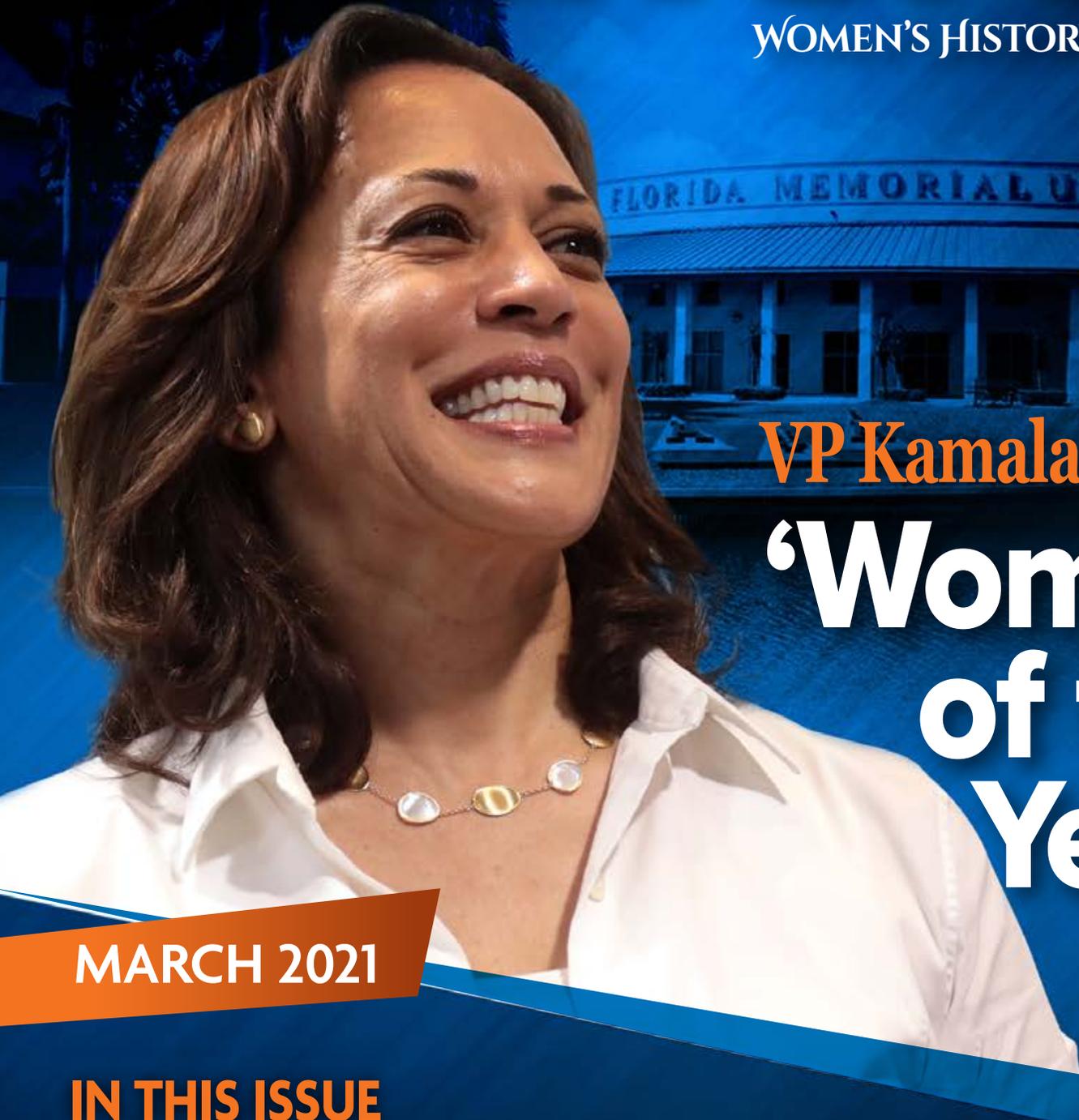


FLORIDA MEMORIAL UNIVERSITY

# THE ROAR

WOMEN'S HISTORY MONTH



VP Kamala Harris

‘Woman  
of the  
Year’

MARCH 2021

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KEEPING YOU INFORMED AND EMPOWERED

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# WORDS *of* ENCOURAGEMENT

Greetings FMU family and supporters:

The latest enrollment data from the Education Department reveals that 58 percent of U.S. college students were men more than 50 years ago. Five decades later, women have reversed that trend and represent 56 percent of college students. A Pew Research Center study reveals that the share of college-educated women in the U.S. workforce passed the percentage of college-educated men for the first time. These data reflect a reality that is becoming more evident with each day: the future is female!

At Florida Memorial University, all students are embraced and supported regardless of their race, gender, sexuality, nationality, or religion. We take pride in celebrating diversity and building a culture of excellence. Everyone can thrive at FMU.

Many of the country's most successful companies are embarking on ambitious plans to increase women among the leadership and board director ranks. As one of Florida's oldest universities, we draw from a 142-year heritage of inclusion and empowerment. As we reflect on Women's History Month, it is essential to note that our leading ladies have given our institution a competitive advantage since its origin. Our history is teeming with powerful figures like our founding mother, Dr. Sarah Blocker. Today our school benefits from numerous women trustees and the five women executives who serve on our leadership team. Together, we are working to create the FMU our students deserve.

In this robust issue, you can anticipate being inspired by stories of leading ladies making both history and an impact in our community. You will read profiles of the county's first elected female mayor, the first Black woman to serve as the Miami Herald's top editor, the founder of the Center for Black Innovation, and many other trailblazers.

As a personal privilege, I commend our Psychology Department. PsychologyDegreeGuide.org recently ranked our program seventh among undergraduate psychology programs at HBCUs. Additionally, the digital ecosystem Plexxus ranked the program 13th in the state. This is an incredible accomplishment for our faculty and staff, who support and nurture our best and brightest students.

Our Women's Beach Volleyball team is also worthy of recognition. I extend congratulations to our team for winning the Sun Conference Beach Volleyball championship. This victory showcases the hard work of our student-athletes and Coach Marrita Crockett-Moulton and her coaching staff.

Great things are happening at Florida Memorial University. Our FMU is ascending to excellence.

**Go Lions,**

A handwritten signature in blue ink, which appears to read "Dr. Jaffus Hardrick". The signature is fluid and cursive, written over a light blue background.

**Dr. Jaffus Hardrick**  
*President*

# Vashti: A Woman of Standards

ESTHER 1:1-20

**What does it mean to have standards?** Standards are rules or guidelines that you set for yourself to live by. Standards embody what you value, the rules that govern how you dress, how you speak, how you live and the goals you set for yourself. My parents taught us to always dress neatly, to always keep our hair cut, and to be self-sufficient about doing chores around the house. They had worked hard to uplift our quality of life; they believed in discipline; and they believed in owning their own home. These standards were passed along to their children. Also, when I was a boy, my father was a preacher; so, there were certain things that my friends could do that I couldn't. I did not gamble or play games with dice. Cursing was not allowed. Even as I grew older, I became aware that being a Christian set me apart from my friends. There was no question that we went to church on Sundays; and there was a certain behavior I needed to maintain even when my parents were not around. Just for the record, I was not always perfect in keeping up those standards; but I never forgot them even to this day. All decisions were impacted by how I had been raised. Every well-educated woman or man ought to have some standards to live by.

