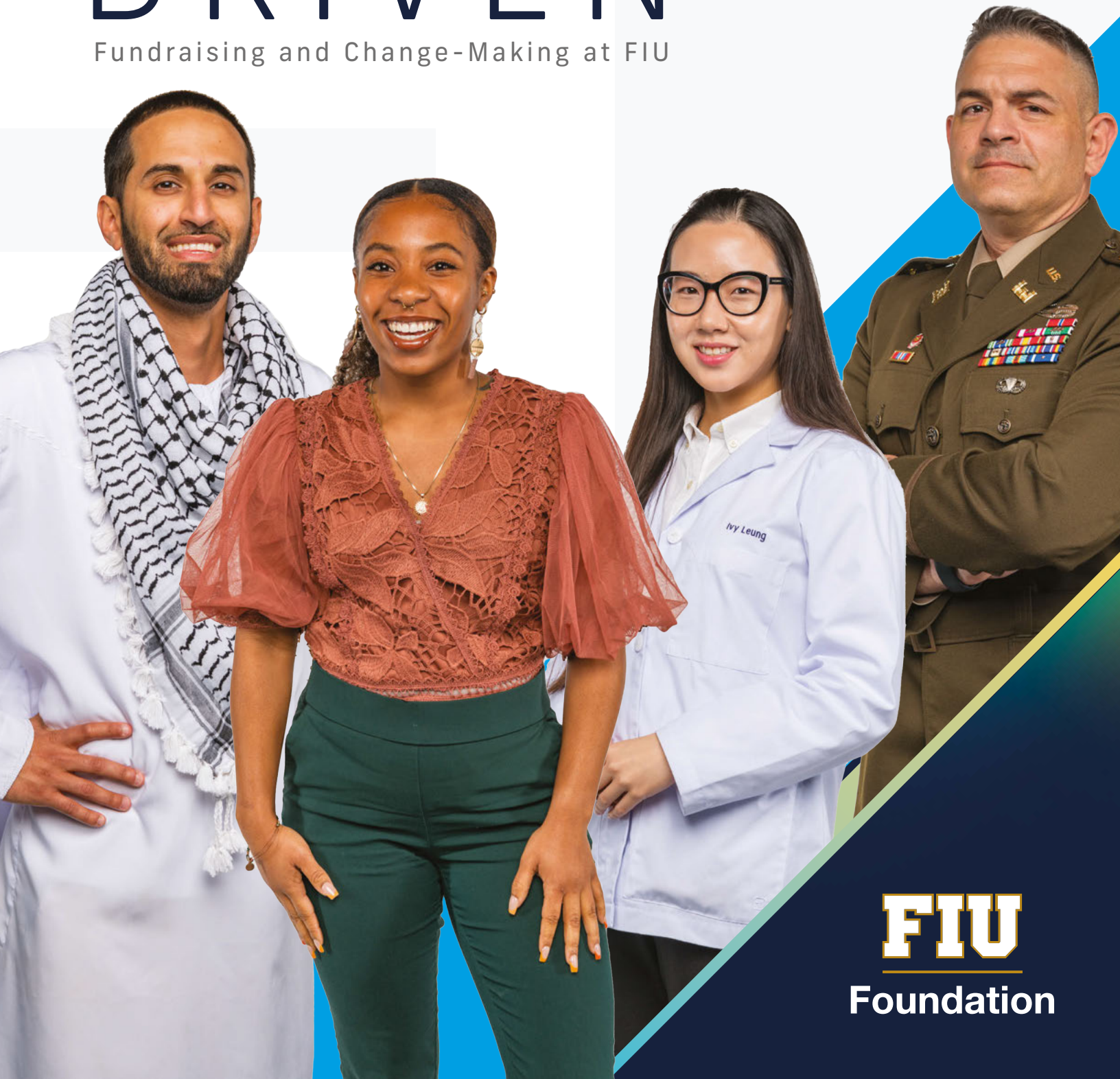


DIFFERENCE- DRIVEN

Fundraising and Change-Making at FIU



The FIU Foundation Office of Inclusive Philanthropy

is a university platform for creating equitable systems,
inclusive communities, and authentic belonging.

The Florida International University Foundation Office of Inclusive Philanthropy (FOIP) seeks to achieve systems change with philanthropy as a major driver. FOIP is generating support for the people, programs, and research at FIU that will accelerate equitable opportunities, build inclusive communities, and create a culture of belonging for all people. Specifically, FOIP is critically examining and attempting to address how we can level the playing field and make room at FIU for those who have been marginalized, excluded, or devalued and who remain systemically underrepresented as a result of their gender, gender identity, sexual orientation, race, ethnicity, cultural identity, nationality, immigration status, disability, or spirituality.

Located in an institution that is both Hispanic Serving and Minority Serving, FOIP aims to ensure that FIU is expansive in its embrace and support of all students, faculty, staff, and alumni. FOIP is doing this by generating philanthropic revenue for programs focused on changing those systems that create and sustain inequities, removing barriers to inclusion and full participation, creating lifting opportunities for historically underrepresented populations, and securing funding for the extensive diversity, equity, and inclusion (DEI) work already in progress or on the horizon at FIU.

FOIP empowers philanthropists as drivers of change and embeds them as partners in advancing transformative solutions. This is being done in collaboration with development professionals and University leadership, FIU experts and students, alumni and friends, foundations and corporations, and community leaders and citizens. Together, we are creating systems change with each philanthropic dollar raised. It is our hope that these coordinated efforts lead other university foundations to this work, where they will find in FIU FOIP a national model for inclusive philanthropy in higher education. ▣

Top: FIU Foundation Office of Inclusive Philanthropy Team (left to right): Lili Betancourt Space, Team Lead, FOIP Women's Initiatives; Denise Fernandez, FOIP Program Coordinator; Ady Arguelles, Co-Lead, FOIP Hispanic Initiatives; George Corton, FOIP Co-Founder and Advisor; Adjua "Maia" McGill, FOIP Founding Executive Director and Team Lead, Persons of Color Initiatives; Livia Souza, Co-Lead, FOIP Women's Initiatives; Smilka Melgoza, Community Lead, FOIP Special Events; Mandy Heath, Team Lead, FOIP Indigenous Initiatives; Michael Hughes, Team Lead, FOIP LGBTQIA+ Initiatives. Not pictured: Doreen Gordon Williams, FOIP Development Officer.

On the cover from left to right: Mohamed K. Ghumrawi '11, MA '17, PhD candidate in International Relations and Senior Program Coordinator, Mohsin and Fauzia Jaffer Center for Muslim World Studies; Destiny Washington, master's student in the Higher Education and Administration Program; Ivy Leung '19, Herbert Wertheim College of Medicine Class of 2024 and President, Asian Pacific American Medical Student Association; and Lieutenant Colonel Heath Papkov, Chair and Professor of Military Science and Leadership, FIU Army ROTC.



▼▼
With the FIU Foundation and committed donors behind FIU's diversity, equity, and inclusion work, we will usher in an era of philanthropic expansion, cultural change, and innovation at FIU."

—Howard Lipman
CEO, FIU Foundation

FIU has more good to do

as an opportunity generator and equity accelerator.

FIU's diversity is among its greatest assets. We welcome students from every culture, country, political persuasion, socioeconomic background, faith, and belief. Our student population reflects the vibrant and intersecting racial, ethnic, language, gender, and disability diversity of our region and the world.

One of the largest U.S. public research universities located in a county heavily populated with members of the Hispanic community, FIU takes pride in being a majority-minority university. Our success in educating a diverse student population has garnered FIU recognition, including Excelencia in Education's "Seal of Excelencia" for our access and support programs for Hispanic students.

