The Office of Institutional Diversity and Inclusion End-of-Year Report for AY 2021-22 is intended for print purposes. If you need this in another format, please reach out to the Office of Institutional Diversity and Inclusion at 910.962.7104.
As we watched our 2021-22 academic year come to a close, we did so with record enrollment. Our coastal university continued its extensive research while maintaining a focus on teaching excellence. As each of you shared your curiosity and gifts with us, we learned together.

We started this year in deep consideration of place, the ways in which it shapes who we are, and the possibilities it engenders. Reflecting on this place and its histories, we partnered with Lumbee artist, Jessica Clark, to visually narrate some of these lived experiences for us. Those conversations over the past year reminded me of the complexity of communities. As much as our communities bring us close, so do they extend our capacity to create. They situate us in the familial just as they represent identities that can disconnect us.

The question for me by the fall of 2022 was, what does belonging mean for nearly 18,000 students, and do we have the creative capacity to imagine a world where everyone belongs? That sheer act of imagining bridges disbelief with the possible. And it is, quite honestly, this leap that we face at this moment. What I know, this is a leap of faith, one that will require us to trust ourselves and each other. We can create a campus community built on respect, love, and courage that does not diminish the brilliance and beauty of anyone.

We can and we must.
We Fly Together, Seahawks!

Donyell Roseboro
Donyell Roseboro, Ph.D.
Chief Diversity Officer
Table of Contents

Campus Initiatives:
When Seahawks Work Together 4

2021 Data: By the Numbers 5

Highlights
Centro Hispano 11

Upperman African American Cultural Center 17

Mohin-Scholz LGBTQIA Resource Center 20

Campus and Community Engagement 22

Advancement 24

As pictured on cover: Local youth explored the concept of empathy through the creation of community tissue quilts. The project was a part of “Just Us,” a program that uses art to help students express their feelings.

Read more about the project on page 23.
Campus Initiatives: When Seahawks Work Together

Coastal ROOTS

This summer, we launched Coastal ROOTS (Restoring Our Opportunities Toward Success), a program designed to allow select students to start classes in the summer school session just before their first year at UNCW. This year’s program started with “The Talented Twelve,” – a group of scholars from North Carolina who arrived on campus ready to take flight. Students took math and English classes, learned financial literacy skills with nCino, received tutoring from the UNCW Learning Center, and learned to navigate college life.

Truth, Racial Healing, Transformation Campus Center Network

In June, we sent five UNCW faculty and staff, along with Linda Thompson ’86, ’18M, New Hanover County chief diversity and equity officer, and Joe Conway, the City of Wilmington chief equity and inclusion officer, to the virtual TRHT Institute. The team learned the power of Rx Racial Healing Circles and examined how other campuses leveraged the network to forge intentional collaborations and to bring racial healing to communities. The team is working to finalize the action plan and to be trained in Rx Racial Healing circle methodology.

Learn more at http://bit.ly/3g2bKmU

NextGen Postdoctoral Fellowship Program

After a year and a half of collaborative planning with North Carolina A&T State University, UNCW and NC A&T hosted its first interviews for NextGen postdoctoral scholars. Eight finalists interviewed on the campus of UNCW. The Center for Teaching Excellence, Sponsored Programs and Research Compliance Office, and Graduate School supported activities for the scholars while the Division for University Advancement hosted campus tours. Three candidates have accepted fellowships at UNCW. Dr. Sulochana Gore will work with the Department of Computer Science, Dr. Rahmira Rufus will work with the Congdon School of Supply Chain, Business Analytics, and Information Systems, and Dr. Louis Bon-Ami will work with the Watson College of Education.

Learn more at http://bit.ly/3hJqUOm
Asian Heritage Cultural Center Opens

After a year of planning with the Asian Student Association and former Student Government Association president Robert Fensom ’22, we opened the Asian Heritage Cultural Center to provide a space of support and co-curricular programming for Asian and Pacific Islander students and anyone seeking to expand their cultural understanding. Patti Schulz, academic advisor in the University College, has been appointed interim director. She connected with more 70 students at the center’s first welcome event.

Learn more at http://bit.ly/3hLj9Ho

Public Art to Honor Indigenous Communities

The Office of Institutional Diversity and Inclusion initiated a call for proposal soliciting an artist to design a public artwork to honor the diverse Indigenous Peoples connected to the territory of what is now defined as the state of NC, including the federal and state-recognized Indigenous tribes. The project is a collaboration with the UNCW Office of the Arts, Randall Library, Division for University Advancement and local members of the Waccamaw Siouan and Lumbee tribes.

The committee selected Lumbee artist Jessica Clark to create art that reflects the many contributions of Indigenous Peoples, with emphasis on areas of the Cape Fear region, through the knowledge, stewardship of the land, labor, science, philosophy, arts and the deep cultural influences that have and continue to shape our community. Next year’s End-of-year report will include more details about the murals and their unveiling.