You should not follow every trend. It is important for believers to follow God and not the world. It is the world's practice to follow what everyone else is doing and to set aside personal ethics, morals, or yardsticks by which we measure our own lives. We just want to fit in sometimes; but believers – people who follow after Christ – should be different (Matthew 5:16 – “Ye are the light of the world. A city that is set on a hill cannot be hid. Neither do men light a candle, and put it under a bushel, but on a candlestick; and it giveth light unto all that are in the house. Let your light so shine before men, that they may see your good works, and glorify your Father which is in heaven.” Paul writes to Christian leaders in Ephesians 4:1, “I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called . . .” He was urging them to have lives that reflected their calling to leadership. What does this mean? Well, if you become a medical doctor, you wear the white lab coat to reflect your position as a leader and decision maker; therefore, it is expected that you carry yourself with professionalism. The same is true if you become U. S. president or governor or head of a company. The same is true of classroom teachers and principals. Your behavior is expected to match your office..

**CLICK ON PLAY VIDEO TO HEAR SERMON**



Dr. Jeffrey Dean Swain,  
Campus Ministry

# Getting to Know FMU's First Lady, Mrs. Janet Hardrick

*Lift Ev'y Voice* - 9' Bronze Sculpture by George Gadson

In the spirit of Women's History Month we are pleased to feature Florida Memorial University's First Lady Mrs. Janet Hardrick, wife of President Jaffus Hardrick. This is especially fitting, because of Mrs. Hardrick's commitment to empowering women and her passion for women's mentorship.

In fact, Mrs. Hardrick would love to establish programs that would bring women on campus together to connect and flourish. "When we come together as women, there is a lot we can accomplish," she said. Currently, she exercises her passion for women's mentorship by volunteering with the Daughters of Zion program, which is a six-month mentoring program.

Originally from "Cajun Country," Southwest Louisiana, Mrs. Hardrick was the first of five children to graduate from college. "Using that degree to step out, relocate, and start a new life was a big accomplishment for me, someone who was always close to home," she proudly recalled.

She studied business at the University of Louisiana at Lafayette. Mrs. Hardrick is an



active member of Alpha Kappa Alpha Sorority, Inc., which she pledged while at ULL. It was at ULL that she met President Hardrick, her husband of 35 years. They have three children and one granddaughter.

Mrs. Hardrick has forged a more than 25-year career in higher education spanning enrollment, student services, and financial aid. After college, the Hardricks moved to Waco, Texas where she worked in financial aid at Baylor University. Currently, she works in financial aid at Nova Southeastern University. She views her work in financial aid as essential, because she provides much needed guidance to students and families who might not have financial literacy.

"Being a first-generation college student, I know how important aid is in helping students obtain their degree, especially for students of color," she said. As a woman who works in education, she feels connected to FMU and its students.

"One of the best things about being FMU's first lady is being a part of the progress and transformation taking place," she said.



## **Breaking Educational Barriers: Sarah Ann Blocker (1857-1944)**

This Women's History Month, we celebrate Sarah Ann Blocker, one of Florida Memorial University's founders. Born in 1857, Ms. Blocker obtained her teaching certificate at 22 years old, despite the educational limitations and economic challenges of African Americans at the time. This set her on a path as a lifelong educator.

Ms. Blocker taught at Florida Baptist Academy, eventually becoming a department head. One of her most notable students was world-renowned author Zora Neale Hurston. In 1896, Ms. Blocker co-founded Florida Memorial College through the merger of Florida Baptist Academy and Florida Baptist Institute, forming the Florida Normal and Technical Institute (a precursor to today's FMU). She was named Dean of Women, and her fundraising, administrative, and management skills were a driving force behind the school's growth. Ms. Blocker passed away in 1944, at age 86.

Today, we remember Ms. Blocker and her extraordinary achievements in many ways on campus. New generations of students learn daily in Sarah A. Blocker Hall. Each year on Founders' Day, the Sarah A. Blocker Meritorious Service Award is given, the highest honor conferred upon a female student by FMU. In 2004, Ms. Blocker received a posthumous honorary doctorate as part of FMU's 125th anniversary celebration. These are just a few of the ways we honor Ms. Blocker, and all she has contributed to the FMU we know today.

# What It Means To Have The First HBCU Graduate And Woman As Vice President Of The United States



## Letter from the Editor

*Opal Comfort is the Director of Communications and Marketing for Florida Memorial University and is amongst the first Black women in Miami to receive an Emmy.*

By now, we all know the power of images and media. When children see teachers, celebrities, and professionals who look like them, it inspires them to think, one day, that could be me. Little girls of color are now cutely wearing chucks and pearls in honor of our first female Vice President Kamala Harris.

The impact of a graduate of an HBCU being the second most important person in the western world is resonating globally. If millions never heard the term HBCU before there are twice as many who now know what it means. More importantly, audiences know why our academic institutions were born and why HBCUs are more important than ever.

Vice President Kamala Harris killed two birds with one stone. Our first female vice president gives every black girl another level to aspire to on the world stage while highlighting the role of HBCUs exponentially.

The significance of Florida Memorial University as the first stop our vice president made on her tour last Fall was a gift to FMU. Our vice president introduced our 142-year-old institution to many in the world. For these reasons and more, FMU is proud to name Vice President Kamala Harris, "Woman of the Year."

This selection was a tough process and I would be remiss if I didn't recognize the outstanding contributions of Stacy Abrams, Black Lives Matter organizers: Alicia Garza, Patrisse Cullors, and Opal Tometi; and Atlanta Mayor Keisha Lance Bottoms.



Stacy Abrams



Black Lives Matter organizers: Alicia Garza, Patrisse Cullors, and Opal Tometi



Atlanta Mayor, Keisha Lance Bottoms



# 25 Women to Watch



## **BURNADETTE NORRIS-WEEKS**

Partner at Austin Pamies Norris Weeks, Esq.  
Founder/Attorney

*Founder of Women of Color Empowerment Institute, Inc., One of the First Leadership Groups Focused Specifically on Enhancing and Expanding Leadership Opportunities by Women of Color*

Burnadette Norris-Weeks is a partner in the law firm of Austin Pamies Norris Weeks Powell, PLLC. She serves as legal counsel to various governmental entities, including cities in Broward, Miami-Dade and Palm Beach counties. The firm also handles serious personal injury and wrongful death cases.

Norris-Weeks serves on the Board of Directors for the Greater Fort Lauderdale Chamber of Commerce and the Board of Directors for Habitat for Humanity of Broward. She is a graduate of Leadership Florida and of Leadership Broward. Norris-Weeks is founder of the Women of Color Empowerment Institute, Inc., a membership organization with the mission to enhance and expand leadership opportunities by women of color. WOCEI spearheads a yearly conference that brings together hundreds of women in leadership from across the country. Norris-Weeks is a member of the Federal Judicial Nominating Conference of Florida, a group of lawyers and judges that recommend judicial candidates to the U.S. president.

Norris-Weeks' awards, accomplishments and accolades are extensive. Just to name a few: Norris-Weeks' law firm was recognized by U.S. Business News as the "Legal Elite Litigation Firm of the Year for 2020. She is a past recipient of the "Leader of the Year" award from the Leadership Broward Foundation. She was recently inducted into History Fort Lauderdale's Women Trailblazers Hall of Fame. She is married and lives in Fort Lauderdale.



## **MONICA RICHARDSON**

Executive Editor, The Miami Herald

*First African-American Woman to be Hired Executive Editor of the Miami Herald*

Monica R. Richardson is the executive editor of the Miami Herald and the el Nuevo Herald, and regional Florida editor for McClatchy Newspapers, which includes the Bradenton Herald. In this role, Richardson leads the talented team of journalists focusing on audience and digital subscription growth and continuing the brand's tradition in strong journalism serving an ever-growing and increasingly diverse audience of readers, viewers, and listeners in South Florida.