While FIU's student success philosophy is simple—meet our students where they are and get them to where they want to be—the science behind our work is strong: since 2014, we have developed and implemented evidence-based programs and high-tech-and-touch tactics that have resulted in dramatic student success increases. Reflecting our decades-long commitment to student success, FIU was ranked No. 1 in the state of Florida in 2021, earning 97 points, the all-time highest performance-based funding score among State University System schools by the Florida Board of Governors. FIU saw a 6.5 percent gain in its four-year graduation rate and a 3.5 percent gain in its six-year graduation rate among students who received a Pell grant in their first year, among other improvements.

With a student population that is 64 percent Hispanic, 12 percent Black or African American, 3 percent Asian, 2 percent Multiracial, and 0.05 percent American Indian/Alaskan Native, FIU is an engine of opportunity for our community. We are advancing social mobility for students and their families in South Florida and beyond while climbing higher in the rankings: FIU is now ranked No. 78 nationally among public universities (*U.S. News & World Report*, 2022). And the world is taking notice. After a rigorous vetting process, philanthropist and author MacKenzie Scott and husband Dan Jewett gave FIU \$40 million in 2021. This gift signaled their "trust and encouragement" of our University and its role as an opportunity generator.

FIU has a responsibility to build on this foundation and do more for our students, faculty, alumni, and community, to continue to be better and include and engage stakeholders across our differences. From strengthening the faculty pipeline among underrepresented groups and improving the four-year experience for Black males to fostering inclusive scholarship and teaching and diversifying board leadership, FIU has more good to do. ▣

FIU TAKES PRIDE IN BEING A MAJORITY- MINORITY UNIVERSITY.

Left: Ivy Leung '19, Second-Year Medical Student, Herbert Wertheim College of Medicine; President, Asian Pacific American Medical Student Association. A first-generation college student, Ivy completed her undergraduate studies in biological sciences at FIU aided by a full Presidential Merit Scholarship. Beginning in her freshman year, Ivy served as a research assistant in Dr. M. Alejandro Barbieri's Laboratory. Her research on *Annona montana* leaf extract and its potential to lower the incidence of chronic degenerative diseases like obesity was published in *BIOCELL* in 2022.

Right: Lieutenant Colonel Heath Papkov, Chair and Professor of Military Science and Leadership, FIU Army ROTC. Diversifying the ranks of commissioned officers in the U.S. Army, the FIU Army ROTC program has become one of the nation's leading ROTC programs for commissioning officers of color. The program offers academic advising, scholarships, leadership training, and many other benefits to undergraduate and graduate students.

► DIVERSITY IS FIU'S COMPETITIVE ADVANTAGE

56,000 students—the largest Hispanic Serving Institution in the U.S.

81% minority student population—64% Hispanic, 12% Black or African American, 3% Asian, 2% Multiracial, 0.05% American Indian/Alaskan Native

1,000+ veterans, military students, or dependents

3,500 students served by FIU's Disability Resource Center

4.17 GPA for entering freshmen (Fall 2021)

51% of FIU students who applied for financial aid have an income of \$30,000 or less

23% of undergraduates are first-generation college students (Fall 2020 - FIU 2021 Accountability Plan)

#1 in awarding bachelor's and master's degrees to Hispanic students and **#11** in awarding engineering degrees to African Americans

#3 Most Diverse Medical Schools (U.S. News & World Report)

13 faith-based student organizations

275K FIU alumni, including 30K+ Black alums

#5 among public universities nationally for advancing social mobility (U.S. News & World Report)





Some current and former members of the FIU Diversity Council. Front row, left to right: Gloria Johnson-Cusack, Senior Advisor to the President; Melissa A. Castriota, Associate Director of FIU at I-75 and Co-Lead of the FIU Black Staff Association; Erica Friedman, Associate Director of the Pride Center; and Bronwen Bares Pelaez, Dean of Students. Back row, left to right: Phillip Lloyd Hamilton, Assistant Vice President for Student Access and Success; Anthony DeSantis, Former Assistant Vice President for Student Affairs and Director of Veteran and Military Affairs; Chris Altizer, Lecturer in the Department of Global Leadership and Management; and Emmanuele A. Bowles, Director of Diversity, Equity & Inclusion.



▼▼
Across all walks of life, people are crying out for sustainable change. While we recognize that everything will not be done at once, we are committed to this journey of leveling the playing field and courageously living our values that align our deeds with our words to convey, with sincerity, ‘YOU BELONG HERE!’”

—El pagnier Hudson
Vice Provost of Diversity, Equity & Inclusion,
Equity Action Initiative Advisor

FIU is tackling systems change

to achieve diversity, equity, and inclusion at the University and beyond.

In response to the murder of George Floyd and many other victims of racialized violence, in June 2020, University leadership commissioned the **Equity Action Initiative** to enhance equality, dignity, inclusion, and belonging at FIU. FIU also renewed its commitment to dismantling systemic racism at the University, in the community, and in areas within its spheres of influence. This work led to the formation of the **Division of Diversity, Equity & Inclusion** at FIU in 2020.

Led by three Black members of the FIU community who were raised in South Florida, the Equity Action Initiative laid a foundation for advancing efforts to enhance diversity and inclusion for FIU's Black community and other groups, consistent with FIU's mission and values. From expanding procurement opportunities for Black-owned businesses and diversifying our leadership boards to identifying areas of improvement in underrepresented minority student success, the Equity Action Initiative seeks to make our FIU and our world better. These efforts led to the creation of the Black Faculty Association and made Juneteenth an official day of observance at FIU.

The highest levels of FIU leadership are also moving fast to create transparency and discipline around DEI work in higher education. FIU administrators, Deans, faculty, and staff are conducting DEI Strategic Collaboration Labs to refine and create interventions that can yield impact at scale. To improve all aspects of student success, leaders are also conducting a series of DEI-focused sessions with the President, Provost, Deans, and staff called COMPASS (Communication Protocol for Accountability and Strategic Support). Together, leadership is refining goals and strategies across the FIU enterprise; listening to underrepresented groups to learn about their experiences, needs, and assets; refining performance measures; problem-solving across disciplines; and sharing lessons and promising practices along the way.

With additional resources, we can build on the great strides being made at FIU to become even more diverse and inclusive. The FIU Foundation is elevating institutional priorities, leveraging philanthropy to create sustainable DEI transformation at FIU. ▣

PREAMBLE TO THE FIU ANTI-RACISM STATEMENT

We commit to affirm explicitly and in united solidarity our identity as an anti-racist academic institution.

We commit to personal and institutional exploration and examination of implicit bias and systemic advantage/oppression such that our anti-racism commitment be reflected in the life and culture of the University through our policies, programs, and practices as we continue to learn about racism and ethnic oppression.

We commit to the development and implementation of strategies and best practices that dismantle systemic racism and ethnic oppression within all aspects of our University, community, and society.

FIU Foundation Office of Inclusive Philanthropy

The national movement against racial injustice in the United States catalyzed the FIU Foundation to reimagine the intentionality of its work and implement solutions. The pandemic-driven spike in anti-Asian violence in the United States, the tenure struggles of Black faculty, and the human rights protests in Cuba with solidarity protests in Miami and around the world have reinforced the urgency of this work at FIU and for our communities.

In 2021, the FIU Foundation created the Office of Inclusive Philanthropy (FOIP). FOIP brings together development professionals, alumni, and community and industry partners from diverse backgrounds to inform, implement, and evaluate philanthropic strategies and programming to advance systemic change.

Inclusive philanthropy works across all colors, immigrant statuses, faiths, disabilities, gender identities, generations, and their intersections. It critically examines socioeconomic and philanthropic disparities and histories among racial, ethnic, and immigrant groups in our communities. Our work disrupts the status quo that has perpetuated inequities for these groups at FIU and in our communities.