2021-22 Data: By the Numbers

- Faculty of Color increased from 145 to 162
- Racial/Ethnic Diversity of Students increased from 3,426 to 3,444
- Rural Completers increased from 1,220 to 1,242
- Low-income Completers increased from 1,252 to 1,330
- International students increased from 663 to 892
## UNCW Student Numbers

### Table 1. Distance Education and Main Campus Enrollment Demographics

<table>
<thead>
<tr>
<th>Race-Ethnicity</th>
<th>Fall 2021</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>%</td>
<td></td>
</tr>
<tr>
<td>American Ind or Alaska Nat</td>
<td>46</td>
<td>0.34%</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>233</td>
<td>1.7%</td>
<td></td>
</tr>
<tr>
<td>Black or African American</td>
<td>517</td>
<td>3.8%</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>1,023</td>
<td>7.5%</td>
<td></td>
</tr>
<tr>
<td>Nat Hawaiian or Pacific Islander</td>
<td>7</td>
<td>0.05%</td>
<td></td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>312</td>
<td>2.3%</td>
<td></td>
</tr>
<tr>
<td>Two or More Races</td>
<td>567</td>
<td>4.2%</td>
<td></td>
</tr>
<tr>
<td>Unknown</td>
<td>320</td>
<td>2.3%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>10,623</td>
<td>77.8%</td>
<td></td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>13,648</strong></td>
<td><strong>100.0%</strong></td>
<td>**</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race-Ethnicity</th>
<th>Fall 2021</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>%</td>
<td></td>
</tr>
<tr>
<td>American Ind or Alaska Nat</td>
<td>44</td>
<td>1.0%</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>114</td>
<td>2.6%</td>
<td></td>
</tr>
<tr>
<td>Black or African American</td>
<td>529</td>
<td>12.1%</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>259</td>
<td>5.9%</td>
<td></td>
</tr>
<tr>
<td>Nat Hawaiian or Pacific Islander</td>
<td>5</td>
<td>0.11%</td>
<td></td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>46</td>
<td>1.1%</td>
<td></td>
</tr>
<tr>
<td>Two or More Races</td>
<td>100</td>
<td>2.3%</td>
<td></td>
</tr>
<tr>
<td>Unknown</td>
<td>201</td>
<td>4.6%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>3,084</td>
<td>70.4%</td>
<td></td>
</tr>
<tr>
<td><strong>Grand Total Distance Education</strong></td>
<td><strong>4,382</strong></td>
<td><strong>100.0%</strong></td>
<td>**</td>
</tr>
</tbody>
</table>

### Table 2. Overall Student Population

<table>
<thead>
<tr>
<th>Race-Ethnicity</th>
<th>UG</th>
<th>GR</th>
<th>TOTAL</th>
<th>COMBINED %</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Ind or Alaska Nat</td>
<td>57</td>
<td>33</td>
<td>90</td>
<td>0%</td>
</tr>
<tr>
<td>Asian</td>
<td>274</td>
<td>73</td>
<td>347</td>
<td>2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>674</td>
<td>372</td>
<td>1,046</td>
<td>6%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1,101</td>
<td>181</td>
<td>1,282</td>
<td>7%</td>
</tr>
<tr>
<td>Nat Hawaiian or Pacific Islander</td>
<td>10</td>
<td>2</td>
<td>12</td>
<td>0%</td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>280</td>
<td>78</td>
<td>358</td>
<td>2%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>564</td>
<td>103</td>
<td>667</td>
<td>4%</td>
</tr>
<tr>
<td>Unknown</td>
<td>334</td>
<td>187</td>
<td>521</td>
<td>2%</td>
</tr>
<tr>
<td>White</td>
<td>11,194</td>
<td>2,513</td>
<td>13,707/</td>
<td>76%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>14,488</strong></td>
<td><strong>3,542</strong></td>
<td><strong>18,030</strong></td>
<td><strong>76%</strong></td>
</tr>
</tbody>
</table>
### Table 3. Undergraduate Student Population

<table>
<thead>
<tr>
<th>Race-Ethnicity</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Ind or Alaska Nat</td>
<td>57</td>
<td>0.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>274</td>
<td>2.0%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>674</td>
<td>5.0%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1,101</td>
<td>8.0%</td>
</tr>
<tr>
<td>Nat Hawaiian or Pacific Islander</td>
<td>10</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>49</td>
<td>2.0%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>564</td>
<td>4.0%</td>
</tr>
<tr>
<td>Unknown</td>
<td>334</td>
<td>2.0%</td>
</tr>
<tr>
<td>White</td>
<td>11,194</td>
<td>77.0%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>14,257</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Source: Office of Institutional Research and Planning. Comprehensive student data can be found on the UNCW Office of Institutional Research and Planning dashboards at uncw.edu/irp/id/dashboards.html.