Richardson, 50, grew up in the DC/VA area and is the single mother of a busy 8-year-old girl who she adopted from the foster care system at age 2. Richardson is a professional bull riding fan.



## **ASHAKI RUCKER**

Senior Vice President, Human Resources  
NBCUniversal Telemundo Enterprises & Latin America

*One of the First African-American Women to Hold a Senior Executive Position at an International Spanish Media Company*

Ashaki Rucker is currently serving as senior vice president and head of Human Resources for NBCUniversal Telemundo Enterprises and Latin America. In this capacity, she oversees all aspects of human resources, which includes talent acquisition, organizational development, total rewards, employee engagement and employee relations. She reports directly to Beau Ferrari, chairman of NBCUniversal Telemundo Enterprises.

Prior to joining NBCUniversal in 2017 as vice president of Human Resources for Global Distribution & International, Rucker spent time on the HR leadership teams of The Walt Disney Studios and TimeWarner Corporate. She has also spent a significant portion of her dynamic career leading HR teams in the financial services industry at UBS, JP Morgan Chase, Deutsche Bank and PriceWaterhouseCoopers where she also engaged in HR Information Systems initiatives and Merger & Acquisition projects. She earned a Master of Arts Degree in Organizational Psychology from Columbia University's Teachers College and a Bachelor of Arts degree from The State University at Albany. In her spare time, she enjoys spending quality time with her family. She also enjoys traveling, movies, reading and the outdoors.

# Celebrate



**MAYOR DANIELLA LEVINE CAVA**  
Miami-Dade County, Mayor

*Elected Miami-Dade County's First-Ever Woman Mayor in November 2020*

Daniella Levine Cava was elected Miami-Dade County's first-ever woman mayor in November 2020. She entered the Mayor's office following a nearly 40-year career as a relentless advocate for South Florida families in public service and elected leadership. As Miami-Dade County's Mayor, she oversees a metropolitan government with more than 28,000 employees serving nearly 3 million residents, managing an annual budget of approximately \$9 billion. A social worker, lawyer, and community activist, she was first elected in 2014, and re-elected in August 2018, to serve as the Miami-Dade County Commissioner representing District 8. Since the Coronavirus pandemic began, she has advocated for a more effective public health response and worked to provide millions of federal CARES Act dollars in relief to struggling families and

small businesses. As the new mayor, she began immediately working with city leaders, the business community, and medical experts to create a unified pandemic response strategy that protects Miami-Dade's lives and livelihoods. She served special needs children and immigrants at Legal Services of Greater Miami, and then represented children in the child welfare system as associate and legal director for the Guardian Ad Litem Program. Born in New York and raised partly in Latin America, Mayor Levine Cava received her bachelor's degree in psychology with honors from Yale University and graduate degrees in law and social work from Columbia University. She came to South Florida in 1980 to join her husband, Dr. Robert Cava, a Miami native, who returned home to join his father in medical practice. Daniella and Robert raised two children, Eliza and Edward Cava, in Miami-Dade, supported by strong networks of friends, families, and co-workers.



**ROSELL R. RINKINS**  
Senior Grant Administrator, Knight Foundation

*Silver Knight Award Honoree Joins Knight Foundation;  
Promoted to Senior Director*

Roshell R. Rinkins is a skilled negotiator, power broker, and a global business leader. The South Florida native has built mastery over 15 years in logistics, strategic sourcing, supply chain optimization, and operations management honed at some of the nation's top Fortune 100 companies including Apple and Procter & Gamble.

Rinkins joined Knight Foundation in 2019 and currently serves as the senior director of Grants and Administration. In that role, she is responsible for supporting and improving Knight's grant-making in addition to developing and implementing human centered strategic approaches that drive organizational performance. Rinkins earned both her Bachelors of Science and MBA degrees from Florida A&M University. She has been recognized by the Women of Silicon Valley for her contributions in Tech and named "40 Under 40" by the Procter & Gamble Alumni network. Rinkins is also a proud recipient of the Miami Herald/Knight Ridder's prestigious Silver Knight Award in Business. Rinkins is a member of the Silicon Valley venture capital cohort, Pipeline Angels, and Delta Sigma Theta Sorority, Inc.



**RENEE LOPEZ-CANTERA**  
Eikon Digital, VP of Business Development

*One of the First Digital Experts in Miami to Incorporate Mindfulness  
as an Effective Marketing Strategy*

Renee Lopez-Cantera recently became the chair of the ambassador circle for Code-Art, an organization that teaches coding to girls and helps increase the racial and ethnic diversity of people in technology fields in Miami-Dade County. Her name may be recognizable since her husband was the first Hispanic Lieutenant Governor of the State of Florida. In this capacity, Lopez-Cantera did not have any specific public duties, however, she did continue to dive into community work in Miami. An organization that Lopez-Cantera has been the most active with is Mindful Kids Miami, which teaches children and their caretakers the principals of Mindfulness. Jon Kabat-Zinn has defined mindfulness as focusing on the awareness that arises from paying attention, on purpose, in the present moment and non-judgmentally. In her professional capacity,

Lopez-Cantera has spent more than 20 years working in consumer marketing and sales. She has focused on digital strategy in the media, real estate and consumer product sectors. She also serves as an adviser for several technical start-up companies. Currently, she is a Board Member of Coflow Jet, a company with 13 patents for Aerospace wing and super-lift technology.

Currently, Lopez-Cantera is the senior vice president of Sales & Marketing at Eikon Digital, a programmatic media agency where she works individually with more than 25 companies and ad agencies to enhance their growth via online sales strategy. Through her leadership she was awarded a scholarship position on the Commonwealth's Women in Tech Forum. Exhibiting grit, she has run nine marathons, half-marathons and endurance events. As a hands-on Mom of two girls, Lopez-Cantera is also close with her 15 nieces and nephews, all who reside in Miami.

# 25 Women to Celebrate



**CHERYL HOLDER, M.D.**  
FIU, Physician

*First Woman Physician to Conduct a TED Talk in 2020 Focused on “The Link Between Climate Change, Health and Poverty”*

Dr. Cheryl L. Holder, Fellow in the American College of Physicians, has dedicated her medical career to serving underserved populations.

She has served as a National Health Service Corp Scholar, medical director of one of Miami’s largest community health centers, and participated in NIH and CDC health advisory and programmatic review panels. Since 2009, as faculty at Herbert Wertheim College of Medicine at Florida International University, she focuses on teaching the impact of social determinants of health outcomes, addressing diversity in health professions through pipeline programs, increasing awareness of HIV prevention and

health impact of climate change.

Dr. Holder also serves in leadership roles in several other medical and climate change-focused organizations. Most recently, TED Talk selected her 2020 “The link between climate change, health and poverty” as one of 25 Editor’s Pick.



**TENISHA MEADOWS**  
Radio Chemistry

*Recently Became Second African-American Female FMU Graduate to Earn Ph.D. in Radiochemistry*

Dr. Tenisha Meadows (FMU graduate, B.S. in Radiochemistry) earned her Ph.D. from the Washington State University in 2020. Her Ph.D. dissertation is titled: Investigation of Trivalent Neodymium and Europium Oxalate Crystallization Processes: Thermodynamic Modeling, Spectroscopy, and Microscopy. Her undergraduate studies at Florida Memorial University (FMU) inspired her to study radiochemistry.

“My experience at Florida Memorial University surpassed all my hopes and dreams as an undergraduate student,” Meadows said. She was awarded a full-tuition scholarship. “ I participated in the Honors Program, and I attended three internships during my tenure,” she said. Meadows believes FMU instilled

certain characteristics to set her up for success. Now, she is a Radiochemist for the Naval Nuclear Laboratory and greatly appreciates FMU for teaching her the importance of hard work, dedication, and professionalism.