FOIP is mobilizing individual donors, corporations, foundations, and the communities FIU serves to achieve twelve targeted equity outcomes. ▣

TARGETED EQUITY OUTCOMES

Access to FIU Excellence

Culture of Inclusion
and Belonging

Social Capital Expansion

Representation in the Field

Diversified Pathway to
the Professoriate

Inclusive Faculty Community

Inclusive Scholarship
and Teaching

DEI Philanthropic Leadership

Diversity in Giving

Thriving Communities

Improved Lives for Women
and Girls

Accessible Communities

Panelists at the discussion following the May 15, 2021, FOIP-hosted screening of Dudley Alexis' award-winning film, *When Liberty Burns*, at The Black Archives Historic Lyric Theater. Pictured, left to right: Moderator Frantz Williams, formerly of the FIU Foundation Office of Inclusive Philanthropy; *When Liberty Burns* Director Dudley Alexis; Captain James Mesidor of the FIU Police Department, previously a member of the North Miami Police Department; Dr. Tameka Bradley Hobbs, Associate Provost for Academic Affairs at Florida Memorial University (FMU) and Founding Director of the FMU Social Justice Institute; and Timothy Barber, Executive Director of The Black Archives Historic Lyric Theater.

FOIP is working toward systems change at the institutional level, to support areas of need identified by the University. We are not only focused on eradicating barriers to success for diverse students and faculty at FIU, but we are committed to seeking out more philanthropists of color who are interested in investing in FIU.”

—Adjua “Maia” McGill
Senior Executive Director,
Foundation Relations,
and Founding Executive Director,
FIU Foundation Office of
Inclusive Philanthropy





EDISNI LOOK INSIDE

10 **ACHIEVE STUDENT SUCCESS THROUGH EQUITY, INCLUSION, AND BELONGING**

10 Access, Success, and Inclusion for All Students

11 Black Male Initiative

13 Access to Student Aid

14 Access to High-Impact Practices

16 Programs for a More Inclusive Campus Culture

18 Scholarships and Support for Students Underrepresented in the Field

19 **ACCELERATE RESEARCH AND DISCOVERIES**

19 Expanding Pathways for Black Faculty and Students Program

21 **OPTIMIZE 21ST-CENTURY TEACHING AND LEARNING**

23 **ADVANCE DIFFERENCE-DRIVEN PHILANTHROPY**

23 FIU Hispanic Philanthropy Education & Research Center

24 Diversified FIU Leadership Boards

25 **CO-CREATE POSSIBILITIES WITH COMMUNITIES**

27 Programs for Women and Girls

29 Support for Students Who Access the World Differently

31 **JOURNEY WITH FIU TO A MORE JUST WORLD**

FUNDING PRIORITIES

FOIP is prioritizing transformative solutions that impact the interrelating systems of equity, educational outcomes, and professional success. These include securing scholarships for underrepresented and marginalized students, promoting minority-student engagement in high-impact practices, creating a student mentorship program, increasing faculty diversity and inclusion, advancing inclusive scholarship and teaching, achieving strong and inclusive advisory board governance, and engaging new philanthropic and community partners to co-create opportunity and prosperity.

ACHIEVE STUDENT SUCCESS THROUGH EQUITY, INCLUSION, AND BELONGING

Access, Success, and Inclusion for All Students

FOIP seeks partners to redress historical inequities, change the systems that create inequitable starting places, fund lifting opportunities, and promote inclusion for Black and Indigenous students, People of Color, Hispanic/Latinx students, LGBTQIA+ (lesbian, gay, bisexual, transgender, queer, (questioning), intersex, asexual, and agender) students, students with disabilities, temporary protected status (TPS) students, and undocumented students at FIU. Donor investments in pre-collegiate programs, college access programs, scholarships, and wrap-around supports will ensure that these students have access to FIU excellence.

Powerful opportunities include funding undergraduate and graduate scholarships established in memory of the victims of racial violence, like Arthur McDuffie and Trayvon Martin, for students working to advance racial and social justice. Support for FIU's Pride Center will serve to create a welcoming and inclusive campus culture. □

340+ FIU DREAMERS HAVE RECEIVED THE DREAM.US SCHOLARSHIPS.

Students from the Pride Center (left to right): Joseph Cusco, Computer Science; Regis Lecomte, International Business; Abrianna Jean-Baptiste, Global Studies and Women's and Gender Studies; Taylor Gross, Computer Science; Amelia Leon, Epidemiology; Jesse Fraga, Journalism and Women's and Gender Studies; and Estes (foreground). Abrianna is President of the Pride Student Union, and Joseph is co-founder and Vice President.

EQUITY OUTCOMES

Access to FIU Excellence

Culture of Inclusion and Belonging

FUNDING OPPORTUNITIES

College Access Programs

- Fostering Panther Pride
- Golden Scholars
- Invitational Scholars

Education Effect

Helios Last Mile Scholarship

Pride Center

Scholarships that Facilitate Access, Success, and Inclusion for All Students

Temporary Protected Status and Deferred Action for Childhood Arrivals Scholarships

Black Male Initiative

Across the nation, colleges and universities are working to improve learning environments and remove barriers to enrolling, retaining, and graduating Black males. FIU's student access and success programs are making a difference for these students, resulting in higher retention and four-year graduation rates than the national average. FOIP seeks to build on these successes to achieve systemic change.

Starting with enrollment, FOIP seeks investments that will increase the representation of Black males on FIU's campuses. The University's full-time first-time-in-college Black male undergraduate enrollment has declined from **4.2 percent** (2018-2019) to **2.6 percent** (2021-2022) over the past four years. The national average is **4.7 percent** (2019-2020). Investments in feeder programs with Miami-Dade County Public Schools and Historically Black Colleges and Universities (HBCUs), pre-collegiate programs, community college transfer student programs like FIU's Connect4Success, and college access scholarship programs like FIU's Invitational Scholars and the Golden Scholars alternative admissions program will enable FIU to attract and recruit more of these students.

FOIP also seeks partners committed to transforming the academic experience for Black males at FIU. The national six-year completion rate for first-time-in-college students at public four-year institutions is 69 percent, and **44.4 percent** among Black males (2015 cohort) (*Completing College*, National Student Clearinghouse Research Center, 2022). FIU's university-wide six-year graduation rate is 67 percent for the same cohort. While FIU's six-year graduation rate for Black males is higher than the national average, at **53 percent**, we know that improvements are within reach. The University has the expertise and the commitment to engage, retain, and graduate these students. Now, we seek partners who are committed to addressing systemic issues that adversely impact retention and completion rates.

Together with friends of FIU and our more than 10,300 Black male alumni, **46 percent** of them FIU donors, we will be drivers of real change for the success of our Black males at FIU. ▣

EQUITY OUTCOMES

Access
to FIU
Excellence
Culture of
Inclusion and
Belonging

10,300+
BLACK MALE
ALUMNI,

46% OF
WHOM ARE
FIU DONORS

FUNDING OPPORTUNITIES

College Access Programs

- Fostering Panther Pride
- Golden Scholars
- Invitational Scholars

Connect4Success

Education Effect

Feeder Programs with Miami-Dade County Public Schools and HBCUs

Male Mentoring Initiative

Office of Social Justice and Inclusion



Left to right: Asim Pleas, Director of Education Effect, a multidisciplinary outreach program that partners with K-12 schools to educate and empower young voices; and Timothy Dean, Director of Upward Bound and Pre-Collegiate Programs, academic enrichment programs that provide middle and high school students with the resources and guidance they need to plan for the future.

