year’s honorees were Mrs. Linda Smith Griffin, Head of Resource Description and Metadata Services in the LSU Libraries; Chief Justice Bernette J. Johnson, the 25th Chief Justice of the Louisiana Supreme Court; and Commissioner Kim Hunter Reed, the 9th Louisiana Commissioner of Higher Education. The room was full of LSU students, faculty, staff, alumni, and friends and was a special celebration of African American accomplishments at LSU.

Not only did we honor our Distinction in Diversity honorees, but we also awarded individuals who have devoted their time and energy to advancing diversity, inclusion, and social justice on campus and in the Baton Rouge community. These awards were given to Dr. Herman Kelly (AACC Legacy Award), Ms. D’Errah Scott (Umoja Undergraduate Student Award), Ms. Sydney Mukes (Nia Student Athlete Award), Dr. Johnnie Jones (Kuumba Graduate Student Award), 100 Black Men of Metro Baton Rouge, LTD (Imani Community Service Award), and Mr. Edward Seales (Legacy of Service).

Mr. Eric Reid, Jr., the title sponsor, earned the Upendo Award. Mr. Reid 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 for him to support 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. Overall, the 2019 Jazz Brunch was a great success that truly highlighted the historical and current impact of diversity on campus while raising funds in support of Diversity programs and initiatives at LSU.

To learn more about the Clarence L. Barney, Jr. African American Cultural Center or ways to get involved with Black History Month/Jazz Brunch, please visit our website.
LSU’s Office of Diversity Launches 3rd Annual Chat & Chew Series

For the third 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 Vieux Carre 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.

For more information or to request special accommodations, please contact the Office of Diversity at 225-578-5736.
The National Coalition Building Institute (NCBI) is an international, non-profit, leadership training organization based in Washington, DC, USA. 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, NCBI at LSU 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 represented 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 in 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 & 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.”
• “Just interacting with everyone on a personal level. 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.”

National NCBI: http://ncbi.org/
Registration available on TigerLink: lsu.edu/tigerlink
Mahmoud Abdul-Rauf is a native of Gulfport, Mississippi. He played basketball at the University from 1988 to 1990, with the NBA’s Denver Nuggets from 1990 to 1996 and with the Sacramento Kings from 1996-1998. During his incredible time on campus, Abdul-Rauf participated in a round-table discussion with current students, spoke to the basketball team during a team practice, and gave an on-stage interview moderated by the Assistant Director of African American student affairs, Evante Topp. During the two sessions of dialogue, Abdul-Rauf encouraged students to be resilient regardless of what shortcomings they may face. He also motivated them to stand up for what they believed in, as he did when he decided to protest the national anthem during one of his NBA games, in relation to his conversion to Islam.

The thing that sparked it was when [former LSU Basketball] coach Dale [Brown] gave me the Autobiography of Malcolm X,” Abdul-Rauf said. “I don’t know why he gave it to me, but he did. [Malcolm X’s] life just had me thinking about my life, and what I want to do with myself.”

In March of 1996, Abdul-Rauf refused to stand during the national anthem of the Denver Nuggets’ game against the Chicago Bulls, as he believed it was a symbol of oppression.

“I don’t have any regrets,” Abdul-Rauf said. “When you get to that point where the truth means more to you than anything, money doesn’t matter. Once you see something, you can’t unsee it. [Arundhati Roy said] to be silent, to say nothing, is just as political as an act as speaking out.”

Abdul-Rauf received a suspension from the NBA for his protest and was fined $31,707 for every subsequent game missed. In 2001, his Mississippi home burned down. Prior to this, the house had Ku Klux Klan symbols drawn on the wall, and a truck had driven through the garage during construction.

Abdul-Rauf offered great advice to students as they enter their careers.

“Find out what it is you want to do,” he said. “Don’t let it be about the money. Let it be about the love. God wants the money to come; it’ll come. If it doesn’t, at least you’re doing something you love and you like work.”

Attendees enjoyed hearing about the life of Abdul-Rauf, some having never known about his political activism until that night.

“It was a great discussion,” said natural resource ecology & management junior Elijah Hanzy III. “He did what people considered to be radical today 20 years ago. We are in an age of social media where everything spreads faster, so that’s why a lot of people don’t know about it.”

Overall, it was an impactful event that aided in helping students understand activism and the student-athlete experience more deeply, while also being a significant catalyst in getting Mahmoud’s jersey retired by LSU.
Chopped

LSU’s The Chop Barbershop Series event was held on Monday, February 18, 2019, from 6:00 p.m.–10:00 p.m., in the Student Union. The Chop Barbershop Series event began with a panel discussion and then transitioned to a barbershop style conversation for faculty, staff, students, community members, organizations, etc., to converse with men about toxic masculinity, mental health, academics, and much more. Thanks to our sponsors: the LSU Student Government, Palmer’s, LSU Student Union, Clarence L. Barney Jr. African American Cultural Center, Baton Rouge Urban Congress, and 100 Black Men of Metro Baton Rouge.

lsu.edu/diversity/bmli
Students play an integral role in the planning and execution of events for the Office of Multicultural Affairs (OMA) and the Clarence L. Barney, Jr. African American Cultural Center (AACC). On April 22, 2019, the inaugural Multicultural Excellence Awards Program recognized student leaders and workers who went above and beyond the call of their respective positions.

Tia Jordan (College of Humanities and Social Science Spring 2019 Graduate) received OMA’s most distinguished award for Legendary Leadership. Jordan served as the lead Genesis tutor, a Genesis mentor, chair of the Dr. Martin Luther King, Jr. Commemorative Week committee and a team leader for the SPRINGFEST Recruitment Weekend. As MLK committee chair, Jordan oversaw five events, including Day of Service, Commemorative Keynote, Performing Arts Night, the Unity Reception, and the Supply Drive for shelters and food pantries in the local community. Because of Jordan’s leadership, MLK events impacted over 3,000 students, faculty, staff, and community leaders. Jordan received campus-wide recognition as a Happy Award Recipient through the Center for Community Engagement, Learning, and Leadership office.

Daniel Triggs (College of Science Spring 2019 Graduate) received the AACC’s highest honor, the Clarence L. Barney, Jr. Award. In his role as Vice President of the African American Cultural Center Ambassadors, Triggs successfully secured a $9,000 Programming, Support and Initiatives Fund (PSIF) sponsorship from Student Government for the Multicultural Student Leadership Conference (MSLC). In the fall of 2018, the conference welcomed over 200 student leaders from 16 universities and colleges primarily in the southern region. Triggs also served as one of the most engaged Genesis mentors, opting to work with two first-year students. In recognition of his outstanding service, academic achievement and leadership skills, Triggs was also selected for the 2018 Black Male Leadership Initiative (BMLI) Pourciau Bennett Student Leadership Award. He served as a featured speaker for the National Diversity Advisory Board and was selected by the Office of Academic Affairs as a student who exemplifies what it means to be “Culturally Adept.”