**VANESSA SAUNDERS**  
Radio Chemistry

*Graduate of Florida Memorial University; First Black Woman to Earn Ph.D. in Radiochemistry*

Dr. Vanessa Sanders is a FMU graduate and the first Black woman to earn a Ph.D. in Radiochemistry (B.S. in Radiochemistry in 2009). She earned her doctorate from the University of Nevada at Las Vegas (UNLV) in May 2017. She is an assistant scientist in the Medical Isotope Research and Production (MIRP) group at Brookhaven National Laboratory, Collider-Accelerator Department. Sanders is working to develop systems that help researchers and doctors diagnose the extent of problems, while also tracking progress in fighting diseases.

Her graduate work focused on the synthesis, characterization, and biological evaluation of technetium-99m and rhenium-188 peptides for theragnostic applications. She completed her post-doctoral training in the MIRP program under the direction of Dr. Cathy S. Cutler, where she primarily focused on developing novel methods for Arsenic-72 labeling to monoclonal antibodies. Her current research interests include the production, and separation of relevant and potentially novel radioisotopes, specifically scandium-44, arsenic-72 and actinium-225. She is also interested in the synthesis and characterization of radiometal complexes for diagnostic and therapeutic applications. In the fall of 2019, Dr. Sanders was nominated to represent BNL as a young leader at the Science and Technology Forum held in Kyoto, Japan. Recently Sanders became a 2020 Society of Nuclear Medicine and Molecular Imaging (SNMMI) Future Leaders Academy graduate earning an opportunity to learn alongside leaders in the SNMMI. She is also a 2020 Urban League of Long Island Equity Honors recipient, a recognition for her accomplishments as the first African American Woman to receive a Ph. D. in Radiochemistry and her efforts towards creating a diverse and inclusive environment on Long Island, New York.



**NICOLE HENRY**  
Entertainer, Singer

*First Black Homecoming Queen at Bensalem High School; Female Class President in Bensalem H.S. for Three Years*

Nicole Henry is one of the jazz world's most acclaimed vocalists, possessing dynamic vocal abilities, impeccable phrasing, and powerful emotional resonance. Henry's passionate, soulful voice and heartfelt charisma have earned her a Soul Train Award for "Best Traditional Jazz Performance," three Top-10 U.S. Billboard and HMV Japan jazz albums, and rave reviews worldwide.

Born in Philadelphia, PA, Henry earned a bachelors from the University of Miami then shortly thereafter launched her singing and acting career in Miami Beach. Her successful career has allowed her to headline stages and captivate audiences in 20 countries. These accomplishments and her dedication to civic and philanthropic

work has earned her three "Nicole Henry Days" in Miami Beach and Miami-Dade County. Henry has been inspired and influenced by many voices in pop, R&B, jazz and soul genres including Whitney Houston; Aretha Franklin; Nancy Wilson; Carmen McRae and Roberta Flack. Henry was the first Black Homecoming Queen at her school, Bensalem High School; first Black, female class president in Bensalem H.S. for three years; and *Miami New Times* "Best Solo Musician – 2002." She was recently assigned to the inaugural "Black Affairs Advisory Committee" for the City of Miami Beach. She owns her record company, Banister Records, which has produced and released six of her seven CDs. Look for her "Nicole Henry 9th Annual Winter Concert," at the Colony Theater, Miami Beach, December 2021.



**SONIA QUINONES**  
City of Hallandale, Police Chief

*Police Chief Made Personal Decision to Take a Knee in Solidarity with Black Lives Matters Protestors*

Sonia Quiñones is the chief of police for the City of Hallandale Beach. Her career with the agency began in 1993. Born in Puerto Rico, she has a more than 28-year career in law enforcement.

Chief Quiñones advises on all stages of law enforcement and offers a 360° perspective of law enforcement agency management, leadership, and community engagement and collaboration. She holds a master degree in Public Administration. Chief Quiñones has been recognized as an inspiration to women in leadership by South Florida and national organizations such as Motorola and the National Association of Women Law Enforcement Executives. Behind the uniform, Quiñones is a "cat lady"; with only one cat. She once had a rescue cat that was

deaf and taught him sign language.



**VALENCIA GUNDER**  
SJI, Advocate-in-Residence

*First Advocate-In-Residence at Florida Memorial University's Social Justice Institute*

Valencia Gunder or as most recognize her, "Vee", is an enthusiastic, self-motivated and driven community leader who has been branded as the "Modern Day Fannie Lou Hamer". A Miami native, Gunder is the founder/co-director of the Smile Trust Inc., formerly known as Make the Homeless Smile Miami/Atlanta, co-founder of the Black Collective and campaign manager at Dignity Florida. She is a part of the Steering Committee for Greater Miami, 100 Resilient Cities. She is the founder of the Community Emergency Outreach Center that assisted more than 23,000 residents after Hurricane Irma. After experiencing the tragedy of losing her goddaughter Jada

Page to gun violence, Gunder worked through her grief and pulled her community together to fight against the status quo, receiving the Soros Justice Fellowship. Gunder created a Rapid Response toolkit "LIFT" to help decrease police and inter-community violence in Miami. Gunder, who is a returning citizen, was a leader on passing Amendment 4 in Florida, which restored the right to vote to 1.4 million Floridians and works alongside more than 80 formerly incarcerated Black Women (Dignity Florida) to change legislation to assist with de-carcerating women in the State of Florida. Gunder has been a faithful advocate fighting alongside the residents of her community to ensure they receive fair and just treatment.



**NADEGE GREEN**  
Community Justice Project, Director of Community Research and Storytelling

*Tells Compelling Stories; Gives Voice to Our Community*

Nadege Green is director of Community Research and Storytelling at the Community Justice Project. She worked as a journalist in Miami for just more than 10 years, investigating how local government policies and actions — both historical and contemporary — impact everyday people. Her work centers around using analysis, data and narratives from the directly impacted to address housing inequities, climate justice, and other pressing issues in Miami-Dade County that disproportionately impact black and brown communities. Green believes in the power of teaching community storytelling as a means to educate, problem-solve and heal. She is a frequent lecturer and speaker in academic and community settings around disparities in Miami-Dade, local history and race. Green is a recipient of the Ruth Shack Leadership Award and the Florida ACLU Gene Miller Voice of Freedom Award.

# 25 Women to Celebrate



**EDWIDGE DANTICAT**  
Author

### *Extraordinary Author Who Stirs Our Souls*

Edwidge Danticat is the author of several books, including *Breath, Eyes, Memory*, an Oprah Book Club selection, *Krik? Krak!*, a National Book Award finalist, *The Farming of Bones*, *The Dew Breaker*, *Create Dangerously*, *Claire of the Sea Light*, and *Everything Inside*. She is also the editor of *The Butterfly's Way: Voices from the Haitian Diaspora in the United States*, Best American Essays 2011, *Haiti Noir* and *Haiti Noir 2*. She has written seven books for children and young adults, *Anacaona*, *Behind the Mountains*, *Eight Days*, *The Last Mapou*, *Mama's Nightingale*, *Untwine*, *My Mommy Medicine*, as well as a travel narrative, *After the Dance*. Her memoir, *Brother, I'm Dying*, was a 2007 finalist for the National Book Award and a 2008 winner of the National Book Critics Circle Award for autobiography. She is a 2009 MacArthur fellow, a 2018 Ford Foundation "The Art of Change" fellow, and the winner of the 2018 Neustadt International Prize

and the 2019 St. Louis Literary Award.