Access to FIU Excellence

Access to Student Aid

Forty-five percent of FIU's undergraduate students are Pell grant recipients, and nearly **25 percent** are the first in their families to attend college. Most of our students must work to support themselves. Approximately **41 percent** of first-time-in-college undergraduates completed their degrees in 2019-2020 with student loan debt, averaging just below \$19,000 per borrower, well below the national average.

FIU offers a financial literacy micro-credential to help students manage their finances while at FIU and beyond. Our Office of Scholarships helps reduce the out-of-pocket costs and debt burden for students by making them aware of available scholarship opportunities. Still, a Fall 2019 analysis of scholarships awarded to FIU's undergraduate students showed that Black or African American students are awarded scholarships at a lower rate than other racial or ethnic groups (percent awarded scholarships compared to percent representation in the undergraduate student population).

To ensure that all students are aware and take advantage of available opportunities, FOIP seeks funding for Student Aid Advocates to provide scholarship opportunity education to minority students. These advocates can also identify unmet needs and recommend student aid and scholarship programs that meet our students where they are, programs like a proposed Path Out Fund for LGBTQIA+ students in need of emergency housing. ▣

FUNDING OPPORTUNITIES

Path Out Fund for LGBTQIA+ Students

Student Aid Advocates

Interdisciplinary engineer Jaquan Starling '22, recipient of the Jorge and Darlene Pérez Honors College Scholarship, has interned with Fortune 500 companies like Verizon and NextEra Energy. As a student, he was awarded a fellowship with the nonprofit CreAltivity investigating the intersection between Artificial Intelligence and Ethics and served as President of the Black Student Union. Jaquan will soon start work at MITRE, a nonprofit in Washington, D.C., as a business process engineer.

Access to High-Impact Practices

Participation in a high-impact practice (HIP) like service learning, research with faculty, internships or field experiences, senior capstone experiences, and study abroad has many benefits. Studies have shown that undergraduate research opportunities with faculty increase student retention and graduation rates and set students on the path to graduate education. Study abroad has been shown to have a positive impact on student success and job prospects, including shortened time to graduation, increased GPAs, and job placement. And data show that students who complete internships earn higher salaries directly out of school than students who do not.

The results of the 2020 National Survey of Student Engagement revealed that Black students at FIU are less likely to participate in high-impact practices. While 40 percent of FIU students participated in internships and field experiences, participation was significantly lower among Black students, at **26 percent**. Further, 18 percent of FIU students engaged in research with faculty, while only **9 percent** of Black students engaged in faculty research. Study abroad participation was low across FIU, at 8 percent overall and **4 percent** for Black students.

Minority students are less likely to participate in high-impact practices because they are not aware of them or of how the experience will benefit their careers. These students often decide to access high-impact practices through the encouragement of faculty members, staff, employers, or friends. For students who work their way through college, participating in unpaid

undergraduate research or internships in their fields or taking a break from work to study abroad are often not options.

FOIP seeks to encourage minority student participation in HIPs by seeking donor support for these critical initiatives:

- **FOIP Diversity Mentoring Program** - Mentors help students navigate social spaces, widen their networks, encourage their participation in HIPs, facilitate their development of skills that can impact professional advancement, and groom students for leadership positions—expanding their social capital. We seek faculty, staff, donor, and alumni engagement as Diversity Mentors at FIU. Donor support for a Diversity Mentoring Program in a chosen major, college, school, or industry can also help strengthen minority representation in the field.
- **HIP Scholarships** - Donor support of HIP scholarships can replace wages for a semester while students participate in a HIP. In lieu of working, these students will receive scholarships for the semester of participation, calculated on a sliding scale based on need and an approximation of wages foregone. These scholarships could be offered to Florida residents who qualify for FIU's Golden Promise—low-income freshmen whose families cannot afford to help them pay for college and who commit to completing 30 credit hours per year. Donor support can also fund scholarships that cover the cost of childcare or home care and include visa sponsorships and other benefits. ▣

EQUITY OUTCOME

Social
Capital
Expansion

FUNDING OPPORTUNITIES

BS in
Interdisciplinary
Engineering
Undergraduate
Research
Opportunities

FOIP Diversity
Mentoring Program

High-Impact
Practices
Scholarships

Opportunities for
Undergraduate
Research and
Scholarship
(OURS)



▶▶

Growing up Muslim in America was sometimes difficult during my childhood. There were so many stereotypes and misconceptions about Muslims and Islam, it was easy to feel othered. Coming to FIU and being part of such a diverse university was life changing. Not only did I find an initiative committed to dismantling misconceptions about Muslims and promoting the understanding of Islam, but I soon realized there are initiatives to promote understanding of a number of religions, cultures, and regions of the world. It really is one of the most diverse and inclusive learning environments one can experience, and I'm forever grateful that I got to be a part of it and can now contribute back to it."

—Mohamed K. Ghumrawi '11, MA '17

PhD Candidate, International Relations, and Senior Program Coordinator, Mohsin and Fauzia Jaffer Center for Muslim World Studies

FUNDING OPPORTUNITIES

FIU CasaCuba

FIU Global Indigenous Forum

Jewish Museum of Florida—FIU

Mohsin and Fauzia Jaffer Center for Muslim World Studies

Pride Center

Trish and Dan Bell Chapel

Programs for a More Inclusive Campus Culture

While FOIP seeks to increase representation among minority groups that have been historically underrepresented in the classroom, at the podium, in the boardroom, and in procurement spending, our mission does not end with diversity. We seek to transform the campus culture so that those invited to FIU also feel like they belong at FIU, are treated as they wish to be treated, and are included as meaningful participants.

Your support of a more inclusive campus culture at FIU begins with programs that reflect diverse representations of culture and history on campus, from art in green spaces and buildings to the holidays and traditions we celebrate. Other opportunities include FIU museums, centers, programs, and spaces that promote understanding, belonging, and healing. ▣

EQUITY OUTCOME

Culture of Inclusion and Belonging



▼▼

Diversity is more than just black and white; it's seeking and including a wide range of perspectives, ideas, backgrounds, and experiences. My commitment is to open all doors of possibility, creating pathways for greater access—purposefully building a more welcoming and inclusive working environment and culture. Both inside and out of the classroom, that is how FIU will truly represent the diverse community we serve.”

—Carolyn Jackson '01, MSHRM '03

Executive Director, HR Strategy, University Advancement/FIU Foundation



Five percent of physicians in the United States are Black or African American. That is a very small percentage when you consider that we make up 13% of the population. Research shows that patients have better health outcomes when treated by a physician who looks like them. If we know that increasing diversity among physicians overall can give us better patient outcomes, then that is something we should be working on.”

—Dr. Seth Crapp '98

Dr. Seth Crapp '98 established an endowed first-generation scholarship for Black students pursuing pre-medical studies, strengthening the pipeline to medical school. Photo by Lavonte Mcleish '20, Legendary Visions LLC.

JUNETEENTH

The declaration of Juneteenth as an official day of observance at FIU honors its importance in Black history, the Black community, and the University. June 19 commemorates the day the last slaves in Texas were freed, more than two years after the Emancipation Proclamation became official. FIU's inaugural weeklong Juneteenth Celebration included a panel discussion; a virtual teach-in; a Biscayne Bay Campus reunion of current and former Black faculty, staff, and students; spaces to heal; and a Freedom Day Celebration for the community on June 19, 2021.

Scholarships and Support for Students Underrepresented in the Field

Nationally, Black and Hispanic professionals are underrepresented in science, technology, engineering, and math (STEM) fields (Pew, 2021). As the largest producer of Hispanic STEM graduates in the United States, FIU is leading the way in addressing this disparity. The FIU STEM Transformation Institute has several initiatives that improve the recruitment and retention of underrepresented groups in STEM, including women and Black students. For its successes, the STEM Transformation Institute received a 2021 Inspiring Programs in STEM Award from *INSIGHT into Diversity* magazine.