The Complete List of Award Winners:

- **Tia Jordan**
  - Legendary Leadership

- **Daniel Triggs**
  - Clarence L. Barney, Jr. Award

- **Monturios Howard**
  - Lasting Legacy Award

- **Silas Alexander**
  - Most Valuable Player

- **Dee Scott**
  - Campus Collaborator

- **Quentin Phillips**
  - Culture Champion

- **Demetrice Conday**
  - Executive Choice

- **Jeremiah-Anthony Rogers**
  - Freedom Fighter

- **Jade Matthews**
  - Shining Light Award

- **Leigh Fresina**
  - Community Advocate of the Year Award

- **Amie Sam-Pang**
  - Unity in Leadership Award

- **Shea Ferguson**
  - Emerging Leader Award

- **AACC Ambassadors**
  - Student Organization of the Year

- **Asian Ambassadors**
  - Street Food Night
  - Best New Initiative

- **Lindsey Beachey**
  - Outstanding Student Assistant

- **Andrew Stapp**
  - Outstanding Student Assistant

- **Jay Dornier**
  - Outstanding Student Assistant

- **Elizabeth Bueche**
  - Outstanding Student Assistant

- **Nylah Lowe**
  - Outstanding Student Assistant

- **Shelby Lollis**
  - Outstanding Student Assistant

- **Amanda Nguyen**
  - Outstanding Student Assistant

- **OFFICE OF MULTICULTURAL AFFAIRS AWARDS**
Since 1991, the annual Dr. Martin Luther King Jr. Commemorative Celebration has highlighted and memorialized the work, accomplishments, and legacy of one of the greatest Civil Rights and African American leaders in modern history. The Celebration, organized by the Office of Multicultural Affairs and the MLK Committee, includes a series of events to engage the LSU and greater Baton Rouge community in honor of Dr. King’s ideals of social justice, non-violence, education and service.

Last year over 300 students, faculty, staff, and community members attended the MLK Commemorative Program on Tuesday, January 22, 2019, in the LSU Student Union. Symone Sanders, National Press Secretary for U.S. Sen. Bernie Sanders’ first presidential campaign and CNN Political Commentator, served as the keynote speaker.

Symone Sanders rose to prominence as the press secretary for U.S. Sen. Bernie Sanders’ presidential campaign. At 25, Symone earned a place in history as the youngest presidential press secretary on record. Following her tenure on the campaign trail, Symone joined CNN as a political commentator where she enlightens viewers on social movements, social justice, and policies that impact American voters.

Symone’s message was rooted in Dr. Martin Luther King’s challenge to the status quo. She argued that in order to be a radical revolutionary, one must be willing to challenge systems of power that maintain society’s status quo; “You must be willing to do the work,” Symone said.

We would like to thank the LSU Law School and The Reilly Center for Media and Public Affairs in the LSU Manship School of Mass Communication for their generous sponsorship of the 2019 MLK Commemorative Keynote. For information about this year’s MLK Week events, please go to lsu.edu/mlk.
lavender Graduation celebrates Louisiana State University’s LGBTQ+ community and honors the academic achievements of graduating LGBTQ+ and allied students. The Lavender Graduation Ceremony does not replace the students’ commencement; instead it is a presentation of their lavender cords, which can be worn during their LSU graduation ceremony. The event features a welcome from the LGBTQ+ Project Staff and University administration, a keynote speaker, and presentation of the lavender cords. Students may choose someone special in their lives to present them with their cords. This event occurs annually and is open to the public.

In May of 2019 the LGBTQ+ Project held its sixth annual program. It was the largest Lavender Graduation Ceremony in LSU history with over 50 graduates. While most were undergraduate degree candidates, the event also saw a record number of masters and PhD students. The number of students participating in the program has steadily grown over the last few years with just over 30 graduates in 2018 and 10 graduates in 2017.

One of the 2019 graduates, Jeremiah-Anthony Righteous-Rogers, discussed what it means to participate in Lavender Graduation: “Being able to share moments of achievement with those who have been rooting for each part of my life journey is critical. To be recognized by those who acknowledge the fullness of who you are—a student, a friend, and a member of the LGBTQ+ community—is a gift that many are not afforded.” Jeremiah-Anthony graduated with a dual bachelor’s degree in Mass Communication and African and African American Studies.

The keynote address, delivered by Dr. Chris Barrett, Associate Professor of English, gave this charge to students: “Our community is one defined by love, and I want to call you to loving action: to take the cord you have today, and make it the symbol of a commitment to sharing love with a world in need of it, in need of you. Be creative, be bold, be tireless—find ways to flip the scripts and write a new story for our earth. If anyone can do it, it is you, who are so faithful to truth and so grounded in the daily, difficult, joyful work of love.”

The 7th annual Lavender Graduation is currently scheduled for May 13th, 2020. Information about the ceremony can be found online at lsu.edu/LGBTQProject. For questions about Lavender Graduation, please contact the Office of Multicultural Affairs by emailing oma@lsu.edu or calling 225-578-4339.
Pregnancy & Parenting Program
In conjunction with other campus units, the Pregnancy & Parenting Program was officially launched. The Pregnancy & Parenting Program provides pregnancy and parenting resources to the LSU community, including 11 lactation spaces. We also started a program for pregnancy advocates throughout our campus with the goal of having a pregnancy advocate in every college or department at LSU to support students, faculty, and staff.

The Period Project
The Period Project is an initiative that was launched during Women’s History Month in 2018 with help from Student Government and Minority Women’s Movement. Our survey results showed that over 90 percent of respondents had faced period “emergencies” and had to leave campus to find relief.

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

With support from the Mayor’s Office in 2019 we were able to expand to five additional locations and add three locations for “period packs” that include hygiene supplies, wipes, and a change of clothes.

Esprit de Femme
For Women’s History Month the LSU Women’s Center hosted its seventh 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 fourth 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 receive financial support to further their academic pursuits.
Manrrs - Minorities In Agriculture, Natural Resources And Related Sciences

The LSU chapter of MANRRS (Minorities in Agriculture, Natural Resources and Related Sciences) is the premier student organization providing support and professional development opportunities for racial and ethnic minority students in the College of Agriculture. During the 2018-19 academic year, members of this organization participated in several activities in the LSU and Baton Rouge communities to promote diversity and inclusion.

In the fall semester, seven MANRRS members attended the MANRRS Region IV Cluster meeting in Oklahoma City, Oklahoma. These students had the opportunity to network with industry professionals to learn more about job and internship opportunities specific to minorities in agriculture. Additionally, these students competed in three different contests; Kayla Benton, a first-year Animal Sciences student, placed first in the Impromptu Speaking competition, which allowed her to represent LSU and Region IV at the National MANRRS Conference later in the spring semester.

Five of our MANRRS members attended the National MANRRS Conference in Overland Park, Kansas. The National Society for MANRRS awarded the LSU MANRRS the Chapter of Excellence status for 2018-2019 for renewing membership and the completion of necessary requirements to maintain the chapter’s active status. Kayla Benton and Bailey Hutchison were awarded the Farm Credit/National MANRRS VIP Scholarship. The program was a great opportunity for interaction between students and Farm Credit leaders, exposing students to different segments of Farm Credit, which includes leadership development and training to enhance students’ preparedness to enter careers in the agriculture industry. Each scholarship student received a $1,000 academic scholarship as well as a $1,000 travel grant to attend the MANRRS conference and participate in Farm Credit VIP meals, leadership development, and training.

At the conference all of the students were able to participate in workshops, experiential learning activities, career fairs, and contests that tested their knowledge of the agricultural industry. They were also able to present a session at this conference with their advisor, Mr. Brandon Guillory, about the role that social media plays in our everyday lives.