**TINA BROWN**  
Overtown Youth Center, CEO

### *First Generation College Graduate and Native Overtown Resident to Become CEO of Overtown Youth Center; Responsible for a \$20M Capital Project to Renovate and Re-construct Community Resource Center*

Tina Brown is a daughter of Miami – Historic Overtown to be exact – and the powerhouse leader who has dedicated her life to improving the lives of those who live, work and play in the community of her birth. Armed with a bachelor's degree in business administration and accounting from Savannah State University; a master's degree in accounting and almost two decades of experience in the field of accounting and business management for both corporate and non-profit entities. She has unbridled drive, dedication and passion. Brown is well equipped to impact her community for good. Currently, she serves

as the chief executive officer of the Overtown Youth Center; a 501c organization whose mission is to bridge educational, emotional, health, and economic gaps for youth and families residing in marginalized communities. Brown is responsible for the oversight of an annual organizational budget of \$5 million and an \$20 million Capital Campaign Project, thus far raising \$18 million of the total project's cost.

Be it through executive leadership, mentoring, tutoring or volunteering, Brown's personal life experiences and passion drives her desire to have a positive impact on the lives of young people and their families in the same community she was raised in. Brown's legacy goal is to change the lives of young people and their families for generations to come by providing opportunities for youth and families that aid in maximizing their full potential.



**KERRY-ANN ROYES**  
CEO, YWCA, South Florida

### *First Black South Florida CEO of a YWCA*

Kerry-Ann Royes is a mom, businesswoman and a 25-year veteran of the social sector who is particularly passionate about social issues affecting women and girls. As CEO of YWCA South Florida, a non-profit organization that seeks to eliminate racism, empower women and stand up for justice, Royes brings a wealth of expertise in social justice and innovation, strategic alliances, management and leadership to evolve the social dynamic of the region through the mission of YWCA South Florida.

Now in YWCA South Florida's 100th year, Royes remains committed to carrying out the organization's mission of rooting out social injustices and addressing all discrimination issues that happen at the intersection of race and gender. She has led the rebranding of YWCA to a regional presence serving both Dade and

Broward Counties, and the expansion of the board to include men for the first time in 100 years. She has led the successful mobilization of the largest community-wide movement, called the 21-Day Racial Equity and Social Justice Challenge, in South Florida. Looking forward, she plans to continue expanding the YWCA's mission footprint until everyone sees all women, girls, and people of color the way she does: equal, powerful and unstoppable. Prior to joining YWCA South Florida, Royes founded The Arrow Consulting, where she advised industry leaders on business strategy in corporate social citizenship, non-profit leadership and collaborative community development issues, all with a passion for improving the lives of families and children in South Florida. Additionally, she has served on several boards, including Partners In Education, Inc., and Nautilus Oceans Exploration Trust, bringing the voice of people of color to the STEM fields. Her voice is called on for thought leadership conversations with influential groups and publications like Miami Herald's CEO Roundtable and Florida Influencer Series, South Florida PBS, and WLRN Public Radio and Television, to name a few. Additionally, Royes held a 16-year career at YMCA of South Florida, where she led the expansion of programs serving more than 3,000 students daily.



## TANANARIVE DUE

Author

*Award-winning Author Scares People For A Living*

Tananarive Due (tah-nah-nah-REEVE doo) is an award-winning author who teaches Black Horror and Afrofuturism at UCLA. She is an executive producer on Shudder's groundbreaking documentary Horror Noire: A History of Black Horror. A leading voice in black speculative fiction for more than 20 years, Due has won an American Book Award, an NAACP Image Award, and a British Fantasy Award. Her writing has been included in best-of-the-year anthologies. Due is the American Book Award-winning author of nine books, ranging from supernatural thrillers to a mystery to a civil rights memoir. Her books include: *Ghost Summer: Stories*, *My Soul to Keep*, and *The Good House*. She and her late mother, civil rights activist Patricia Stephens Due, co-authored *Freedom in the Family: a Mother-Daughter Memoir of the Fight for Civil Rights*. Teaching Afrofuturism at UCLA, is where you will currently see her at work. Her course, "The Sunken Place: Racism,

Survival and the Black Horror Aesthetic", which focuses on the Jordan Peele film *Get Out*.

Due has a B.S. in journalism from Northwestern University and an M.A. in English literature from the University of Leeds, England, where she specialized in Nigerian literature as a Rotary Foundation Scholar. Due also teaches creative writing in the MFA program at Antioch University Los Angeles. Due has also taught at the Hurston-Wright Foundation's Writers' Week, the Clarion Science Fiction and Fantasy Writers' Workshop, and the summer Imagination conference at Cleveland State University. She is a former feature writer and columnist for *The Miami Herald*. She is married to author Steven Barnes, with whom she collaborates on screenplays. They live with their son, Jason, and two cats.



## FELICIA HATCHER

Code Fever-The Tribe, Entrepreneur

*First Black Woman to Run Co-Working Space in Miami; First Black Woman to Create Tech Week for Black Community*

Over 150 Global Tech companies, corporations, foundations and government leaders have enlisted Felicia Hatcher to provide diversity and inclusive innovation solutions for their companies and communities. She's a globally sought-after transformation speaker and author who creates asset-filled spaces that allow the black community to thrive and generate wealth within the innovation economy.

In 2013, Hatcher co-founded the Center for Black Innovation (formerly Code Fever), an organization who's on a mission to rid communities across the globe of innovation deserts by working with communities, global leaders and government officials to create inclusive and diverse tech/startup ecosystems. As a result of her work, Black startup founders have raised more than \$10 million in funding, and more than 4,000 students have been introduced directly to mentorship and hands-on training in full stack computer programming, digital literacy and entrepreneurship.

In 2014, Hatcher launched Blacktech Week, an annual emerging technology and funding conference where the world's leading tech professionals and startup founders have graced the stage to support innovators of color. The conference takes place in Miami annually and launched in nine other cities across the U.S., with partners Etsy, Barclays, Samsung Next, Kauffman Foundation, Chan Zuckerberg Initiative, and the Kansas City mayor's office.

In 2017, Hatcher, along with her husband Derick Pearson and Starex Smith opened Space Called Tribe, a co-Working space and urban innovation lab that creates a magnetic force for attracting talent, resources and opportunities for minority communities to thrive within the innovation economy. The space helps minority-led startup founder's access opportunities and capital pathways through their VC in Residence program, in partnership with the Knight Foundation, Comcast, Morgan Stanley, Chan Zuckerberg Initiative, Ford and others.



## PASTOR RICHELLE LORDE

Jesus People Ministries, Pastor

*First African-American Woman to serve as Chaplain of Miami Gardens Police Department*

With more than 2,500 members and partners, and an international television ministry, Jesus People Ministries CI looks to celebrate 37+ years in ministry. Pastor Richelle Lorde has had the privilege of working in the ministry since the age of 9. She began her tenure in maintenance, then secretarial, public relations, marketing, and administration. Now after two earned college degrees in creative writing and communications, she holds her own as the presence and poise of "Impact TV." She is also the frequent host of the "Right Connection" TV Broadcast, seen nationally.

No stranger to the stage, Lorde made her mark in the world of theatre as a British theatre student as she traveled overseas to develop her gifts. To know her, is to love her. She is an all-around clown that shares the love of Jesus not only in what she says, but how she lives. Born for such a time as this, through her faith, family and friends Lorde's motto remains: "Life is what you make of it, so produce creativity, pursue commitment, and possess character," Psalm 37:4.

# 25 Women to Celebrate



## MELISSA HUNTER DAVIS

Sugarcane Magazine, Publisher

*First African-American Female Publisher of an Arts Magazine in Miami*

Sugarcane has become the go-to publication for people seeking the latest in visual and performing arts from Africa and the African Diaspora, especially during Art Basel Miami Beach. Melissa Hunter Davis' impeccably sourced Black and Basel Art guide encompassing all Black art has been cited in publications including the *New York Times* and *The Miami Herald*.