Your support can fund scholarships for Black and Hispanic students in STEM fields or women pursuing degrees in computing and engineering. Investments in scholarships can also attract Black males to fields such as social work, nursing, and psychology, where they are underrepresented in FIU's undergraduate programs. Donor support of scholarships can attract underrepresented students into fields such as landscape architecture, law, and medicine at FIU. And investments in one of FIU's many K-12 STEM programs or in the FIU Law Path Program and the Al Dotson Program for Least Represented in Medicine will enable these pipeline programs to reach more students. ▣

EQUITY OUTCOME

Representation in the Field

FUNDING OPPORTUNITIES

Al Dotson Program for Least Represented in Medicine

Center for Diversity and Student Success in Engineering and Computing

FIU Law Path Program

Herbert Wertheim College of Medicine Pre-Medical Programs

K-12 STEM Programs

Scholarships and Support for Students Underrepresented in the Field

ACCELERATE RESEARCH AND DISCOVERIES

FIU is committed to transforming the institutional structure of the academy through comprehensive strategies that will increase the diversity of our faculty and create a more inclusive faculty community. Since 2016, FIU's Office to Advance Women, Equity & Diversity (AWED) has worked to achieve and sustain faculty diversity, equity, and inclusion as an essential element of FIU's academic excellence. Its Diversity Mentor Professorship Initiative is aimed at recruiting excellent scientists, mathematicians, computer scientists, engineers, and scholars in other fields with a demonstrated commitment to mentoring students from underrepresented and underserved populations, particularly female, Black, and Hispanic students.

AWED has also led the development of the FIU ADVANCE Bystander Leadership Program, designed to raise bias awareness among faculty and teach active upstander interventions. The Bystander Leadership Program won the 2020 Platinum Award for Best Practices in Diversity Programming from the Council for Advancement and Support of Education (CASE), a global association dedicated to advancement in higher education.

EXPANDING PATHWAYS FOR BLACK FACULTY AND STUDENTS PROGRAM

From undergraduate to graduate study and further into postdoctoral positions, Black students and scholars are underrepresented at FIU. FIU's employment of full-time Black faculty is slightly higher than the national average, where **5.6 percent** of positions are held by Black faculty, 5.1 percent by Hispanic faculty, and 68 percent by white faculty in Fall 2019 (NCES, 2020). In Fall 2021, **6.5 percent** of FIU's full-time faculty were Black, 22.1 percent Hispanic, and 47.1 percent white. While the composition of the FIU faculty is more diverse than the national average, FIU seeks a faculty that is more representative of its student population, which is **11.8 percent** Black (Fall 2021).

Solving for lack of diversity in the professoriate requires a pipeline approach, beginning with peer mentoring at the undergraduate level, mentoring undergraduate students into PhD programs, recruiting and retaining Black doctoral students,

creating a supported pathway to the professoriate for postdocs, shepherding tenure-earning faculty along the road to tenure, and hiring for diversity at senior levels. FIU has created a series of pathways that will make this possible. Your support of these initiatives within the Expanding Pathways for Black Faculty and Students Program can increase access and opportunity for Black academics throughout each phase of their careers:

- **Distinguished Undergraduate Research Assistant Program**
To cultivate more Black students for entry into doctoral programs, your support can provide paid research experience and mentoring support to Black scholars in a range of majors.
- **Diversity Undergraduate Learning Assistant and Writing Assistant Program**
Your support can fund additional pathways to obtaining paid positions for Black undergraduate students.

- **Doctoral Student Fellowships**
Your support can attract and cultivate Black doctoral students in STEM, social sciences, and humanities fields through training, funding, and mentoring.

- **Postdoctoral to the Professoriate Pathway**
This program aims to address the underrepresentation of Black tenured faculty at FIU by inviting promising postdoctoral scholars across all disciplines. This pathway can support scholars with research funding, mentoring, professional support, and a clear path into tenure-track positions at FIU.

Funding can also support FIU's recently launched Underrepresented Minority Doctoral Scholars Program or honoraria to increase the diversity of invited faculty, artists-in-residence, and speakerships at FIU. ▣

▼▼

Diversity, equity, and inclusion are essential components of FIU providing exceptional student-centered learning. Increased faculty diversity provides for more perspectives and has a positive impact on student success, particularly for our diverse student body.”

—Dr. Kenneth G. Furton
Chief Scientific Officer, Executive Director of the Global Forensic and Justice Center, and Provost Emeritus



FUNDING OPPORTUNITIES

Black Faculty Association

Diversity Mentor Professorships

Endowed Professorships in Diversity, Equity, and Inclusion

Expanding Pathways for Black Faculty and Students Program

- Distinguished Undergraduate Research Assistant Program
- Diversity Undergraduate Learning Assistants and Writing Assistants
- Doctoral Student Fellowships
- Postdoctoral to the Professoriate Pathway

FIU ADVANCE

Honoraria for Diverse Invited Faculty, Artists-in-Residence, and Speakerships

Office to Advance Women, Equity & Diversity

Underrepresented Minority Doctoral Scholars Program

EQUITY OUTCOMES



Diversified
Pathway to the
Professoriate

Inclusive
Faculty
Community

In recognition of his work to increase the representation of Black engineers at FIU and beyond, Dr. Bruk Berhane, Director of the School of Universal Computing, Construction, and Engineering Education (SUCCEED), was recently awarded the NSF CAREER Award, an honor that includes nearly \$600,000 in new research funding over five years. Dr. Berhane seeks to create an organizational framework that will allow deeper collaboration between community colleges and HBCUs, broadening participation of Black undergraduates in engineering.

OPTIMIZE 21ST-CENTURY TEACHING AND LEARNING

The FIU Foundation seeks to advance innovative and inclusive scholarship and teaching at FIU. FOIP is securing support for FIU's evidence-based programs that help diverse student populations succeed in the classroom—from the School of Universal Computing, Construction, and Engineering Education (SUCCEED) and the STEM Transformation Institute's research-based STEM education practices to Gateway to Graduation, a high-enrollment course redesign initiative, and Math Mastery Lab, peer-mentor-staffed tutoring labs. We are also seeking support for certificates and professional education programs on social justice. FOIP will also collaborate with partners on hosting symposia, leadership lecture series, and community listening tours to advance inclusive scholarship and teaching. ▣

EQUITY OUTCOME

Inclusive Scholarship and Teaching

Left to right: Dr. Zahra Hazari, Dr. Idaykis Rodriguez, and Joineé Taylor are Physics Education researchers at the STEM Transformation Institute. They work on transforming educational environments to support the engagement and learning of women and minoritized groups in physics and STEM.



Left to right: Precious Eze and J. M. Nicolas Leger, PhD candidates at SUCCEED. Through his research, Precious seeks to understand student and teacher perceptions of AI-assisted learning technologies, with the goal of integrating them into teaching and learning. Nicolas is researching computational and numerical methods in Engineering Education, with a focus on broadening engineering participation in high schools.



FUNDING OPPORTUNITIES

Center for the Advancement of Teaching

Certificates and Professional Education
Programs on Social Justice

Diversity, Equity, and Inclusion in Teaching
and Learning Micro-credential

Gateway to Graduation

Learning Assistant Program

Math Mastery Lab

School of Universal Computing,
Construction, and Engineering
Education (SUCCEED)

STEM Transformation Institute

Support for Symposia, Leadership Lecture
Series, and Community Listening Tours

▼▼

The STEM Transformation Institute is leading the way in empowering students towards cutting-edge STEM learning through evidence-based practices, innovative research, community building, and cross-cutting engagement (institutionally, locally, nationally, and globally).”