In addition to traveling for these conferences, the MANRRS chapter remained heavily involved in the LSU and Baton Rouge communities, participating in several service activities that helped to promote their chapter and the mission of inclusion across the capital city. Highlights from the 2018-2019 academic year include the following:

- Organized a school gardening and education program at Inspire Academy in Baton Rouge, which allowed members to teach lessons that promoted the importance of agriculture in our daily lives to a group of elementary students.
- Organized a food drive to donate items to the LSU Food Pantry in November 2018;
- Participated in the MLK Day of Service through the Baton Rouge Walls Project in January 2019;
- Hosted a Black History Jeopardy event in the Agriculture Residential College in February 2019;
- Organized a clothing drive to donate items to the IRIS Domestic Violence Center of Baton Rouge in March 2019;
- Participated in LSU’s annual Geaux Big Day of Service in March 2019

Because of the incredible efforts to expand the mission and values of the MANRRS organization across the LSU and Baton Rouge community, the chapter was awarded the Agriculture Student Association’s Club of the Year Award for the 2018-2019 academic year.
As a result of the intentional efforts put in place by Dean Alkis Tsolakis, the LSU College of Art & Design student body continues to strengthen and become more diverse. The College is putting in place recruiting and retention initiatives to attract members from underrepresented groups to the professions of architecture, art, interior design and landscape architecture. One such initiative is landscape architecture/architecture-themed field trips for Louisiana high school students. College faculty and students accompanied the students. This initiative is hosted by the College and supported by the Society of Architectural Historians American Architecture and Landscape Architecture Field Trip Program.

The Dean’s commitment to having the student body of Art and Design represent the demographic of the state of Louisiana is evident by his creation of the new Assistant Dean of Diversity and Recruitment position in the College of Art and Design. Scholarships such as the Hearst Scholarship continue to support undergraduate minority students in all four departments in the College. The College continues to work 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. NOMAS aims to create community and forge connections within and around the LSU School of Architecture. Cecilia Gomes, BArch 2019 graduate and NOMAS 2018–2019 vice president said, “It is important to give a safe place for our minority student body to help and learn from one another. NOMAS has allowed me to share my knowledge and experiences with the younger student body. Personally, I want students like myself, who may come from low-income minority families, to know that the journey isn’t easy, but it’s 100 percent worth it if you are passionate.” Through its Light A Fire initiative the members of NOMAS LSU go into at least three schools a year in predominately minority areas to motivate young students to pursue careers in design fields.

The School of Architecture continues to host the Architecture Summer program for high school students in 9th – 12th grades. The program continues to grow in size and reach students with diverse backgrounds. Being able to offer three to four scholarships every year allows us to reach students from historically underrepresented groups.

School of Art
The LSU School of Art is actively working to improve outreach to potential minority students by communicating with Louisiana schools by hosting the Annual Statewide Juried High School Exhibition and visiting local and regional high schools.

School of Interior Design
The school’s Director, Marsha Cuddeback, is excited about actively recruiting students of diverse backgrounds and experiences.

Robert Reich School of Landscape Architecture
The school continues to recruit students from diverse backgrounds. Director Mark Boyer has and continues to work locally and nationally to increase the diversity in the field of landscape architecture. He is committed to increasing diversity in his student body.
A team from LSU’s Diversity and Inclusion in the Office of Business Student Success placed runner-up at the 2019 National Diversity Case Competition (NDCC) at Indiana University’s Kelley School of Business. The competition is held annually the weekend before Martin Luther King Jr. Day and brings together some of the best and most diverse talent in undergraduate education from across the country. This was the eighth year for the event, which took place Jan. 18-19. Nearly 170 business students from 42 teams competed – up from 35 teams last year.

Students are challenged to solve diversity-related business issues and share ideas while benefiting from workshops and networking with companies that value inclusion. This year, the competition focused on a case provided by Target Corp. that examines the role that small-concept stores can play in urban areas.

“My goal is to always make sure our teams are prepared to compete with the best,” said Angela R. Guidry, director of Diversity and Inclusion in the E. J. Ourso College’s Office of Business Student Success. “This year’s Tiger Paw Solutions team was prepared to compete confidently and with a determined mindset. They were resourceful, poised and committed to excellence. You know everyone wants to see the finished product, how did we place, did we win…well this year our team was runner up, but this year I believe as John C. Maxwell says, sometimes you win and sometimes you learn!”

Each four-student team must include two members from an underrepresented population. Among the students participating, 38 percent were African American, 24 percent were Hispanic, 13 percent were Asian, and 14 percent were multi-racial. Women accounted for 55 percent of the competitors.

LSU’s Tiger Paw Solutions team consisted of Micheal Brown, Carmen Calderon and Nekivia Sledge. Brown is a junior from Richland, Miss. majoring in information systems. Calderon is a senior from Breaux Bridge, La. pursuing dual degrees in international trade & finance with a minor in energy and French. Sledge is a junior accounting major from Hoover, Ala.

“As a returning participant to the NDCC, I can only express gratitude for the experience. The skills developed in preparing the case and presenting to a panel of judges is invaluable and such great practice for the future,” Calderon said. “My favorite aspect of the experience is the Q&A round and getting to defend your case. The first time I participated I was greatly impacted by a workshop presented by GE, and this past competition I was able to reconnect with that same presenter and tell her how she had inspired me to pursue my career path.”

“Enhancing Diversity at LSU is a core institutional value,” said dean of the E. J. Ourso College of Business Richard White. “It is critically important that we promote a diverse and inclusive environment to better prepare our students for the collaborative workplace. The continued success of our students in the National Diversity Case Competition is indicative of our achievement of these pillars.”
The College of the Coast and Environment (CC&E) consists of two graduate-level departments, the Department of Oceanography and Coastal Sciences (DOCS) and the Department of Environmental Sciences (DES), both of which offer M.S. and Ph.D. degrees. The College also has one undergraduate-level academic program, Coastal Environmental Science (CES), which has five concentrations.

As a STEM-dominated college, the CC&E faces the challenge of student and faculty recruitment of underrepresented minorities. The College, however, has made substantial strides in increasing the diversity within its faculty, graduate student, and baccalaureate ranks. One of our major initiatives is to increase the level of personal guidance within our undergraduate student research and internship opportunities by providing long-term mentorship. As part of this initiative, we have focused on targeted opportunities to increase the amount of underrepresented minority research participation. Additionally, we have started to see more international student interest in our undergraduate program, especially from Panama. One of our students from Panama, Denise Poveda, is currently working on an internship in South America. The CC&E has also initiated multiple outreach efforts, including faculty and student demonstrations to several K-12 groups, participation in Ocean Commotion and Earth Day, and extremely successful community outreach and college recruitment through our EnvironMentors program, highlighted below.

Faculty Engagement in Diversity
College of Coast and Environment Assistant Professor Dr. Malinda Sutor has served on the University Council on Gender Equity since August 2011, served as Chair during AY 2013-2014, and now serves as a general member and past Chair. During her time as Chair, the Council modified its mission and changed its name to the University Council on Gender Equity. Each CC&E Faculty Search Committee now receives Diversity Awareness Training from the Vice Provost of Diversity and dedicates one faculty search member as the “Diversity Advocate.”