### Table 4. Graduate Student Population

<table>
<thead>
<tr>
<th>Race-Ethnicity</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Ind or Alaska Nat</td>
<td>33</td>
<td>1.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>73</td>
<td>2.0%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>372</td>
<td>11.0%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>181</td>
<td>5.0%</td>
</tr>
<tr>
<td>Nat Hawaiian or Pacific Islander</td>
<td>2</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>78</td>
<td>2.0%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>103</td>
<td>3.0%</td>
</tr>
<tr>
<td>Unknown</td>
<td>187</td>
<td>5.0%</td>
</tr>
<tr>
<td>White</td>
<td>2,513</td>
<td>71.0%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>3,542</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
Table 5. 6-Year Graduation Rate by Race/Ethnicity from UNCW

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>2021</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaskan Native</td>
<td>52.9</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>70.0</td>
<td></td>
</tr>
<tr>
<td>Black or African American</td>
<td>62.7</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>72.1</td>
<td></td>
</tr>
<tr>
<td>Native Hawaiian/Other Pacific Islander</td>
<td>50.0</td>
<td></td>
</tr>
<tr>
<td>Non Resident Alien</td>
<td>67.1</td>
<td></td>
</tr>
<tr>
<td>Two or More Races</td>
<td>72.5</td>
<td></td>
</tr>
<tr>
<td>Unknown</td>
<td>77.5</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>72.5</td>
<td></td>
</tr>
</tbody>
</table>

Table 6. UNCW Faculty and Staff Numbers

<table>
<thead>
<tr>
<th>EEO Group</th>
<th>2021</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>1,300</td>
<td>58.8%</td>
</tr>
<tr>
<td>Minority</td>
<td>463</td>
<td>21.0%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>214</td>
<td>9.7%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>108</td>
<td>4.9%</td>
</tr>
<tr>
<td>Asian</td>
<td>88</td>
<td>4.0%</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>12</td>
<td>0.5%</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Two or More</td>
<td>41</td>
<td>1.9%</td>
</tr>
</tbody>
</table>
### Table 7. UNCW Total Faculty

<table>
<thead>
<tr>
<th>EEO Group</th>
<th>Employees</th>
<th>% to Total</th>
<th>2020: 704</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>395</td>
<td>54.3%</td>
<td>376</td>
</tr>
<tr>
<td>Minority</td>
<td>162</td>
<td>22.3%</td>
<td>145</td>
</tr>
<tr>
<td>Black or African American</td>
<td>34</td>
<td>4.7%</td>
<td>26</td>
</tr>
<tr>
<td>Hispanic</td>
<td>45</td>
<td>6.2%</td>
<td>43</td>
</tr>
<tr>
<td>Asian</td>
<td>68</td>
<td>9.4%</td>
<td>63</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>3</td>
<td>0.4%</td>
<td>3</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Two or More</td>
<td>12</td>
<td>1.7%</td>
<td>10</td>
</tr>
</tbody>
</table>

### Table 8. UNCW Total Staff

<table>
<thead>
<tr>
<th>EEO Group</th>
<th>Employees</th>
<th>% to Total</th>
<th>2020: 1,460</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>905</td>
<td>61.0%</td>
<td>887</td>
</tr>
<tr>
<td>Minority</td>
<td>301</td>
<td>20.3%</td>
<td>301</td>
</tr>
<tr>
<td>Black or African American</td>
<td>180</td>
<td>12.1%</td>
<td>184</td>
</tr>
<tr>
<td>Hispanic</td>
<td>63</td>
<td>4.3%</td>
<td>61</td>
</tr>
<tr>
<td>Asian</td>
<td>20</td>
<td>1.4%</td>
<td>18</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>9</td>
<td>0.61%</td>
<td>9</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Two or More</td>
<td>29</td>
<td>2%</td>
<td>29</td>
</tr>
</tbody>
</table>

Source: UNCW Human Resources Office
Grants

While the office continues to partner with faculty and staff in the grant submission process or upon receiving an award, this past year we were fortunate to partner on four grants that allowed us to strengthen our diversity, equity and inclusion efforts.

National Science Foundation Louis Stoke Alliances for Minority Participation Sub-Award

Drs. Chad Lane, Ai Ning Loh, Provost Jamie Winebrake, and Dr. Donyell Roseboro received a National Science Foundation Louis Stoke Alliances for Minority Participation sub-award in the amount of $439,595 for a project titled “Louis Stokes New STEM Pathways Implementation-Only Alliance: Mountains to Sea North Carolina LSAMP.” The University of North Carolina Greensboro is the lead institution on this $3.4 million grant with Appalachian State, Western Carolina, East Carolina and UNCW. The goal of the project is to increase the number of underrepresented students in science, technology, engineering, and mathematics disciplines.

Fulbright Teaching Excellence and Achievement

Dr. Jen Fernandez Villa ’20EdD, director of the Office of International Students and Scholars, and Dr. Donyell Roseboro were awarded a grant for more than $340,000 to facilitate Fulbright Teaching Excellence and Achievement Program. UNCW hosted 17 visiting international high school teachers for six weeks on campus as part of the Fulbright Teaching Excellence and Achievement Program.

Learn more at: http://bit.ly/3VguqOL

Fragility, Resiliency, and Engaged Education in Democracy (FREED) Project

UNCW received two grants totaling $325,000 from the Teagle Foundation to plan and implement the Fragility, Resiliency, and Engaged Education in Democracy (FREED) Project. This project will include the design of a module for UNI classes that examines foundational documents from U.S. history, how those documents define democracy, and the ways in which this region still grapples with the meaning of democracy after the 1898 coup d’état which disenfranchised Black Wilmingtonians. The grants were submitted by Dr. Jeanine Minge, Associate Provost for High Impact Practices, Community Partnerships and Director of the Arts, Provost Jamie Winebrake and Dr. Donyell Roseboro, UNCW Chief Diversity Officer.