— Dr. Zahra Hazari (left)

ADVANCE DIFFERENCE-DRIVEN PHILANTHROPY

The cornerstone of FOIP's work will be to invite new or distinct voices to philanthropy and empower them to be change-makers with FIU.

Early efforts will include developing and deploying inclusive, identity-based donor and alumni engagement strategies that will strengthen the culture of philanthropy within identity groups. This work will diversify our donor base, create opportunities for real engagement at FIU, and attract investments in systems change.

FOIP will also focus on two initiatives that will amplify the FIU Foundation's voice and work in the Hispanic philanthropy space and create a foundation for change across FIU's leadership boards.

FIU HISPANIC PHILANTHROPY EDUCATION & RESEARCH CENTER

FIU is the largest Hispanic Serving Institution in the United States. Located in a county with a large Hispanic population at the gateway to Latin America, FIU has become a research center on Latin America and the Caribbean, with assets that include the Kimberly Green Latin American and Caribbean Center and the Cuban Research Institute. FIU also has partnerships with Colombian institutions, Colombia-focused research grants, and courses on Colombian studies.

The FIU Foundation has played a pivotal role in attracting resources to these initiatives through its innovative approaches to engaging Hispanic philanthropists. FOIP seeks to elevate FIU's leadership in national and international conversations and actions around Hispanic philanthropy. By helping us create the Hispanic Philanthropy Education & Research Center, our donors and partners can drive research, dialogue, programming, and outreach at FIU, in our communities, and around the world.

Our work will be informed by research on Hispanic giving in the United States—an analysis of its history and current trends—conducted in collaboration with FIU's Jorge M. Pérez Metropolitan Center and Hispanics in Philanthropy (HIP), a transnational Latinx philanthropic leadership organization. Our work will not look at Hispanics monolithically but will explore the place of origin (Central America, South America, and the Caribbean) so that we can better understand differences in Hispanic philanthropy and empower more impactful investments in the Hispanic/Latinx communities served.

EQUITY OUTCOMES

DEI
Philanthropic
Leadership

Diversity
in Giving

"The Power of Maximizing Hispanic Philanthropy" panel event, hosted by FIU FOIP in November 2021, featuring (left to right) George Corton, Vice President of Development and Innovation Philanthropy and FOIP Co-Founder and Advisor; Alex Krys, Managing Member and Co-Founder of Juniper Capital Partners; Rachel A. Sapoznik, Founder, CEO, and President of Sapoznik Insurance; Marile Lopez, CFO at Jorge Luis Lopez Law Firm; and Angel Morales, Founder and CEO of Morales Capital.

FUNDING OPPORTUNITIES

FIU Hispanic Philanthropy
Education & Research Center

Leadership Board
Scholarships

Pathway to
Philanthropist

Through this Center, the FIU Foundation and the FIU Alumni Association will enable our more than 36,000 Hispanic/Latinx students—our alumni in residence—to finally see themselves in the philanthropists we bring to the University. Informed by a new FIU Center for the Humanities in an Urban Environment study concluding that Latinx, Miami-born adolescents regard Spanglish as the main language of Miami, we will speak about philanthropy in the preferred languages of our students and develop materials and targeted campaigns for parents, alumni, and high-net-worth individuals in the Spanish dialectics and language fusions that resonate with them.

Together, we will strengthen traditions of giving within Spanish-speaking communities near and far in ways that honor and dignify their heritage-based differences. FOIP invites you to join us in this work and invest in establishing a Hispanic Philanthropy Education & Research Center at FIU.

DIVERSIFIED FIU LEADERSHIP BOARDS

Board diversity invigorates conversation and strategy with an infusion of fresh ideas, essential perspectives, and voices and experiences from the community.

FOIP seeks to add strength through diversity on FIU's leadership boards. A recent study revealed that only **6 percent** of the 299 leadership board positions across 13 FIU college and unit boards and the FIU Foundation and Alumni Association boards are held by Black professionals, and only **29 percent** of board members are female. Hispanic and Latino/a representation on these boards is **40 percent**. Diversifying FIU's boards will ensure that FIU's 57 percent female and 12 percent Black student enrollment (Fall 2021) is reflected in the important work these boards conduct.

Toward this end, the FIU Foundation will support colleges and units in adopting best practices in recruitment, engagement, and retention of diverse board leadership. ▣

OUR HISPANIC/ LATINX PANTHERS

36,202

Hispanic/Latinx students

2,166

International students
from Latin America
and the Caribbean

1,565

Alumni in the
Caribbean

486

Alumni in
South America

357

Alumni in
Central America



CO-CREATE POSSIBILITIES WITH COMMUNITIES

FIU sees strength and innovation in our surrounding communities as something to be resourced. We see possibilities that can be co-created through high-impact partnerships and engaged research with local community organizations, businesses, alumni, leaders, and citizens. By attracting new partners and funders to FIU who prioritize centering the voice and participation of the community in community-building, we will build a South Florida economy that flourishes because it is inclusive.

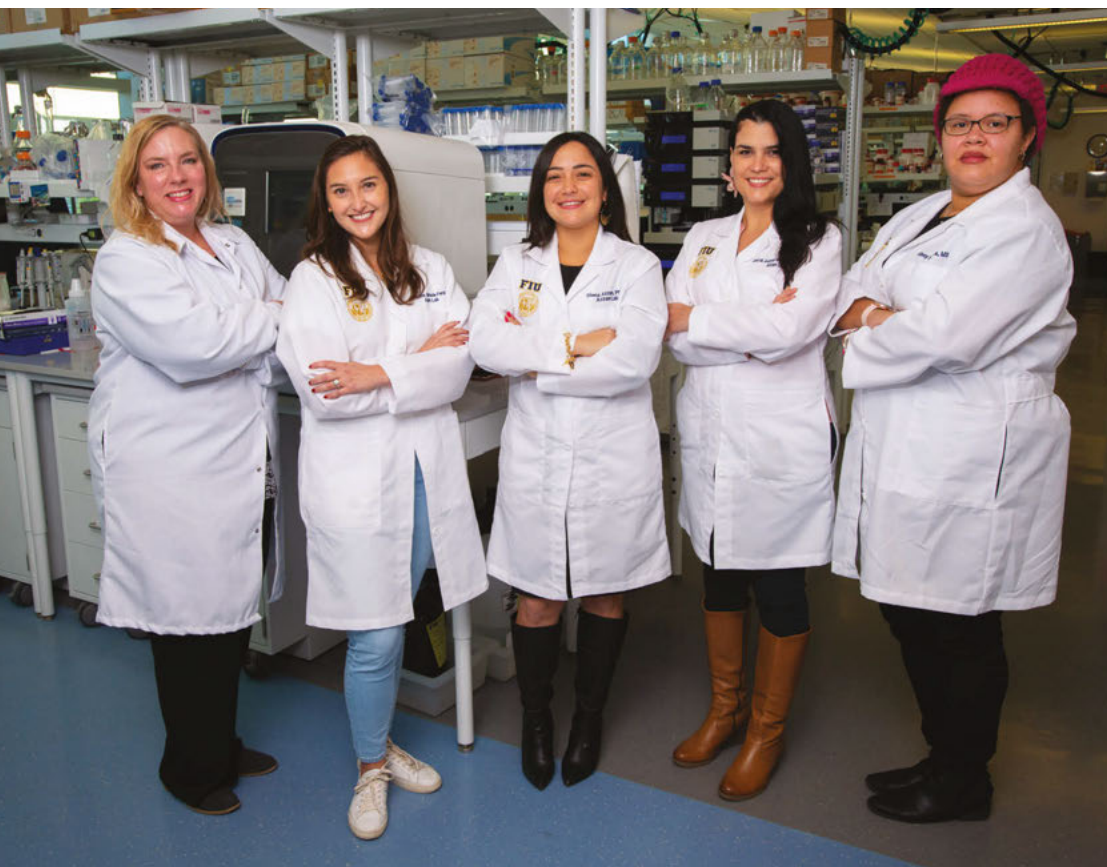
Our focus is on co-creating an equitable regional talent pipeline, building an inclusive technology and innovation economy, and amplifying the voices of Black and Indigenous people, People of Color, the LGBTQIA+ community, Dreamers and other immigrants, differently-abled learners and doers, and women and girls in our community-building and community-healing work.