Diversity Outreach and Recruitment
“EnvironMentors program with Scotlandville Magnet High School”

CC&E’s EnvironMentors at LSU is a collaborative, award-winning, and proven college access program involving at-risk high school youth and volunteer university STEM (Science, Technology, Engineering, and Math) student mentors from LSU. EnvironMentors pairs inner city Baton Rouge high school students with LSU student mentors at a 1:2 ratio for weekly environmental- science-related activities over the course of the college year, culminating in (1) a national science competition in Washington, D.C., and (2) an overnight trip to conduct field research in the coastal waters of South Louisiana at the Louisiana Universities Marine Consortium (LUMCON). In the field, students explore coastal Louisiana, the Mississippi Delta, and the Gulf of Mexico.

This eight-year-old program at LSU averages 40 participants per year, representing approximately 14 high school students and 28 university students majoring in STEM-related curricula. During the 2018-2019 academic year, the program supported eight high school students and 16 LSU students. For the first time, the program did not receive as much interest from the LSU students as in previous years, resulting in decreased opportunities for high school students to participate in the program. However, the program is making a difference in the lives of all who participate as demonstrated by (1) the high return rates of mentors; and (2) the high graduation rates and college attendance rates of high school participants. Since its inception in 2010, 98 percent of EM completers have graduated from high school and 80 percent have continued their education or joined the military. All of the college mentors have reported improved mentoring and leadership skills, improved interpersonal communication skills, a sense of responsibility, and an understanding of the importance of community. To date, all high school participants have been African-American; LSU student mentors have represented a diverse range of ethnicities and socio-economic backgrounds.

Furthermore, EnvironMentors is making a difference in the capital area community, as evidenced by its recent recognition by the Coalition to Restore Coastal Louisiana, which awarded LSU EnvironMentors one of eight 2014 Stewardship Awards. Twice the LSU program has been awarded National Chapter of the Year (2013, 2018) by the National Center for Science Education. At the end of 2018, the chapter began hosting Teen Science Café events at the Carver Branch library. The four events were attended by 60 teens, many of whom are served by the Front Yard Bikes Program and Thrive Academy. In June 2019, LSU mentee Briana Coleman placed third overall at the EM national fair for her research project, Fish Guts: Microbiome Comparison of Fish and Oysters. Additionally, Briana was selected as the inaugural intern in the National Council for Science and the Environment Minority Internship Program on STEM. In Fall 2019, the U.S. Environmental Protection Agency is expected to name LSU EM as a second place Gulf Guardian Winner for “taking positive steps to keep the Gulf healthy, beautiful and productive. The Gulf Guardian Award exemplifies what the Gulf of Mexico Program is all about: innovative solutions that come about when we pool resources and look for creative ways to positively impact our quality of life and economic well-being.”
The College of Engineering Diversity Initiatives Office supports multiple diversity efforts and organizations throughout the year organized around three fronts: 1) Corporate Scholarship Programs, 2) Leadership & Professional Growth, and 3) K-12 Outreach.

Corporate Scholarship Programs: Corporate donors (BP, ExxonMobil, Halliburton, Marathon Petroleum, The National Action Council for Minorities in Engineering, and The Patrick F. Taylor Foundation), supported 54 Engineering Diversity scholarships worth $295,000 in 2018-2019. The Halliburton LSU Partnership for Engineering Excellence provided 16 female undergraduate engineering students with $195,000 in scholarships, research with faculty, professional development training, and paid field engineer internship opportunities. The Halliburton scholars were given the opportunity to fly to Houston on the company's private jet in October 2018 and tour its North Belt Campus, one of Halliburton’s major research and development centers. Halliburton Scholars workshops and activities throughout the year spurred self-reflection, developed leadership skills, created a successful mindset, and improved communication skills.

“Getting the news that I had been chosen as a Halliburton Scholar was one of the happiest moments of my life,” Adoun said. “This opportunity means a lot to me and it’s not something that I take lightly. It makes me feel that all the hard work that I’ve put into school has paid off. I’m excited to see what the future holds for my life and career.”

Leadership & Professional Growth: The CoE works closely with the student chapters of three national student organizations whose mission is growing and supporting the participation of underrepresented minorities and women in the Engineering disciplines. These are the National Society of Black Engineers (NSBE), Society of Woman Engineers (SWE), and Society of Professional Hispanic Engineers (SHPE), whose chapters organize networking events with local professionals and leadership development events like First Impressions (in collaboration with LSU’s Black Male Leadership Initiative) and Women Impacting Success in Engineering (WISE).

The CoE also supports the Engineering Diversity Ambassadors (EDA), a unique LSU student-led organization whose mission is to increase diversity in engineering and STEM fields, provide positive direct impact to the community and serve as role models for underrepresented minority students. EDA furthers its mission by engaging with young students in their communities via outreach activities.

K-12 Outreach: CoE Diversity Initiatives operates two diversity focused summer residential camps with an engineering focus: Recruitment into Engineering High Ability Multicultural Scholars (REHAMS) program brings students from diverse backgrounds to learn about engineering disciplines at LSU, and the Halliburton eXploration Camp for Inspiring Tomorrow’s Engineers (XCITE) is a summer experience for female high-school students interested in engineering disciplines.

The 2018 Halliburton XCITE camp was held July 8-14, 2018, with 36 female students who were primarily rising 9th and 10th graders. The majority (58 percent) of the girls were black/African American, and 94 percent of the participants were Louisiana residents. Daily activities were designed to make this an experiential learning camp and featured field trips to Marathon Petroleum refinery and Coca-Cola Bottling plant, Engineering 101 sessions, and a week-long design project. Halliburton led a session focused on petroleum engineering, with female engineers and interns presenting. Halliburton also brought large equipment onsite for the students to explore. The highlight of the week was the Industry Lunch with female engineers sharing their career experiences with the group and providing additional insight on becoming an engineer.
Advocating for Immigrants
LSU School of Social Work’s Jennifer Scott, PhD creates program to train social workers, lawyers, and interpreters

With a $3,000 grant from a Peabody Society Dean’s Circle, Assistant Professor Jennifer Scott and LSU Immigration Law Clinic’s Lauren Aronson, JD, created a program to train social workers, lawyers, and interpreters on how to better collaborate to help immigrants.

The Immigrant Advocacy Training Series brought together 55 social workers and lawyers to discuss the importance and ethical implications of working with interpreters; tips on how to identify, interview, and obtain support for traumatized individuals; and techniques to strengthen the lawyer-social worker relationship. (Jennifer Scott, jenscott@lsu.edu)

Globally Engaged
Programs in education and social work give students an international perspective

- **Study Abroad in Reggio Emilia, Italy** – The Early Childhood Education Program provides students, researchers, and faculty from the Early Childhood Education Laboratory Preschool an opportunity to tour world famous toddler centers and preschools, immersing themselves in the Reggio Emilia-inspired philosophy of child care. (Cynthia DiCarlo, cdicar2@lsu.edu)
- **Study Abroad in Dublin and London** – This experience allowed students to immerse themselves in Irish and English culture and gain an understanding of what life is like outside the United States. Participants explored topics relating to gender studies, diversity, social justice, and education while getting to know these two cultures in deeper, more meaningful ways than what’s possible through typical tourist visits. (Jackie Bach, jbach@lsu.edu and Elaine Maccio, emaccio@lsu.edu)

LSU School of Education Hosts Conference on Second Languages

On March 16, 2019, the LSU School of Education hosted a collaborative conference -- The Innovative Practices and Techniques: A Cross-Fertilization of the Immersion, ESL, and Second Language Classrooms. More than 60 educators from across the state came together to share and learn strategies that give children in our classrooms opportunities for second language learning. (Margaret Piccoli mwesto4@lsu.edu)

College of Human Sciences & Education Quality of Life Lecture Series

lsi.edu/quality of life

The Quality of Life Lecture Series offers participants the opportunity to hear experts from different cultures and disciplines as they speak about complex education, health, information, and human issues facing our society.