Learn more at: uncw.edu/engagement/teagle.html
Centro Hispano

As of fall of 2022, Centro Hispano serves close to 1,400 Hispanic/Latinx students who attend UNCW and provides outreach to the local community through several initiatives, mentoring programs, cultural events and special programming.

MI CASA Overnight Retreat: Camp Kirkwood

MI CASA is a college access and success mentoring program that pairs high school student mentees with UNCW student mentors to create a roadmap for improved lifestyles after high school.

One of our most impactful traditions is the MI CASA overnight retreat, and this past year we had the opportunity to facilitate this tradition for the first time since the Covid-19 pandemic.

The objective of this experience is to link the theoretical knowledge we impart in the classroom with practical, symbolic and fun activities that allow for deeper understanding. Some of the objectives are:

- Participants document and tell their own stories. The retreat provides space for participants to map and tell each other’s journey from beginning to current situation and allows time to identify aspirations and goals to work towards.

- Participants are able to face their fears and push through comfort zones. Symbolic meaning behind these activities allows us to connect and deconstruct the barriers, obstacles that we have to overcome every day.

- Participants explore their identities. Students are able to revisit their unique attributes and characteristics that makeup who we really are. We do it from an asset and strength perspective rather than a deficit model.

- Participants accept and showcase their talents in community. We conclude the retreat with a potluck-style lunch provided by participants’ families. In addition, we host a talent show where participants accept their talents and share their gifts with the entire audience.
Awards and Recognition

Angel Garcia and Veronica Tapia Selected for 2022 LatinxEd Fellowship Program

Angel Garcia, director of the MI CASA Mentoring Program and assistant director of Centro Hispano, and Veronica Tapia, program director of the UNCW College Advising Corps, were selected as 2022 Latinx Education Fellows.

The LatinxEd Fellowship focuses on Latinx educators from across the state who engage in a six-month immersive leadership development program. They receive hands-on coaching and mentoring to maximize their potential and become even stronger agents of change or educational equity in North Carolina for Latinx and immigrant communities.

Latinx Education (LatinxEd) is a nonprofit educational initiative in NC providing targeted, multi-year support to Latinx students and immigrant families striving for higher education and greater opportunity, according to its website. The organization adopts a holistic approach to educational equity, working directly with Latinx youth via students in the K-16 system and professionals at higher education institutions, nonprofit organizations or in the community through advocacy opportunities.

The focal areas for LatinxEd work include Latinx awareness, leadership, readiness and voice to advance and foster experiences where the Latinx stories are front and center.
Staff Awards

MAYRA ROBLES ’18
Centro Hispano Program Coordinator

- Trailblazer YWCA’s annual Women of Achievement Awards
- Women to Watch Awards Rising Star Finalist

ANGEL GARCIA
Assistant Director of Centro Hispano and Director of MI CASA Mentoring Program

- Selected to the LatinxEd Fellowship
- Wilmington’s “40 under 40” Award presented by the Star News and the Wilmington Chamber of Commerce

2022 Office of Student Leadership and Engagement; Campus Activities and Involvement Center Awards

UNCW Laureate
Nicole Tejada

Rachel Freeman Service Learning Award
Kaitlin Martinez-Gonzalez

The Pat Leonard Senior Medallion Award
Kaitlin Martinez-Gonzalez
Leslie Montalban Petatan
Keely Rios Sanchez

Distinguished Engagement Award
Dyan Acosta Ocampo
Salma Dominguez
Amanda Leahey
Monserrath Martinez-Cruz
Cassidy Spratley
Nicole Tejada

Excellence in Engagement Award
Nicholas Arvelo
Madeleine Franco
Rosa Sierra Flores
Latino Alliance

The Latino Alliance conducted virtual information sessions on topics related to COVID prevention and vaccination, affordable health care, personal finance, income taxes, blood shortage and blood drives, nutrition, substance abuse, and health equity. The sessions reached more than 90,000 viewers over the past year. In-person events were made possible with the help of bilingual volunteers at vaccination clinics. Healthy foods, diapers, and personal care essentials, clothes, and housewares were provided at no charge to the community.

Study Abroad in Oaxaca, Mexico

UNCW Spanish professor Amanda Boomershine, from the Department of World Languages and Cultures, and Dr. Edelmira Segovia ’98, ’12Ed.D., director of Centro Hispano, led a study abroad program to Oaxaca, Mexico May 29 - June 11, 2022. The purpose of the program is to provide participants with an opportunity to explore the Oaxacan culture firsthand, analyze and practice the Spanish language in a natural linguistic and cultural context, and to receive university credit for that experience.

Both native and non-native speakers of Spanish participated. This class met weekly throughout the spring semester and the remaining contact hours occurred in Mexico. Students explored the effects of immigration and globalization in North Carolina and Oaxaca through study of immigration patterns, demographics, policies, and one-on-one interviews with Oaxacans living in Wilmington and in Oaxaca.