With its laser focus on Black women in the arts, Sugarcane has been hailed as one of less than 10 magazines of its kind in the world and the only one in the Southeastern United States. Hunter Davis' efforts have been recognized in the form of a grant from Caress Dreams to Reality Fund, given to women who have "big ideas." She was also awarded the 2020 Black Owned Media Alliance "Best Story Telling" and "Best New Publication" awards. But her work doesn't stop there.

"My goal is to be sure that every man, woman and child that loves the arts has access to information and inspiration. I want every young black girl or boy to be able to pick up a magazine, watch a video or read a digital post about a creative that looks like them," she says. In her spare time, Hunter Davis, who lives in South Florida with her husband and two children, sits on the board of the Miami Museum of Contemporary African Diaspora Art, the Opa Locka Community Development Corporation, and the Martin Luther King, Jr. Cultural Arts Corridor, for which she is a founding member. She serves as vice president of the Black Owned Media Alliance.



## JOHANNE RAHAMAN

Black Florida, A Living Archive, Photographer

*Award-Winning Documentary Photographer's Work Has Been Published in Vogue, National Geographic, Huffington Post.*

Johanne Rahaman is a documentary photographer working in both digital and film formats since 2002. Her most recent body of work, an ongoing photographic archive of shifting urban and rural spaces occupied by the Black communities throughout the State of Florida, consists of environmental portraits, landscape, and architectural images underscoring the urgency and importance of recording neighborhoods that are in a constant state of flux. She started documenting communities that mirror her hometown — the stigmatized Laventille Hills of Trinidad — out of a sense of duty to offer the public an alternative view of working class Black neighborhoods as a sense of place, as home, in a project called BlackFlorida.

Compelled by a lack of nuance or positive representation of Black communities in media, this project offers a snapshot of everyday moments, highlighting entrepreneurship, beauty, sensuality, aging, mortality, youth, and resilience. Rahaman seeks to amplify the silenced and marginalized Black working class. At completion, these images will be repatriated to the communities in which they were created via a trust, to serve as a bridge to the existing archives throughout the state, offering a broader narrative of Black life in Florida.



## KIM NG

Miami Marlins, Manager

*First Woman to Manage a Major League Baseball Team — The Miami Marlins*

Kim Ng joined the Marlins organization in November 2020, becoming the fifth person in club history to hold the top position in baseball operations. She is the highest-ranking women in baseball operations among the 30 MLB teams and the first woman hired to the general manager position by any of the professional men's sports teams in the North American Major Leagues.

Ng owns more than 30 years in Major League Baseball, including a combined 21 years of experience in the front offices for the Chicago White Sox (1990-96), New York Yankees (1998-2001), and Los Angeles Dodgers (2002-11). She has been an integral part of eight postseason appearances, including six League Championship series and three World Championships (all with the Yankees, '98-'00). Ng joined the Marlins having spent the previous nine

years as senior vice president of Baseball Operations with the MLB and the highest ranking Asian-American female baseball executive. During her tenure at MLB, she directed international baseball operations, working with the front offices of the 30 Major League Clubs and many other baseball leagues and entities around the world. In this capacity, she led a team that set policy for and enforced international signing rules, established the MLB's first system for registering international players for signing and managed protocols for signing international players, raised the standards for international baseball academies, and negotiated agreements with international winter leagues.

Ng graduated from the University of Chicago, where she played softball and earned a degree in public policy. She has appeared on Forbes' list of the Most Influential Minorities in Sports, Forbes' list of the Most Influential Women in Sports, and Adweek's Most Powerful Women in Sports. She also serves on the Anti-Defamation League's Sports Leadership Council. Most recently, she was named one of InStyle Magazine's Badass 50 Women, and included among the South Florida Business Journal's Power Leaders. Ng also took part in the 2021 Presidential Inauguration as part of the Celebrating America event.

# Women to Watch



**MARIA BURT**  
Peter London Dancer

## *Classically Trained Ballet Dancer Who Now Finds Passion In Modern Dance*

A Miami native, Maria Burt began her training at the Thomas Armour Youth Ballet and attended New World School of the Arts College where she has performed repertoire by Robert Battle, Ohad Naharin, Mark Morris and Paul Taylor. She also had the opportunity to work closely with Eduardo Villaro in the production of “Chance of Thunder.”

Currently, she is a dancer with the Peter London Global Dance Company and was an apprentice of the company during their 2019/2020 season. Burt has recently joined Adele Myers and Dancers as a guest artist. She earned her Bachelor of Fine Arts in Dance from the University of Florida/New World School of the Arts with the graduating class of 2020.



**NIKKI KIDD**  
Entertainer, Singer

## *International Singer and Adventure Seeker Brings Joy to Listeners Across the Globe*

Nikki Kidd is an adventure seeker who has climbed Pikes Peak in Colorado, skydives, zip lines, hang glides, repelled down a cliff in Las Vegas, and has gone white water rafting in Chaing Mai, Thailand. When she’s not taking risks and having fun, she sings. She began performing in middle school, remembering vividly performing “I Believe I Can Fly,” during her fifth grade performance.

Kidd’s accolades include working with acclaimed artists Gloria and Emilio Estefan, Michael Bubl , KC and the Sunshine Band, as well as having the opportunity to sing back ground vocals for Aloe Blacc on Disney’s 2018 Christmas Special, Thelma Houston, and the late Mary Wilson. Kidd has also worked with Cory Henry with the Nu Deco Orchestra, Florida Grand Opera in their production of the Opera “Aida” at the Arsht Center, Prince Royce, and the Wailers latest album “One World One Prayer.”

Kidd performs internationally, with residency in Bangkok, Thailand at the Mandarin Oriental’s Historic Bamboo Bar. Kidd also performed at the Le Speakeasy in Paris, France, and performed a Jazz Concert Tour in Moscow, UFA, and Yekaterinburg, Russia.



**LIZ REBECCA ALARCON**  
Founder and Executive Director of Pulso, a Political Digital Newspaper

## *Daughter of Award-winning Journalist is an Unstoppable Publisher of her Own Newspaper*

Communicator, facilitator, social entrepreneur — these three “labels” are the aftermath of the explorations of her 20s, during which time a slew of titles graced her resume including: director of strategic partnerships (The Children’s Movement of Florida), producer and reporter (Univision), fellowship director (the Millennium Campus Network), debate teacher (Archimedean Upper Conservatory) and research analyst (Bendixen & Amandi International).

Add to these professional pursuits a penchant for service, which she channeled through student government in high school, a nine-year stint competing, volunteering, coaching, and serving as secretary-general on the Model UN circuit, student activism during college, leading the Latin American Graduate Organization while pursuing her master’s, and curator for the Miami Hub of the World Economic Forum Global Shapers Community.

Alarcon grew up American and Venezuelan, with degrees in sociology and international relations. Her leisurely pursuits include studying human behavior, dancing, traveling, reading good books, and epicurean experiences that keep her endlessly engaged. She is an alum of the University of Miami, the Georgetown University School of Foreign Service and the Fulbright Fellowship.

She has created a community right here at home in South Florida with her husband, Juli n.