This year’s speakers included living civil rights legend James Meredith, the first African American to enroll at the University of Mississippi; and Dr. Wayne Wiegand, who spoke about the desegregation of public libraries in the Jim Crow South. (Mary P. Woods, mpwoods@lsu.edu)

CHSE Challenge Coin

LSU has a proud military tradition since the founding of the Louisiana State Seminary of Learning and Military Academy in 1853, often called the Ole War Skule. The College of Human Sciences & Education recognizes and honors its veterans and military service members at our diploma ceremonies every fall and spring. Since 2018 we have presented each graduating veteran and service member with a unique college challenge coin. Although its origin is disputed (either World War I or as recent as Vietnam), the modern American military challenge coin tradition rewards hard work and excellence and improves esprit de corps. (Ed Benoit, ebenoit@lsu.edu)

Council on the Success of Black Men and Boys Higher Education Pathway

Louisiana Governor John Bel Edwards’ Council on the Success of Black Men and Boys is charged with transforming the lives of black men and boys in Louisiana through thought-provoking, action-oriented plans to create pathways to success. As the Council takes up this charge, we will continue the previously outlined three-fold plan of building relationships, learning alongside the black men and boys we serve, and building community. The pathway is chaired by Interim Dean Roland Mitchell and includes Eddie St.-Vil, Ashley Clayton, Micah Glenn, Christopher Hobbs, Lucas Spielfogel, Jose Aviles, Renee Boutte Myer, and Judith Rhodes.

Promotions

LSU College of Human Sciences & Education is excited to announce School of Social Work’s Cassandra Chaney was promoted to Professor (August 2018); she is the first female African American promoted to full professor in the LSU College of Human Sciences & Education’s history. Keena Arbuthnot was also promoted to Professor (August 2019); Dr. Arbuthnot is the first female African-American named full professor in the history of LSU’s School of Education. (Roland Mitchell, rwmitch@lsu.edu)

Virtual Footlocker Project Preserves Veterans’ Memories Digitally

LSU School of Library & Information Science Assistant Professor Edward Benoit, III recently received a $391,000 grant from the Institute of Museum and Library Services, or IMLS, for the Virtual Footlocker Project, or VFP. This project was inspired by Benoit’s personal experience as both a veteran and as the son of a retired Air Force officer. “With the shift towards digital technologies over the past 20 years, the contemporary 21st-century soldier no longer creates the same analog personal archives,” Benoit said. “That creates a critical future gap in the record.” (Ed Benoit, ebenoit@lsu.edu)
For the College of Humanities and Social Sciences Diversity Report, we emphasize faculty recruitment and retention:

**Recruitment**

The College successfully recruited and hired two new faculty members whose work centers on issues of diversity:

Born and raised in New Orleans, Maurice Rufin has practiced law for more than fifteen years. He is the recipient of an Iowa Review Award in fiction, and his essays and fiction have appeared in *Virginia Quarterly Review, AGNI, The Kenyon Review,* and *The Massachusetts Review.* He holds an MFA from the University of New Orleans (2013) and a Juris Doctorate from Loyola University School of Law (2003). His novel, *We Cast A Shadow* (Penguin Random House, 2019), has been praised in *The New York Times,* and Prof. Rufin was one of thirty-two authors featured in *The New York Times Magazine’s “Black Male Writers of Our Time.”* He joins the LSU English Department as an Assistant Professor in creative writing August 2019.

Nikita Carney is a doctoral candidate at the University of California, Santa Barbara, where she is completing a Ph.D. in Sociology with a designated emphasis in Black Studies. She previously earned an M.A. in Gender/Cultural Studies from Simmons College. Though her academic interests span a range of topics, her current projects focus on the intersection of gender, migration, race, and ethnographic research methods. She is presently working on her dissertation research, a multi-sited ethnography of Haitian women in diaspora. Recent publications include “Ethnographies of Race, Crime, and Justice” (2017) in the *Annual Review of Sociology,* “Multi-sited Ethnography: Opportunities for the Study of Race” (2017) in *Sociology Compass – Race & Ethnicity,* and “All Lives Matter, but So Does Race: Black lives matter and the evolving role of social media” (2016) in *Humanity & Society.* She is an active member of the American Sociological Association, the Society for the Study of Social Problems, and the Haitian Studies Association. She will join the faculty of the College of Humanities and Social Sciences August 2019 as an Assistant Professor jointly appointed in the Program in African and African American Studies and the Sociology Department.

**Retention**

The College is proud to announce that it was able to retain two of the four tenure-track senior faculty who were targeted by other institutions during the 2018–19 Academic year. Through aggressive counteroffers from the Dean of the College of Humanities and Social Sciences, LSU was able to retain Professor Lori Martin, Department of Sociology, who specializes in race and ethnicity, wealth inequality, asset poverty, and the sociology of sport, and Professor Matt Calamia, Department of Psychology, whose research focuses on clinical neuropsychology and the measurement of cognitive abilities and emotional functioning in various different populations.
The Manship School has hired Tina Harris, Ph.D., to be the inaugural holder of the Douglas L. Manship, Sr.-Dori J. Maynard Chair in Race, Media & Cultural Literacy. This is the first and only endowed position of its kind in the United States. Harris will do research and teaching on advancing issues of diversity, access and social justice in media and society, and will build upon her extensive research base.

This summer, Harris received the 2019 Robert J. Kibler award from the National Communication Association for “dedication to excellence, commitment to the profession, concern for others, vision of what could be, acceptance of diversity and forthrightness.”

Harris is the recipient of more than 30 recognitions and awards for her outstanding achievements, including The University of Georgia’s 2017 Engaged Scholar Award by the Office of Public Service and Outreach and the Distinguished Josiah T. Meigs Teaching Professor award—the highest teaching honor. She has also been recognized by the University System of Georgia Board of Regents with the Scholarship of Teaching and Learning Award for her research on pedagogy and race.

Harris is the co-author of the textbook Interracial Communication: Theory Into Practice. Her other research interests include communication and pedagogy, diversity and media representations, and race and ethnic disparities and religious frameworks in health communication. She has published many articles and book chapters on race and communication, has served as reviewer for many top tier communication journals, and has fulfilled many service roles within the discipline.

Despite an appreciable uptick in the election of women to political office at local, state, and national levels following the 2018 midterm election, there remains a stark disparity of representation between men and women in elected positions. The 2019 John Breaux Symposium, “Politicking While Female: The Political Life of Women,” traced the barriers facing women in political leadership starting from the socialization of young children through the experiences of women while winning and serving in elected office. This event both furthers scholarly work on women in politics and provided tools for those interested in running for office. The LSU Women’s Center partnered to make this event possible and assisted with the funding and planning.