The majority of the Mexican immigrants in the Cape Fear Region of North Carolina are from Oaxaca, which allowed students the opportunity to learn from immigrants residing in Wilmington and then travel to their home state/country to meet their relatives, as well as immigrants who have returned to Oaxaca from the U.S. This course fulfilled the Explorations Beyond the Classroom component of University Studies as well as the applied learning requirement for the Spanish major. Classes in Mexico took place each morning at the Universidad Autonoma Benito Juarez Oaxaca (UABJO) in Oaxaca City.
2021-22 Academic Year Event Highlights

**AUGUST**

**Raise Your Flag**
Virtual meet and greet social, where incoming first-year, transfer and current students connect with staff and other Hispanic/Latinx students at UNCW

**MI CASA Welcome**
Welcome day for our new and returning cohorts of MI CASA parents, mentees, and mentors.

**SEPTEMBER**

**Professional Development Day: Sherwin Williams**
Virtual professional development opportunity for students to listen to current employees’ experiences and learn about the company and the possibilities of future career development.

**Hispanic Heritage Month Kickoff**
Kicking off Hispanic Heritage Month by joining forces with Wilmington Latin Dance and UNCW Office of the Arts to offer free salsa lessons.

**Diversity in the Workplace**
Learn from Morgan Stanley Diversity and Equity professional, Gerty Simon. Discuss the importance of diversity, equity and inclusion in the workplace and how to be proactive in becoming inclusive of all identities.

**In the Heights**
In collaboration with ACE, A film version of the Broadway musical in which Usnavi, a sympathetic New York bodega owner, saves every penny every day as he imagines and sings about a better life.

**At the Ready Film Screening**
In collaboration with University Police, Office of the Arts, and Wilmington Police Department. Home to one of the region’s largest law enforcement education programs, students at Horizon High School in El Paso train to become police officers and Border Patrol agents as they discover the realities of their dream jobs may be at odds with the truths and people they hold most dear.

**OCTOBER**

**The Latino List**
Documentary and discussion delving into the stories of Latinx individuals that share their stories, struggles, and accomplishments in the U.S.

**Los Seahawks Game**
Celebrating Hispanic Heritage Month and soccer players of Hispanic heritage. Latinx students coming together to enjoy the UNCW soccer game.

**De Colores**
A session to reclaim our histories to illuminate queerness and Latinidad with guest speaker Chris Mendoza. This session carried dialogue on “Patxs and Duckwalks” and discussion of protests happening across Latin America and central role of Queer performers in these actions.

**NOVEMBER**

**Dia de los Muertos**
Altar built by students in celebration of the lives of our loved ones who have passed.

**House on Mango Street Reading with Sandra Cisneros**
In collaboration with UNCW Office of the Arts, and NEA Big Read. Panel discussion that explores the author’s literary choices and life experiences.

**Calpulli Mexican Dance Company Performance**
In collaboration with CFCC Wilson Center, Calpulli Mexican Dance Company showcases their folkloric choreography and musical talent through “Puebla: The Story of Cinco de Mayo”. The story is emphasized the dance, music, elaborate and colorful costuming, and with passion of the performers.

**JANUARY**

**Centro Meet and Greet**
Welcome to Spring Semester. Hosting an event where students, faculty, and staff can meet and socialize with nuestra familia.
FEBRUARY

Las Cafeteras
Using traditional Son Jarocho instruments like the jarana, requinto, quijada (donkey jawbone), and tarima (a wooden platform), Las Cafeteras sing in English, Spanish, and Spanglish, and add a remix of sounds from rock to hip-hop to rancheras. Las Cafeteras use music as a vehicle to build bridges between different cultures and communities, creating ‘a world where many worlds fit.’ Born and raised east of the Los Angeles River, Las Cafeteras remix roots music and deliver inspiring lyrics to tell modern-day stories of a community seeking love and justice in the concrete jungle of Los Angeles. This program is part of the NEA Big Read Cape Fear.

¿Cómo se Dice Amor?
In this session we dissect the importance of emotional well-being in protecting your peace and discussing healthy methods to practice self-care when feeling alone or seeking affection from others.

MARCH

Mujerxs Divinas
Hosting a relaxed environment where students can enjoy painting what the definition of a woman means to them, while enjoying snacks and music that are women-produced.

Centro Hispano Ribbon Cutting Ceremony
Celebrating Centro Hispano’s expanded space with founding Director, Antonio Puente, our first Assistant Director of Centro Hispano, Angel Garcia, our UNCW community and our Latino Alliance colleagues.

MI CASA Annual Retreat
One of our most impactful traditions is the MI CASA Overnight Retreat at Camp Kirkwood. This past year we had the opportunity to facilitate this tradition for the first time since the Covid-19 pandemic freeze. The objective of this experience is to link the theoretical knowledge we impart in the classroom with practical, symbolic and fun activities that allow for deeper understanding.

APRIL

Las Cafeteras
The UNCW Alumni Relations and Centro Hispano collaborate to create an interactive Homecoming program featuring Las Cafeteras, the group that has taken the music scene by storm with their infectious live performances crossing genre and musical borders. The session showcased their best music videos and was an opportunity to create powerful conversations around Latinx power, culture and community organizing.