Together with our donors and community partners, we will drive economic and social inclusion in our region, promote community health and well-being, and help realize FIU's full impact as a diverse, equitable, and inclusive anchor institution. ▣

EQUITY OUTCOME

Thriving Communities

Researchers from the Azzam Lab for Functional Precision Medicine and the Brain, Behavior, and the Environment Laboratory, headed by Dean Tomás Guilarte, Robert Stempel College of Public Health & Social Work. Dr. Azzam's Lab develops personalized, life-saving therapies for pediatric and adult cancer patients in the community. Left to right: Jennifer Dziedzic, Laboratory Manager, Guilarte Lab; Cristina Andrade-Feraud, Graduate Student, Azzam Lab; Diana Azzam, Primary Investigator, Azzam Lab; Arlet Acanda de la Rocha, Postdoctoral Associate, Azzam Lab; and Ebony Coats, Laboratory Manager, Azzam Lab.



FUNDING OPPORTUNITIES

Azzam Lab for Functional
Precision Medicine

Carlos A. Costa Immigration
& Human Rights Clinic

Construction Trades Program

FIU Community-Based
Research Institute (FIU-CBRI)

FIU Global Indigenous Forum

Green Family Foundation
NeighborhoodHELP

Jorge M. Pérez
Metropolitan Center

StartUP FIU

StartUP FIU Local

Urban Potential Laboratories
(UP Labs)

Wolfsonian Public
Humanities Lab



Consistent with our values of community and global learning, the FIU Global Indigenous Forum has offered a Land Acknowledgment to the FIU community to affirm Indigenous sovereignty and be more accountable to the needs of Seminole and Miccosukee people. We will continue to bring global Indigenous issues, voices, and awareness to the FIU community.”

—Mitzi Uehara Carter

Mitzi Uehara Carter is a cultural anthropologist and Professor in the Global Sociocultural Studies Department and the East Asian Studies Program, where her interdisciplinary research focuses on Okinawa, Japan, and life along militarized borderlands. As Interim Director of the FIU Global Indigenous Forum, Dr. Carter facilitates the Forum's mission of amplifying the voices of Indigenous faculty, staff, and students to bring awareness and action to Indigenous issues.

INDIGENOUS LAND ACKNOWLEDGMENT

Florida International University acknowledges that our institution is located on the ancestral homelands of sovereign Native nations, including the Tequesta, the Calusa, and today, the Seminole Tribe of Florida and the Miccosukee Tribe of Indians of Florida. We pay our respects to the traditional custodians, the Elders past and present, by fully recognizing Indigenous sovereignty as well as the historical and contemporary relationship between Indigenous peoples and their traditional homelands. It is within our responsibility as an academic institution to uphold knowledge about the history of FIU with the original stewards of this land that we live, learn, and work on. We encourage our University community to read and learn about ways to support our local Indigenous communities in their efforts to preserve Seminole and Miccosukee land rights and cultural practices and aid them in the conservation of our environment.

Consistent with our University's commitment to diversity, equity, and inclusion, FIU is working towards creating an academic environment that is inclusive of Indigenous students, faculty, and staff who have often been rendered invisible due to structural discriminatory practices. At FIU, we hold ourselves accountable to serving local, regional, and worldwide Indigenous communities through academic policy-oriented research, education, partnerships, community service, as well as enrollment initiatives, to overcome the effects of Indigenous exclusion and erasure in our own academic institution. It is our hope that acknowledging the land helps us to better understand that harm has been done and to address the legacies of violence in our communities to create a pathway to true healing.

FIU Global Indigenous Forum

Programs for Women and Girls

Today, women in the United States control \$11 trillion in household financial assets. Because women tend to outlive their male spouses, their control over household assets is expected to approach \$30 trillion by 2030 (McKinsey & Co., July 29, 2020). As rising seas lift all boats, FOIP seeks to engage our alumna and other women philanthropists in supporting programs that raise economic prospects for all women and girls, from the Lillian Lodge Kopenhaver Center for the Advancement of Women in Communication to the Big Sisters/Little Sisters Mentorship Program.

Building on the momentum of the \$40 million gift from MacKenzie Scott and Dan Jewett to FIU in 2021, FOIP will also establish a Women in Philanthropy Council to empower women's decisions as philanthropists and strengthen the participation of women in this space. ▣



Women make up more than half the population of our country, and it is important that we have a gender balance in all the forms in which we communicate information so that we can build a more equitable and inclusive society. The work of our Center has had an impact on the professional lives of women in communication and on the very fabric of society.”

—Dr. Lillian Lodge Kopenhaver

FUNDING OPPORTUNITIES

Big Sisters/Little Sisters Mentorship Program

Center for Women's and Gender Studies

FIU Women Leaders Program

From the Classroom to the Boardroom: Leadership for Women in Hospitality

Lillian Lodge Kopenhaver Center for the Advancement of Women in Communication

Power Up Women's Leadership Summit

Programs for Women and Girls

The Women's Center

Women Who Lead Conference

Founding Executive Director of the Lillian Lodge Kopenhaver Center for the Advancement of Women in Communication and Dean Emeritus and Professor at the School of Communication + Journalism. Located in FIU's College of Communication, Architecture + The Arts with satellite centers at universities in New Jersey, Washington, D.C., and Missouri, the Center serves as a national thought leader on issues that impact women across the communication industries. Signature programming is accomplished through scholarly research, leadership training, boot camps, a podcast, seminars, virtual workshops, mentoring programs, fellows programs, an annual workshop for young women academics, and a national conference that envisions the way for future generations of communicators.

Improved
Lives for
Women
and Girls

FIU ALUMNA

161,682 Women—59%

19,840 Black Women—2x the
number of Black male alums

"BE DYNAMIC,
BE CONFIDENT,
BE PATIENT,
BE INTENTIONAL,
BE YOU!"

—Destiny Washington

Vice President of the Higher Education Student Association and Member of the Women Who Lead Conference Committee. A first-generation college graduate and master's student in the Higher Education and Administration Program, Destiny is an advocate for equity and inclusion in access and resources for all college students.



Support for Students

Who Access the World Differently

Many of our learners access the world differently, and FIU is committed to helping them succeed. The University creates inclusive and usable learning environments for our students, makes high-impact activities like study abroad accessible to students with mobility challenges, and advances community inclusion for differently-abled adults. With the assistance of programs like the Disability Resource Center, FIU students are better able to access our degree programs and realize their academic dreams. Your support of the Disability Resource Center Graduate Student Fund will help graduate students overcome disability-related academic setbacks, covering the purchase or repair of mobility or assistive devices that wear out mid-semester or providing bridge funding for tuition if scholarship support is lost when a medical condition requires a student to take a semester off. ▣



Duffy Desir, a Social Work student and intern with Early Learning Coalition, wants to create programs that help children and adults, especially those who have disabilities or are experiencing homelessness, to be free and safe. She recently participated in an FIU media campaign to show her fellow students with disabilities that they are not alone and can accomplish anything they work toward.