Speakers included top scholars on women in politics led by Dr. Nichole Bauer, an assistant professor of political communication with a joint appointment between the Manship School of Mass Communication and the Department of Political Science. Panels of accomplished political strategists, campaign operatives, and elected officials shared the basics of running and how to raise campaign funds, as well as how to work in politics without running. The keynote event featured an inspiring video from Governor Kathleen Babineaux Blanco, and a conversation moderated by Manship School political communication student Abbigale Nguyen between former New York Congresswoman Dr. Nan Hayworth and former New Orleans Councilwoman Jackie Clarkson.

An edited volume is expected in the fall of 2020 through the LSU Press Media & Public Affairs Book Series based on the work of distinguished scholars attending the Symposium. It will analyze the forces that shape women’s political experiences and delve into the multi-faceted identities of women as voters, activists, and candidates, as well as how women in political office change the very nature by which our democratic institutions function.
The School of Music and School of Theatre each embraced diversity initiatives in a number of ways. The SoM leadership was active in promoting LSU’s LGBTQ+ Project and Safe Space Campaign among the faculty and staff, resulting in an increase in the number of designated Safe Space areas in our buildings. James Byo, Director of the School of Music, also invited Ethan Brown of the LGBTQ+ Project and Wesley Heath, Assistant Director for Cross Cultural Affairs, to speak to Music faculty at a February 2019 faculty meeting.

The SoT programmed a number of productions that engaged with diversity in meaningful ways. For *The Curious Incident of the Dog in the Night-Time*, a show that features a character on the autism spectrum, the SoT hosted a post-show panel entitled “Myths and Misconceptions about ASD,” hosted by our very own Dean Todd Queen. *Airline Highway*, the final show of the season, was a riveting and humorous portrait of the underclass of New Orleans. This show was accompanied by a panel entitled “Marginalized Communities: Taking a Deeper Look,” which discussed, among other things, Hurricane Katrina and its impact on New Orleans’ communities of color.
SCI LEAD
(Student Champions for Inclusion)

SCI LEAD is a student council within the College of Science that supports students in developing professional, leadership, and communication skills while advancing diversity and inclusion. SCI Lead council members will participate in professional opportunities that help them prepare for careers in science. SCI LEAD is designed to introduce an immediate support network for science students and to support these students in developing their professional identities.

SCI LEAD council members will participate in a Leadership Learning Laboratory, contributing in the development and implementation of leadership training opportunities for their peers and science outreach activities and collaborating to implement programs and events that foster a closer relationship among students, faculty, and administration. To support a diverse student population, the CoS Office of Diversity and Inclusion is seeking to recruit students from diverse backgrounds who have an interest in participating in this unique learning opportunity while fostering community and inclusive excellence among their peers.
Student Diversity

- The school has seen a steady annual increase in racially underrepresented minority students at a rate of approximately 2 percent per year since 2015 to a current total of 11.8 percent (compared to 17.4 percent of 30 schools nationally in 2018). The incoming class is projected to be at 30 percent, more than twice as diverse as the previous class.
- With only 30 veterinary schools in the United States, these achievements will make our school one to be watched.
- Three new scholarships for underrepresented minorities were created:
  - Two $15,000 scholarships for incoming freshmen were sponsored by the Dean to be used as recruitment tools.
  - One $1000 scholarship was established through donations from Nestlé Purina.
- Fall 2018 was the first year to include the NCBI Welcoming Diversity Workshop as part of the first year curriculum. Moving forward, all first year students will attend the training. By Fall 2021, every student in the DVM program will have gone through the workshop.
- VOICE and Broad Spectrum Student Groups:
  - VOICE (Veterinarians as One Inclusive Community for Empowerment) is a student group that celebrates multiculturalism within the profession of veterinary medicine and works to promote the importance of cross-cultural awareness in order to meet the needs of our diversifying clientele. VOICE Club works to encourage and increase cultural competence among veterinary students and strives to enhance diversity and inclusivity within the profession. In 2019, the VOICE group organized the SVM to participate in the Martin Luther King Food Pantry Competition. The SVM won 1st place for the 3rd year in a row.
  - VOICE introduced a new position on the leadership team. The Broad Spectrum representative will focus on LGBTQ+ efforts.
- Student Diversity Certificate
  - The SVM Diversity Office and VOICE collaborated to create a student diversity certificate. This certificate is given to a graduating DVM student who showed outstanding efforts and commitment to diversity and inclusion.

Faculty Diversity

- SVM ranked 5th out of 30 schools in diversity of our faculty, based on race and gender.
- In 2018, the school saw a 16 percent increase in the number of racially underrepresented minority faculty (currently at 32/128 faculty members), which is up from 9 percent in 2015. The number of women faculty has also increased by 7 percent since 2015 for a total of 43 percent currently. The school also saw an increase from 0 to 3 female upper-level administrators (two associate deans and one interim department head).
- 40/109 of our faculty took the LSU Office of Diversity Search Committee training and learned the impact of unconscious biases in the hiring process.
- Care for Pets of Homeless individuals
  - A partnership with St. Vincent de Paul was created to support the health care of pets of homeless individuals. The first trip/excursion/expedition/outing was in Summer 2019. The next one is scheduled for Fall 2019.
- New Faculty Diversity Award
  - The school’s first faculty diversity award was created to recognize outstanding faculty who have demonstrated efforts in diversity and inclusion which have had an impact on the school.

For more information on SVM diversity efforts, please visit lsu.edu/vetmed/diversity.
The LSU Law Center’s Committee on Diversity and Professionalism is composed of faculty and student members, and this year’s committee sponsored and/or organized several programs during the 2018-2019 academic year.

During August 2018 orientation, Professor Corcos, Chair of the Committee for the Fall Semester, talked with the incoming class of first-year law students about professionalism and the Law Center’s Principles of Civility.

On November 7, the Committee hosted a panel event, “Reflections on the Elections,” in the LSU Law Center Auditorium. The panel consisted of Professor Nichole Bauer, LSU Department of Political Science, Professor John Fletcher of the Theater Department, and Professor John Devlin of the Law Center. The panel discussed images, ideas, and themes arising out of the 2018 political campaigns and how the voting results reflected them. We intended this event to follow on the themes of the LSU President’s Behind the Ballot Presidential Symposium.

On November 14, the student members of the Committee organized an informational event to explain various initiatives, the work of the Committee, and opportunities for students to get involved with the Committee or other groups associated with the Law Center that promote diversity initiatives. They offered prizes; turnout was high.

Beginning in the fall semester, some of the students on the Committee began investigating the possibility of holding implicit bias training for students here at the Law Center. That process continued into the spring semester. The Committee initiated, planned, and offered a two-hour implicit bias workshop. The speakers included Michelle Carter of LSU’s Director of Multicultural Affairs; Angela Guidry, Director of Diversity and Inclusion of the LSU College of Business; and Kenneth Barnes, Jr., Special Counsel to the Louisiana Supreme Court. Approximately 25 students were in attendance, as well as several members of the law faculty. The program was well received, according to post-program assessment. As a result, the Committee undertook discussion and planning of an expansion of implicit bias training in the academic year to follow.
The ACRL (Association of College and Research Libraries) Diversity Alliance unites academic libraries that share a commitment to increasing diversity within the library profession. LSU Libraries’ membership in the Alliance demonstrates its commitment to fostering diversity and inclusion and comes with a commitment to establish a professional residency program.