Stories Beyond Borders
Screening and discussion on immigrants’ rights. A fuller story of immigration needs to be told to address the harms perpetuated by immigration enforcement practices and policies that extend beyond the crisis at the border.

Centro Hispano Graduates Reception
Centro Hispano recognizes all of their graduating seniors from UNCW and their resiliency, sacrifices, and hard work it took to attain their degree from the university. With loved ones present, the center bestowed upon each graduate their red cord, certificates, and more at the reception.
Creating Sacred Spaces: When the Cultural Center is a Sanctuary

Over the 2021-22 academic year, the Upperman Center sought to explore what it means to have sanctuary. The center, replete with church fans in hand, created several programs that reflected the myriad ways God-consciousness, Black faith traditions, and the idea of sanctuary could be explored. In a year marked by a great transition in the center due to much-needed upgrades and improvements, the center needed to take seriously the need for community, space and faith. As the curatorial statement suggests, “…as we celebrate the opening of an expanded and renovated space, we invite you to consider the Black church, the hush arbor, campgrounds, basements, altars, and practices where joy is cultivated, sorrow is understood, and Spirit flows.”

Programs were held that explored Black and Queer theologies with Ph.D. candidates at UVA and UNC Greensboro. Students learned and participated in ceremonies related to African-derived religious traditions, where they were able to build altars and celebrate ancestors who had passed. Students read The Secret Lives of Church Ladies and were invited to a virtual talk with the author, Deesha Philyaw. Students attended an MLK celebration during homecoming that featured the contemporary gospel artists, The Walls Group. Finally, students participated in the inaugural class on Gullah Geechee culture while learning how Gullah Geechee people call the Atlantic coast their (our) home. During the 2021-22 academic year, there were many opportunities to learn about the sacredness of culture and the need for places that operate as sanctuary.

From Filming to Farming: Hosting Dr. Kaia Shivers as Our Artist in Residence

Fresh off the plane from Italy, Dr. Kaia Shivers, a professor at NYU, served as Upperman’s artist-in-residence and the College of Arts and Sciences faculty-in-residence for the fall of 2021. With a wellspring of knowledge and a commitment to media and Africana studies, Dr. Shivers held at least four lectures, participated in two panel discussions, and built relationships with both faculty in conversation about Africana studies and 40 students vying for her attention around documentarian style film making.

Her lectures included exchanges on the hidden racialized histories of Italy, Black farming in America, ancestral veneration as an Iyalawo who practices Yoruba, and memory/ancestral veneration in Creole cultures. Students explored the ideas of making altars and learning about the cross-pollination between traditional African religious practices and Black southern Christian practices, culminating in the development of two altars to honor personal and community ancestors just as the annual commemoration of the 1898 massacre was occurring.

Dr. Shivers held sessions with young filmmakers weekly, talking through the processes of experimental filmmaking, documenting local histories and investing in healthy ways to tell Black stories. She was also invited by local groups, including the Links, Inc., a long-standing professional auxiliary for Black women.
in the U.S., to participate in a regional virtual panel discussion around the newest show last fall, “Our Kind of People.” Her acumen in Creole culture, filmmaking, class distinctions, social organizing, and colorism proved insightful in understanding the production made locally here in Wilmington, N.C. Dr. Shivers made an indelible impression on all who were able to witness her work as someone who is a part scholar, part filmmaker, part preservationist, and part entrepreneur, all wrapped into one. You can find her work most prominently in the development of the online resource, the Black Farmers Index, where she is helping Black farmers get produce to market in places where food deserts exist.

For the People Who Can Fly: Producing the Hybrid Conference for the Association for Black Culture Centers

After successfully hosting the first and only virtual Association for Black Culture Centers conference in 2020, Upperman was once again tapped for its expertise in innovation to host the first and only hybrid conference for the Association for Black Culture Centers. Much like the virtual version, the conference sought to bring culture center staff together through podcasts, social media, Zoom, and other platforms. Unlike the virtual version, the conference sought to ensure that people visiting as far north as New Mexico, as far south as Georgia, and as far east as New Jersey were able to learn a little bit about Gullah-Geechee culture, the Wilmington Ten and the 1898 Massacre. Under the banner, “The People Who Could Fly,” folks were able to hear from North Carolina native Candice Bebow, with her new work “Red Lip Theology,” and Wilmington native DeShaun Harrison, with their work “Belly of the Beast.”
Attendees also heard from Victoria Smalls, executive director of the Gullah Geechee Corridor Commission, on their first night while experiencing the opening exhibition of alum artist Bryan Braswell. On the last night, alumnus Rev. Kojo Namtambu provided context for understanding the importance of the Wilmington Ten in relationship to modern-day Black social and political movements. With more than 50 people in attendance physically, and another 30 registered virtually, the conference was deemed a success for its ability to integrate technology, offer insight into coastal southern food pathways, and provide space for deep discussion about the current conditions of cultural centers.