FLORIDA MEMORIAL UNIVERSITY

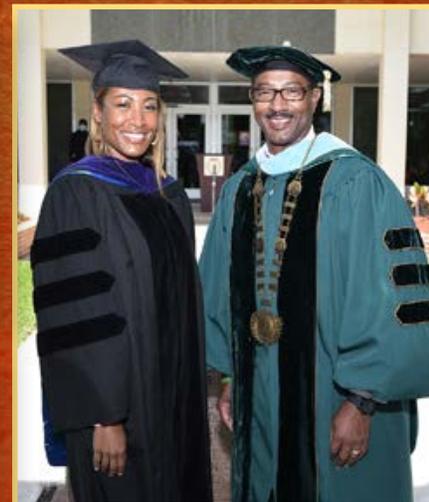
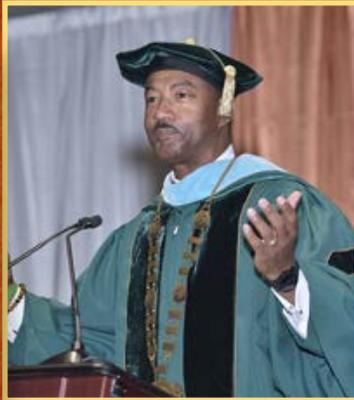
FOUNDERS' DAY

1879

CELEBRATING  
142 YEARS  
OF ACADEMIC EXCELLENCE



# FOUNDERS' DAY CEREMONY



# FOUNDERS' DAY LUNCHEON





# Sapphire Ball



# FOUNDERS' DAY

# Jazz





**In *Coming 2 America*, the sequel to the classic and historic *Coming to America*, Eddie Murphy, and the Zamunda nation brings a world of laughter and Black joy back to the big screen. The first movie created a tsunami of loyal fans and followers that cherished every word and scene of the movie. Thirty-three years later, that love for the film is still vibrant. It appears *Coming 2 America* will have that same effect and will create a culture of pride and appreciation of Black dance, art, music, language, and all. A week before the film's release on Amazon Prime, Professor Jefferson Noel had the unique opportunity to speak with Director Craig Brewster. Mind you, this article and the audio will have a few spoilers. Consider yourself warned.**

**Professor Noel:** My name is Jefferson Noel. I'm a professor at Florida Memorial University, South Florida's only HBCU. I must say I enjoyed the movie. It was excellent. And one of my favorite scenes from the movie was when King Joffer had a funeral for himself while he was still alive. That was an amazing scene to me because there's a phrase that "people never get the flowers while they could still smell them." The fact that he was able to get the flowers and receive all of the honor and accolades that were due to his name while he was still alive. I thought that was a very, very powerful scene. Unfortunately, he passed away during the funeral, but I still thought it was heartwarming to see him be honored in that way.

**My question is:** What was it like shooting that scene? What impact did you expect to have on the audience?

**Director Brewer:** First of all, I hope that this is a trend that takes off. I hope this year and maybe next year more people are going to start just having their funerals now. Before they pass away because of everything that you just said... There was something much more tender that I got to experience because James Earl Jones couldn't travel to Atlanta to film that sequence. I had to go to New York and the film just his part of the scenes. And I tell people like I, I lost my father, uh, from a heart attack at age 49. And James Earl Jones was like one of his favorite actors. There was just something very emotional for me in the middle of this comedy that I got to have this moment where James' role was essentially acting with me. I was off-camera being Eddie's part.

**When he said those three lines:** "I've had a wonderful time... Remember what I've told you... I'm going to die now..." It's kind of the perfect thing a parent can say to a child before they go. I've had a great time. Just try to remember some of the things I taught you and. And I'm going to go. I don't know what it was, but I got really, I got choked up. I kind of had a moment where I could kind of say goodbye to my dad. It was Mufasa. It was, it was, it was Darth Vader. It was, it was James Earl Jones. Every time I look at that scene, I'm filled with a lot of emotion. It's because there's all this great dancing and celebration, but I also know that he's talking to me in that scene.

**Professor Noel:** It was powerful. It was powerful.



**PLEASE WATCH THE MOVIE ON AMAZON PRIME.**

**For students, you can sign up for a free trial account for a period of time or at a discounted rate.**



# FMU

FLORIDA MEMORIAL UNIVERSITY

# Spring Break



# Ice Skating • Carnival

# Midnight Breakfast



## Emoji Live Expo



# HONORS & AWARDS DAY



[L-R] Earnest Collins Jr., Dr. Rose Mary Stiffin, Dr. Preston Jones, Dr. William Hobbs III, Dr. Adrienne Cooper, Dr. William Hopper, Dr. Kilan Ashad-Bishop, Dr. Jaffus Hardrick, Dr. Jorge Guerra, Dr. Ben Wongsaroj, Dr. Tameka Hobbs



Earnest Collins Jr., Kiara Archer



Jacquel Perry, Dr. Tameka Hobbs



Dr. Adrienne Cooper, Garvinlique Smith  
Dr. Jaffus Hardrick



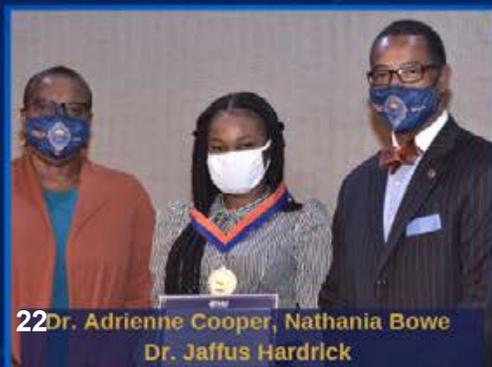
Dr. Adrienne Cooper, Florhuns Fleurestil  
Dr. Jaffus Hardrick



Dr. William Hobbs III, Belema Josiah



Dr. Preston Jones, Artur Barros



22 Dr. Adrienne Cooper, Nathania Bowe  
Dr. Jaffus Hardrick



Racie Holmes, Dr. Tameka Hobbs



Dr. Adrienne Cooper, Jesse Jolly  
Dr. Jaffus Hardrick

# Celebrating the Pursuit of Excellence



Ms. Jemeeka Lightbourne, Ms. Keymah White



Ms. Charlissia Ferguson



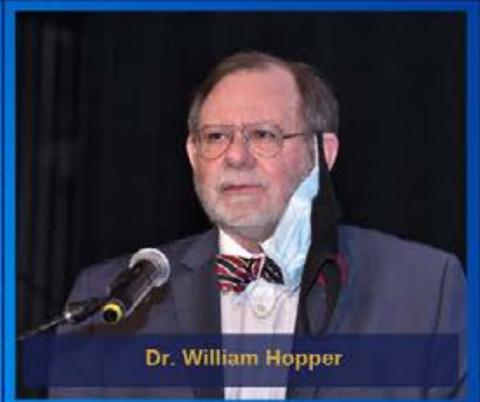
Dr. Jacqueline Hill



Dr. Jaffus Hardrick, President



Dr. Ben Wongsaroj, Ricardo Suarez



Dr. William Hopper



Ms. Tania Overton



Ms. Eden Munroe

## PRESIDENT'S LIST - 116

Fall 2019 - 35

Spring 2020 - 56

Fall 2019 and Spring 2020 - 25

## DEAN'S LIST - 527

Fall 2019 - 246

Spring 2020 - 281

## HONOR ROLL - 394

Fall 2019 - 205

Spring 2020 - 189



Dr. Kilan Ashad-Bishop



Ms. Shelliane Wijman



Mr. Trevonte Bain



Ms. Kimberly Strachan

# Magic City Innovation District Presents Scholarship Fund for FMU Students

The first payment of an allocated \$250,000, goes towards a scholarship fund for FMU students from Little Haiti.



# Florida Memorial University Aeronautical Students Receive Scholarships From SAFEE

*Darrell Roberts, SAFEE, presents scholarships with Dr. Jaffus Hardrick, president Florida Memorial University.*



From left: Celio Young, Esq.; Sebastian Aponte; Jalil Lee; Cephus Pinder II; Azel Ciriaco; President Jaffus Hardrick; Vena Symonette-Johnson; Darrell Roberts, president CEO of SAFEE and PLANES; Kyeundre Eckford, Devonte Rodney, Jorge Guerra.