In January 2019, Ebony McDonald joined the LSU Libraries as the African and African American Studies Diversity Librarian, launching LSU Libraries’ first residency as part of the Diversity Alliance.

McDonald holds a B.A. in international studies and history from the University of North Carolina at Charlotte and an M.S. in library science with a Diversity Advocate Certificate from the University of North Carolina at Chapel Hill. Previous to joining the LSU faculty, she worked as a librarian at Salem Academy & College and Mitchell Community College and as a Refugee AmeriCorps Volunteer Coordinator. She is moderately fluent in Brazilian Portuguese, French, and Spanish.

“I sought out this residency to further explore librarianship and refine my professional identity,” says McDonald. “In library school, I found the issue of diversity within the profession intriguing since libraries serve very diverse communities. I hope that through this residency I will be able to find a fitting role for myself as a woman of color in a white female dominated profession.”

Besides working closely with the African and African American Studies program at LSU, during her two year residency, McDonald is rotating through various departments in the LSU Libraries, including Special Collections, Digital Technology, Research and Instruction Services, and Communication and Publications.
The Sport Psychology & Counseling (SPC) department is a reporting unit of LSU Athletics that is committed to fostering holistic wellness and positive mental health among all student-athletes at LSU in an effort to enhance their lives both during and after intercollegiate athletic participation. SPC provides clinical support, education, and strategic programming to ensure that wellness and mental health are vital components of all departmental services for the social, cultural, academic, and performance interests of all student-athletes. To that end, SPC works closely with the entire Athletic Department, university committees and task forces, and community affinity groups whose charge is to support the overall wellness and mental health of all LSU students, faculty, and staff.

The 2018 – 2019 school year provided a number of opportunities to highlight the inclusion efforts of the department, erase mental health stigma, and create a pathway for future diversity programming opportunities.

The flags displayed in the Cox Communications Academic Center for Student-Athletes (CCACSA) represent the countries of origin for current student-athletes through the 2016-17 cohort. The purpose of the display is to acknowledge and celebrate the diversity within our student-athlete population and promote cultural awareness and acceptance. Flags will not be removed when students graduate, only added as the student-athletes’ countries of origin expands.

The initial idea of representation came from Ms. Shanekia Hall, a former track student-athlete and graduate assistant within CCACSA. As a graduate student, Ms. Hall completed her internship within LSU’s Office of Diversity, and this was one of her projects in consultation with the Office of International Students and Scholarships Office.

This concept accentuates the value of Diversity within the CCACSA’s strategic plan entitled Total Team Commitment and the values of being Globally Engaged and Culturally Adept within LSU Strategic Plan 2025.

A huge thank you to athletics and TAF for their continued support!

Below is the visual of the display:
As the primary provider of academic advising for Louisiana State University, University College (UC) developed a proactive training and development program to ensure that the counselors, advisors, and support staff were prepared to respond to the needs of LSU’s largest and most diverse class. The training curriculum included both internal professional development initiatives and partnerships with student advocates in departments across campus and was followed with a diversity handbook and other actions that operationalized diversity efforts.

In July, UC hosted a training program titled, “Proactive Academic Counseling with Diverse Populations,” during which the following topics were explored: the importance of culturally sensitive advising, the cultural considerations of students, and increasing the counselor’s skill sets and feelings of competency when working with students from groups under-represented at LSU. Founded on theoretical constructs from some of the most respected researchers in the field of higher education and counseling, the training focused on responding to the individualized needs of ethnically under-represented students, students from backgrounds of modest financial means, first-generation college students, students who identify with the LGTBQ community, and students with disabilities. This training was followed by a year-long curriculum diversity-focused professional development, including Light House Training, Safe Space Training, Provide Pregnancy Resource Training, Adult Protection Services Training, and Pregnancy Advocates Training.

To further expand on the diversity-focused developmental training, a series of meetings were scheduled to introduce UC counselors, advisors, and student support staff to the broad network of student advocates in the LSU community. These programs included department-wide meetings with the William A. Brookshire Military Veterans Center (September 2018), Wellness and Health Promotion (January 2019), the Title IX Campus Coordinator (February 2019), Office of Financial Aid and Scholarships (May 2019), and the Office of Advocacy and Accountability (June 2019).

Moving beyond training, UC executive leadership is taking steps to ensure that diversity, inclusion, and cultural competence are a framework in the day-to-day service delivery. Executive staff developed a Diversity Handbook that reinforces the skills and concepts covered in the professional development training. New employees are on-boarded with the message that responsiveness to the needs of a diverse community is a guiding principle within the LSU community. Moreover, assessments, evaluations, and data collection now include questions that allow students to provide feedback about UC as a welcome and inclusive space.

Through these efforts of training, networking, and operation, UC has set a standard for proactive support for diversity in the LSU community.

List of Partnerships:

Campus Meetings:
- NCBI (June 2018)
- William A. Brookshire Military and Veterans Center (September 2018)
- Wellness & Health Promotion (January 2019)
- Title IX Campus Coordinator (February 2019)
- Office of Financial Aid and Scholarship (May 2019)
- Office of Advocacy and Accountability (June 2019)

On-Campus LSU Sponsored Trainings:
- University College led workshop on academic counseling with multicultural students (July 2018)
- Lighthouse Training (July 2018)
- Safe Space Training (September 2018)
- Provide Pregnancy Resource Training (October 2018)
- Adult Protection Services Training (October 2018)
- Pregnancy Advocates Training (May 2019)
### Online Accessibility Initiative

The Online Accessibility Work Group (OAWG), appointed by President F. King Alexander, chaired by Vice Provost Matt Lee in the Office of Academic Affairs, and composed of 22 faculty and staff from across campus, is tasked with the implementation of accessible information technology at the university. The goal of this initiative is to provide accessible digital resources and content (including all software, web-based applications, website design, digital hardware interfaces, and web material displayed on web browsers) to all users regardless of ability. As access to information and communication technologies is a basic human right, this stance taken by the university ensures proactive web content design to enhance the overall user experience for everyone. In AY 18-19, the OAWG has established university-wide policies; trainings for faculty, graduate assistants, and staff; web tutorials and tools; and an intensive communication campaign to make the LSU community aware of the deadline for university accessibility compliance by August 2019. Additionally, the OAWG has created a mandatory university-wide annualized training program on web accessibility to be completed by all LSU faculty and staff, much akin to the mandatory Title IX and ethics training programs. LSU is committed to this goal as the university strives to create an inclusive, respectful, intellectually challenging climate for all.

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 plans for academic success.