**“FIU EMBRACE
IS AWESOME.**

**ADVICE:
KEEP MOVING
FORWARD.”**

—Kevin Valente
FIU Embrace student



FUNDING OPPORTUNITIES

Center for Children and Families

FIU Embrace

Disability Resource Center Graduate
Student Fund



Yolangel "Yogi" Hernandez Suarez, MD, Interim Executive Associate Dean for Student Affairs, Herbert Wertheim College of Medicine. Dr. Hernandez Suarez is also a Co-Founder of FIU Embrace, a hands-on support program for adults with autism, intellectual disabilities, and other neurodevelopmental disorders. She and her husband, Dr. Jeffrey Simmons, made a planned gift to fund research fellowships or clinical practicums at FIU Embrace.

JOURNEY WITH FIU TO A MORE JUST WORLD

FOIP will advance difference-driven fundraising and change-making at FIU, in our communities, and beyond. We will engage philanthropists in giving to and through FIU to bring about the transformation that we want to see. Together, we will create a more just world where all of us can flourish, prosper, and be whole.

FUNDING OPPORTUNITIES

Achieve Student Success through Equity, Inclusion, and Belonging

Al Dotson Program for Least
Represented in Medicine

BS in Interdisciplinary Engineering
Undergraduate Research
Opportunities

Center for Diversity and
Student Success in Engineering
and Computing

College Access Programs

- Fostering Panther Pride
- Golden Scholars
- Invitational Scholars

Connect4Success

Education Effect

Feeder Programs with Miami-Dade
County Public Schools and HBCUs

FIU CasaCuba

FIU Global Indigenous Forum

FIU Law Path Program

FOIP Diversity Mentoring Program

Helios Last Mile Scholarship

Herbert Wertheim College of
Medicine Pre-Medical Programs

High-Impact Practices Scholarships

Jewish Museum of Florida–FIU

K-12 STEM Programs

Male Mentoring Initiative

Mohsin and Fauzia Jaffer Center for
Muslim World Studies

Office of Social Justice and Inclusion

Opportunities for Undergraduate
Research and Scholarship (OURS)

Path Out Fund for LGBTQIA+
Students

Pride Center

Scholarships and Support for
Students Underrepresented in the
Field

Scholarships that Facilitate Access,
Success, and Inclusion for All
Students

Student Aid Advocates

Temporary Protected Status and
Deferred Action for Childhood
Arrivals Scholarships

Trish and Dan Bell Chapel

Accelerate Research and Discoveries

Black Faculty Association

Diversity Mentor Professorships

Endowed Professorships in Diversity,
Equity, and Inclusion

Expanding Pathways for Black
Faculty and Students Program

- Distinguished Undergraduate
Research Assistant Program
- Diversity Undergraduate
Learning Assistants and Writing
Assistants
- Doctoral Student Fellowships
- Postdoctoral to the Professoriate
Pathway

FIU ADVANCE

Honoraria for Diverse Invited Faculty, Artists-in-Residence, and Speakerships

Office to Advance Women, Equity & Diversity

Underrepresented Minority Doctoral Scholars Program

Optimize 21st-Century Teaching and Learning

Center for the Advancement of Teaching

Certificates and Professional Education Programs on Social Justice

Diversity, Equity, and Inclusion in Teaching and Learning Micro-credential

Gateway to Graduation

Learning Assistant Program

Math Mastery Lab

School of Universal Computing, Construction, and Engineering Education (SUCCEED)

STEM Transformation Institute

Support for Symposia, Leadership Lecture Series, and Community Listening Tours

Advance Difference-Driven Philanthropy

FIU Hispanic Philanthropy Education & Research Center

Leadership Board Scholarships

Pathway to Philanthropist

Co-Create Possibilities with Communities

Azzam Lab for Functional Precision Medicine

Big Sisters/Little Sisters Mentorship Program

Carlos A. Costa Immigration & Human Rights Clinic

Center for Children and Families

Center for Women's and Gender Studies

Construction Trades Program

Disability Resource Center Graduate Student Fund

FIU Community-Based Research Institute (FIU-CBRI)

FIU Embrace

FIU Global Indigenous Forum

FIU Women Leaders Program

From the Classroom to the Boardroom: Leadership for Women in Hospitality

Green Family Foundation
NeighborhoodHELP

Jorge M. Pérez Metropolitan Center

Lillian Lodge Kopenhaver Center for the Advancement of Women in Communication

Power Up Women's Leadership Summit

Programs for Women and Girls

StartUP FIU

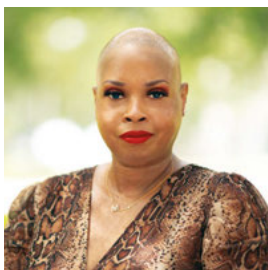
StartUP FIU Local

Urban Potential Laboratories (UP Labs)

Wolfsonian Public Humanities Lab

The Women's Center

Women Who Lead Conference



Adjua "Maia" McGill
Senior Executive Director,
Foundation Relations
FOIP Founding Executive Director
Phone: 305-348-3004
Email: amcgill@fiu.edu



George Corton
Vice President,
Development and Innovation
Philanthropy
FOIP Co-Founder and Advisor
Phone: 305-608-3779



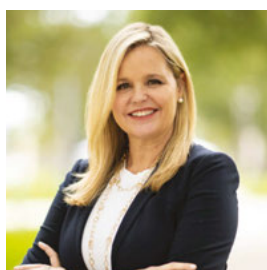
Doreen Gordon Williams
FOIP Director of Development
Phone: 305-348-8083
Email: dgordonw@fiu.edu



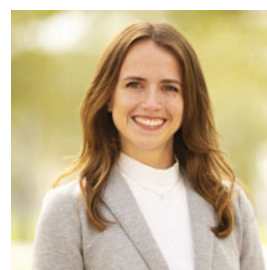
Denise Fernandez
Grant Liaison,
Foundation Relations
FOIP Program Coordinator
Phone: 305-348-8327
Email: denferna@fiu.edu



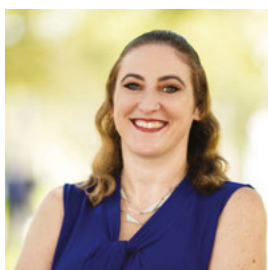
Ady Arguelles
Senior Executive Director,
Innovation Philanthropy
and MiamiTech
Co-Lead, FOIP Hispanic Initiatives
Phone: 305-348-5875
Email: aarguell@fiu.edu



Lili Betancourt Space
Director of Development,
FIU CasaCuba
Team Lead, FOIP
Women's Initiatives
Phone: 305-348-5807
Email: lspace@fiu.edu



Livia Souza
Associate Director,
Estate and Planned Giving
Co-Lead, FOIP Women's
Initiatives
Phone: 305-799-6618
Email: lsouza@fiu.edu



Mandy Heath
Senior Director,
Prospect Development
and Data Management
Team Lead, FOIP
Indigenous Initiatives
Phone: 305-348-7513
Email: mheath@fiu.edu



Michael Hughes
Development Director,
The Wolfsonian—FIU
Team Lead,
FOIP LGBTQIA+ Initiatives
Phone: 305-535-2602
Email: hughesm@thewolf.fiu.edu



Smilka Melgoza
Director,
Development Office for
Student Success
Community Lead, FOIP Special Events
Phone: 305-348-4931
Email: smelgoza@fiu.edu



A. Maia McGill
Senior Executive Director, Foundation Relations
Executive Director, FIU Foundation Office of Inclusive Philanthropy
Florida International University Foundation
P: 305-348-3004 | amcgill@fiu.edu