**UPP to New Things: Opening a Renovated Cultural Center with Additional Resources and Space**

After closing its doors early in the summer of 2021, what looked to be a quick turnaround project ended up being a full-scale renovation of the beloved Upperman African American Cultural Center. Projected for a late August opening date, delays with the supply chain pushed the date of the renovated center into late October, with both furniture and technology coming into the winter and early spring. However, what has emerged from the project is a new and expanded center, with an additional 1,000 sq ft. Themed in honor of the coastal ethnic enclave that once inhabited Wilmington, the center was painted indigo blue, sweetgrass green and Carolina gold yellow in honor of the Gullah Geechee people. With an expanded library, conference, art gallery transition space, living room, four office spaces, and two storage areas, the new and improved “Upp” features technology that can be seen throughout the center.

Students can now enjoy programming and meetings simultaneously, without interruption or awkward workarounds. Since the center has opened, it has seen more than 50 students a day while hosting three to four weekly events from the more than 15 Black affinity student organizations. Several community organizations have also used the space for events, programs, mentorship projects, and meetings. Upperman expects that the much-needed “Uppgrades” will help students and the community to develop innovative programming that will bring even more people into the center for community development, fellowship, and learning opportunities.

**UPPGraded Traditions: Elevating Graduation with the Addition of Custom Kente Cloth**

Upperman shifted the Sankofa Ceremony and added a few new features. The Sankofa Ceremony outgrew its home in the Watson College of Education and was moved to the Cultural Arts Building to elevate the experience and make room for new attendees. For the first time in the history of UNCW, graduates received coveted custom Kente cloth stoles instead of the customary medallions, which were a beloved tradition. The Kente cloth was sponsored in part by the African American Graduate Association.

As the center expanded its offerings to recognize academic excellence by creating the Hubert A. Eaton Honor Society, the medallions were seen as more in line with the Honors regalia. The medallions became a more coveted and elevated part of the Black honors experience at UNCW, while something new was created for students graduating in 2022.

With the chancellor’s support, Upperman spent time developing and researching Kente cloth and emerged with a UNCW custom teal Kente cloth stole embroidered with our gold interpretation of the adinkra symbol Sankofa, replete with the UNCW letters. Each recipient appreciated the time-honored tradition that is a feature around the country at celebrations similar to ours. The Kente cloth was supported by our former chancellor, Dr. Jose V. Sartarelli, to celebrate the strides made in diversity. All were excited about the newest tradition emerging from Upperman, as the center sought to elevate UNCW’s Black graduation tradition just as the 60th anniversary of Black student life loomed near.
Mohin-Scholz LGBTQIA Resource Center

The Mohin-Scholz LGBTQIA Resource Center was able to return to in-person programming and continued to see growth and change over the 2021-22 academic year. One of the most notable changes is the name change from “office” to “center” with the support of the UNCW administration.

We continued to offer our signature weekly and monthly programs. The Building Q*mmunity discussion group, co-led by the UNCW Counseling Center, was once again a staple program for our students. The students engaged in discussions around identity development, leadership, and navigating relationships as a young queer person.

“Book Talk,” a new program started in 2020, was continued for the 2021-22 school year. Some reads included As the Crow Flies, Hola Papi, and Both Sides Now. Students were able to read and explore intersecting identities and were able to meet author Peyton Thomas virtually. Book Talk’s continued success has us excited to continue for the next academic year. We continued to offer Gayme Days, Queer Trivia, Queer Culture, and other staple programming.

One big programming change was a completely updated and revamped Safe Zone Program. Previously offered as a one-time three-hour seminar, our new Safe Zone Series consists of three separate seminars, LGBTQIA 101, Understanding Gender, and Active Ally. Offering three seminars allows us to dive deeper into LGBTQIA topics and what it means to be an active ally. We saw success with the new format and continue to build on the educational aspects of our programming. Summer 2021 was the pilot program, and after a successful pilot, the series was launched in fall 2021. The center also partnered with Athletics for the first time to celebrate Pride Games.

Women’s Soccer and Women’s Basketball both participated in Pride Games, giving away shirts, celebrating and supporting identity and highlighting the center and our queer-identified students and student-athletes.

We launched a new program for first-year students in conjunction with Housing and Residence Life. For the first time at UNCW, students were given the option to live in LGBTQIA affinity housing. PRISM (Promoting Respect and Inclusion for Sexuality and Gender Mattering) had its inaugural year in fall 2021 with about 25 students participating. We expect this program to have continued success and have a new cohort for the 2022-23 academic year.

Center Hosts Dedication, Ribbon Cutting

While our newly renovated center opened in 2020, we were not able to celebrate a dedication or ribbon cutting until spring 2022 due to the pandemic. Mohin-Scholz LGBTQIA Resource Center, John Scholz ’84 and Anil Mohin joined us for the ceremony and a few days of festivities. The dedication day was filled with stories, support and, of course, a lot of celebration. Students, faculty and staff came together to meet and mingle with each other and commemorate the huge milestone of having a larger space and a named center at UNCW.
Meredith Persin joins the Mohin-Scholz LGBTQIA Resource Center Staff

The center added a professional staff member to the center. Meredith Persin joins the Mohin-Scholz LGBTQIA Resource Center as our new program specialist. Meredith is originally from Myrtle Beach, S.C. They received their undergraduate degree from Coastal Carolina in English and Gender Studies and most recently graduated with their master’s degree from Clemson University, where they studied English with a concentration in Disability Rhetoric and Feminist Rhetoric. We are extremely excited to have Meredith on staff and can’t wait to be able to expand on current programming efforts.