During the 2018 – 2019 academic year, CAS held 560 Academic Coaching sessions with students from diverse racial/ethnic backgrounds. The charts show the percentage of students who used Academic Coaching in comparison to the LSU Fall 2018 student data by racial/ethnic category. In the 2018-2019 academic year, CAS had six staff members participate in the National Coalition Building Institute (NCBI) Workshop: Welcoming Diversity. Additionally, tutor training includes information on how to be culturally sensitive and aware of differences when working with special populations of students. Supplemental Instruction leaders are also trained to teach to all learning modalities, recognize the effect of group dynamics, understand cultural differences, and realize the effects of emotions on learning.
This past May, OSI hosted 51 middle and high school students from public schools throughout Avoyelles Parish for our Annual STEM Day at LSU. This year, we expanded the experience, exposing students to multiple aspects of STEM. The Avoyelles Parish students began the day with a welcome breakfast where they were greeted by Executive Vice President & Provost Stacia Haynie. Several representatives from LSU Enrollment Management shared information about the Admissions Process, Financial Aid, and Student Success. The participants were then picked up by trolley and engaged in an amazing tour of the LSU Center for Rivers Studies, where they learned more about coastal studies and ways they can support efforts to save the coast. Vice President Jose Aviles gave an empowering message over lunch, as he shared stories about his upbringing and passion for helping students gain access to higher education. Ms. Sabrina Lewis, of One Shot Education, encouraged the students to put the pieces of their lives’ puzzles together. After lunch, undergraduate researchers from Geaux Science and the LS-LAMP Program served as panelists for the “What Does your STEM Look like?” breakout session, while six Avoyelles Parish Teachers, Counselors, and Staff learned more about LSU’s College and Career Readiness Program: STEM Certification Pathways, Dual Enrollment, Summer College for High School Students, and Teacher Training Initiatives, led by Professor Frank Neubrander. Dr. Prosanta Chakrabarty led an inspirational discussion titled, “Making More than Doctors: STEM in the 21st Century.” The day culminated with engaging hands-on experiments, which included a behind-the-scenes tour of the LSU Museum of Natural Science. Demos included Food Insecurity with cricket bars led by the College of Agriculture, Bath Salts, Strawberry DNA Extraction, an interactive table featuring the LSU raptors led by the School of Veterinary Medicine, and the chemistry of ice cream led by graduate student volunteers from various STEM departments. The Avoyelles Parish students left campus inspired, informed and impacted by the experience. When asked if they were more likely to apply to LSU after STEM Day, 87 percent of the respondents said yes.

STEM Day at LSU is an annual event co-sponsored by the LSU Office of Strategic Initiatives, LSU Enrollment Management and LSU Geaux Science, and funded by Halliburton, the LSU College of Science & the College of Science Office of Diversity & Inclusion. If you would like to see STEM Day at LSU host a different parish, please email osi@lsu.edu for more information.
Formally launched in September 2018, The Capital Area Promise is a collaborative initiative between Baton Rouge’s education institutions and members of the business community, with support from the Office of the Mayor-President. These entities are committed to providing all students with the opportunity to enroll in college and/or enter the workforce with the skills needed to succeed. The Promise aligns with existing programs from each institution and is guided by five elements: promoting early childhood education, college tours for all middle school students, summer internships for youth, a pledge by students and parents, and guaranteed admission to a post-secondary or technical education. To fulfill these elements, leaders have collaboratively agreed to ten (10) goals including: increasing the percentage of high school students with dual enrollment credits, increasing the number of postsecondary degrees and technical certificates, reducing barriers for college affordability, and expanding teacher preparation programs. Additionally, 5 Working Groups, or teams, have been established to monitor the progress of the Promise’s 10 goals.

By hosting Sixth Grade Day on the campus of LSU, the LSU office of Community-University Partnerships has taken the lead on working with our partners to provide campus tours to all middle school students in the East Baton Rouge Parish schools system. Currently, LSU has hosted over 7,500 sixth grade students and has worked with Southern University and Baton Rouge Community College to establish subsequent Seventh and Eighth Grade Days. Along with establishing campus tours, the Capital Area Promise has worked with institutional leaders to establish visits to local schools. Institutional leaders as well as the Mayor-President each visited a school within the local community, with LSU’s President F. King Alexander visiting Glasgow Middle School. Leaders were able to tour the facility and engage in a roundtable discussion with school administrators, teachers, and students. Other visits included stops to Scotlandville Magnet High, Istrouma High School, Woodlawn High, Westdale Middle and EBR’s new Career and Technical Education Center or CTEC.

LSU’s office of Community-University partnerships has also introduced the Capital Area Promise to 9 of the 12 surrounding districts including Ascension Parish, Baker, Central, East Feliciana, West Feliciana, Iberville, Livingston, St. Helena, and Zachary.

The Capital Area Promise is LSU’s attempt to fulfill the educational commitment of preparing our young people to be effective within the workplace and working with our business community to offer our young people opportunities to further enhance their skills and gain economic advancement in their personal lives, thus strengthening our entire community. Each student deserves an opportunity to earn a post-secondary credential, and members of the Capital Area Promise are committed to using their resources to provide these opportunities while creating an environment that cultivates skills and fosters our students’ greatest aspirations.
SUSTAIN ENGAGEMENT & SUPPORT

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Coca Cola Foundation Awards $250,000 to President’s Millennial Scholars Program

The Coca-Cola Foundation recently announced a $250,000 gift to the LSU President’s Millennial Scholars Program (PMSP). This gift will be used primarily to support students who are first-generation Louisiana residents. The announcement was made at the PMSP Annual Welcome Reception, where LSU President F. King Alexander and Mr. John Miller, Division Director for the Bayou Division of Coca-Cola United, attended to extend formal congratulations to the program and recipients of the new, Coca-Cola PMSP Scholarship.

“The LSU President’s Millennial Scholars Program provides pathways and opportunities for high-achieving students from underrepresented populations and first-generation students to thrive in college and to meet with success after graduation. For some of our students, college would not be a reality without additional scholarships, mentoring and holistic support. Therefore, LSU is very fortunate to have the leadership and support of the Coca-Cola Foundation to join the university in our mission of transforming lives.”

The Coca-Cola Foundation recognizes students for their service, leadership, and commitment to their schools and communities. The inaugural recipients of the Coca-Cola-PMSP award include Jonathan Aphaiyarath from New Iberia, LA; Kira Cates from Farmerville, LA; Desiree Perkins from Ferriday, LA; and Darren Wilson from Gonzales, LA. The award will support the costs of tuition, internships and Study Abroad.

The President’s Millennial Scholars Program is a four-year retention initiative designed to promote the academic, cognitive, personal, career and professional development of students from underrepresented populations. Fostered through the Office of Diversity and funded by philanthropic support from alumni benefactors and university leadership, PMSP is designed to retain students by providing academic support, professional and leadership development, and mentorship from faculty and staff. PMSP’s goal is to create high-quality learning environments where academic and professional excellence is the expectation. For more information on the Coca-Cola PMSP Scholars and the President’s Millennial Scholars Program, visit https://www.lsu.edu/diversity/pmsp/index.php or contact Kenya LeNoir Messer at pmsp@lsu.edu.
On Friday, December 7, 2018, Alumni, Friends, Faculty, Staff, and Students joined together to support Diversity and Inclusion at LSU.

Together we made a difference.

Thank you TO OUR DONORS & SUPPORTERS! TOGETHER, WE RAISED:

$26,773

One Day. One Heartbeat. Real Transformation.

LSU DIVERSITY DAY OF GIVING

GIFTS WERE MADE BY 191 DONORS
73.05% REPRESENTED ALUMNI

GIFTS CAME FROM 22 STATES
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Greek Challenge Winners

KAPsi Kappa Alpha Psi Fraternity, Inc.
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ABOUT NDAB:
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.

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