Center Director Brooke Lambert Among “40 Under 40” Award Winners

Center director Brooke Lambert was selected as one of the Wilmington 40 Under 40 Honorees this year. Presented annually by the StarNews and the Wilmington Chamber of Commerce, the awards recognize the region’s young professionals who are making a name for themselves, their businesses and workplaces. A six-member panel selected the winners from Brunswick, New Hanover and Pender counties who excel in their professional fields and contribute to community organizations.
Campus and Community Engagement

DEI Fellows Program

The Diversity, Equity and Inclusion Fellows Program was established in 2020 by the UNCW Office of Institutional Diversity and Inclusion in partnership with the Office of the Provost, the Division of Student Affairs, the Office of Business Affairs, and the Office of General Counsel. Fellows collaborated with each office on projects focused on institutional priorities related to diversity and inclusion.

The inaugural cohort of DEI Fellows supported institutional areas prioritized by senior campus leaders. Their research and other efforts advanced several administrative campus initiatives, including considerations for a Bias Response Team and a University Ombuds Office, formation of DEI Guiding Principles and Definitions, exploration of campus-wide DEI professional development opportunities, plans for new Living Learning Communities, development of the Africana Studies major, and support for the newly designed Coastal ROOTS Bridge Program. Initiatives within the community included work by the Restorative Justice Collaborative and support of youth served by Sokoto House and Centro Hispano.

2021-22 DEI Fellows

- Babette Boyd, J.D., Department of Sociology and Criminology
- Kimberly Cook, Ph.D., Department of Sociology and Criminology
- Melissa Crowe, Department of Creative Writing
- Teddy Howell, Housing and Residence Life
- Jeff Janowski, Office of University Relations
- Mike Jefferson, Housing and Residence Life
- Venita Jenkins, Office of University Relations
- Leah Mayo, College of Health and Human Services
- Christine Pesetski, Undergraduate Studies and University College
- L.J. Randolph, Jr., College of Education and Department of World Languages and Cultures
- Masha Shpolberg, Department of Film Studies
- Taniesha Young, Office of Admissions
JUST US Community Tissue Quilts

Local youth explored the concept of empathy by creating community tissue quilts as part of this year’s “JUST US.” The JUST US program uses art and components of the NC State Standards to provide opportunities for youth to gain and reinforce interpersonal skills. Developing resiliency in youth, particularly youth of color and those from marginalized communities, strengthens protective factors that impact health and well-being.

This year’s program, spearheaded by Kimberley Cheatham, OIDI’s Outreach coordinator, was a partnership between UNCW, local schools and after-school programs and was funded, in part, by the South Arts and the National Endowment for the Arts. The curriculum was written by Dr. Janna Robertson, a Watson College of Education professor.

The curriculum introduces the AIDS quilt as a touchstone for the project. Students from area nonprofit organizations and elementary and middle schools serving diverse populations created tissue paper quilts guided by the work of award-winning artist Maya Freelon. After completing a section of the quilts at their school or after-school programs, students gathered to combine the individual sections into larger quilts. The project’s culmination was a presentation from Freelon and her crafted design of the students’ art pieces. The exhibition was held on May 1 in the Watson College of Education atrium and later moved for display at the Harrelson Center.

Project participants included:

- Art and Special Education teachers at Myrtle Grove Middle School and Emma B. Trask Middle School, Snipes Academy of Art and Design, Winter Park Elementary School, Girls Leadership Academy of Wilmington (GLOW), Cape Fear Center for Inquiry
- Cape Fear Latinos
- Coastal Buds
- Communities in Schools
- D.C. Virgo Preparatory Academy
- Maya Freelon, visiting artist
- GHA Autism Supports
- Girls Rocking In The South (G.R.I.T.S.)
- Harrelson Center
- Dr. Janna Robertson
- Soaring as Eagles
- Theatre for All
- Transition Program for Young Adults
- Voyage
- Watson Student Leaders and Dr. Jennifer Knight
- Young Scientist Academy
The largest and most ambitious campaign in UNC Wilmington history, 
Like No Other: The Campaign for UNCW, has surpassed its initial goal and is stretching
to $125 million. Recognizing that the UNCW experience is truly unique, Chancellor Voley
is leading a charge to make it more accessible and affordable for all Seahawks.

Whether it's a gift to support MI CASA, a scholarship to support a first-generation
Seahawk, or programming provided by Upperman or the Mohin-Scholz Center - every gift
of every size adds up to make a difference. Nearly 90% of all campaign gifts have been
less than $250 and more than $2 million has been raised in support of diversity initiatives.

**Make your impact today: giving.uncw.edu/diversity**

UNCW now accepts GooglePay, Apple Pay, Venmo and PayPal