The SAFEE PLANES (Pilot Licenses to Attain New Elevations) program is designed to reduce the shortage of commercial pilots in the aviation industry while increasing the number of students engaged in aviation and STEM. SAFEE is dedicated to helping children stay in school, improve their academic performance and explore STEM education and career possibilities in the aviation industry.

SAFEE has awarded three scholarships to FMU pilot flight students to attain their private pilot's license. The three students are: Cephus Pinder, Sebastian Aponte, and Devonte Rodney.

In addition, SAFEE will be awarding three new FMU students the same opportunity this summer. The students who will be awarded are Azel Ciriaco, Jalil Lee and Kyeundre Eckford.

# Lynching in the Americas

## MODERATOR



**ENRIQUE  
DESMOND ARIAS**

Professor, Marxe Chair of Western Hemisphere Affairs, Austin W. Marxe School of Public and International Affairs, Baruch College, CUNY

## SPEAKERS



**KARLOS K.  
HILL**

Chair and Associate Professor of African and African American Studies, University of Oklahoma



**TAMEKA  
BRADLEY HOBBS**

Associate Provost for Academic Affairs, Founding Director of the FMU Social Justice Institute at Florida Memorial University



**DANIELLE F.  
JUNG**

Associate Professor of Political Science, Emory University



**MICHAEL J.  
PFEIFER**

Professor of History, John Jay College of Criminal Justice and the CUNY Graduate Center



**GEMA KLOPPE-  
SANTAMARÍA**

Assistant Professor of Latin American History, Loyola University Chicago

THE FMU OFFICE OF STUDENT AFFAIRS AND THE FMU SOCIAL JUSTICE INSTITUTE PRESENT

# DISRUPT FOR GOOD

A SOCIAL JUSTICE SPEAKER SERIES

## LEAD YOUR CAMPUS, LEAD THE WORLD

TUESDAY, MARCH 30TH  
5:00PM

J.C. Sams  
Multipurpose Room  
+ Online



**Phil  
Agnew**

Black Men Build +  
Former HBCU  
SGA President



**Dontay  
Cooper**

The Black  
Collective +  
FMU Alumni



**Jasmen  
Rogers**

Founder,  
Folding Chair  
Consulting



**Zion  
Gates-  
Norris**

Moderator

## CREATING SPACE

A Conversation about Diversity & Inclusion

THURSDAY, APRIL 1ST // 5:00PM

Lehman Auditorium + Online



**Nik Harris, Esq.**

Attorney, Activist,  
and LGBTQ Consumer Advocate



**Zanyah Watts**

Founder, FMU Lovely Colors  
LGBTQIA+ Organization



**E. Mackey**

Photojournalist + Activist

## CAPTURING THE REVOLUTION

The Photography of E. Mackey + his book  
*Lift Every Voice*

FRIDAY, APRIL 16TH // 6:00PM

Lehman Auditorium + Online

THE FMU OFFICE OF STUDENT AFFAIRS  
AND THE FMU SOCIAL JUSTICE INSTITUTE  
PRESENT

# ORGANIZING BLACK LIBERATION



**Valencia Gunder**

FMU Social Justice Institute  
Advocate-in-Residence

The protests of 2020 crystallized for many the racial inequality ingrained into the fabric of the nation. It also brought attention to the social justice leaders who have been advocating for change for years. Join Valencia "Vee" Gunder as she discusses this moment in global history, and shared the lessons she's learned in her career as an organizer.

**THURSDAY, MARCH 25TH // 5:00PM**

**Lehman Auditorium + Online**

**Refreshments will be served**



FLORIDA MEMORIAL UNIVERSITY  
**SOCIAL JUSTICE  
INSTITUTE**

# HBCU Talk It Out

HOSTED BY  
FLORIDA MEMORIAL UNIVERSITY'S  
VOICE AND DICTION CLASS



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@444lila



@montero03

## JOIN US ON CLUBHOUSE

<https://www.joinclubhouse.com/event/M8AnwD77>

**Discussion about  
attending an HBCU  
during COVID-19**

**THURSDAY, MARCH 18, 2021  
7PM EST**





**FLORIDA MEMORIAL UNIVERSITY  
ANNOUNCES ITS LEGAL SCHOLARS PIPELINE  
PROGRAM, IN PARTNERSHIP WITH WEISS  
SEROTA HELFMAN COLE & BIERMAN, TO  
CULTIVATE THE NEXT GENERATION OF  
BLACK LEGAL PROFESSIONALS**



# ALUMNI SPOTLIGHT



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## *Attorney: Sharon Wilson*

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Sharon Lockhart Wilson was born in Nassau, Bahamas. She attended public schools until 1961 when she became a student of St. John's College. She graduated from St. John's College in 1966 and taught for one year at her alma mater, the Southern Junior School (later Columbus Primary). She is a graduate of Florida Memorial University and the University of Miami, where she earned the Bachelor of Arts and Masters of Science degrees, respectively.

Wilson began her illustrious career as a Teacher and served as Head of the English Departments at Jordan Prince William Baptist High School and St. John's College.

In 1983, some 28 years ago, Wilson was called to the Bahamas Bar. Driven by a commitment to the dispensation of justice Wilson has served as stipendiary and circuit magistrate, senior magistrate and acting chief magistrate in the Judicial System of the Bahamas. Making her mark on the nation's development and doing her part to "shatter the glass ceiling," Wilson went on to become the second woman in the history of the Bahamas to serve as president of the Bahamian Senate.

Today she heads one of the leading law firms in the Bahamas.

Wilson's philanthropic and social contributions are extensive. She is an active member of St. Barnabas Anglican Church, and is involved in many of the church's social outreach programs including the long standing Take Ten Program, which she founded and in which church families "adopt" families in the church's surrounding area. She is a member of the board of trustees of Florida Memorial University where there is an endowment fund established in her honor. The endowment provides scholarships to Bahamian students to attend the university.

Wilson also serves as a member of the Board of the Princess Margaret Foundation and the Nassau Chapter of the Links Inc. She serves as chairperson of the Board of The Links Safe House for Females in Crisis – the first safe house for females in the country.

Her outstanding contribution to the legal profession of the Commonwealth of the Bahamas has resulted in her being honored by several organizations in the Bahamas.

Additionally, she was honored by the National Association for Equal Opportunity in Higher Education in Washington, D.C., for her contribution to higher education through her alma mater, Florida Memorial University.

Wilson is married to businessman Franklyn R. Wilson, CMG, and is the mother of three children, Franon Wilson, Sharlyn Wilson-Smith and Rosel Wilson-Moxey. She is also the proud grandmother of five.

# FLORIDA MEMORIAL UNIVERSITY TRUSTEE

## MYLA REIZEN

**M**yla Reizen is a partner in the K&L Gates Law Firm's Miami office. She is a member of the global health care and FDA practice group. Reizen concentrates her practice in health law, representing health systems, hospitals, academic medical centers, home health agencies, skilled nursing facilities, hospices, physician groups, and other health care entities and providers.

She focuses her health care practice on government and internal investigations, health care regulatory matters, and compliance. She advises providers on government and qui tam matters ranging from quality of care issues to physician arrangements and coding and billing matters. Reizen has been providing a significant amount of information and resources to the nursing home and long term care communities during the pandemic.

Reizen has extensive experience developing, implementing, and evaluating compliance programs and negotiating, analyzing, and implementing corporate integrity agreements. Along with compliance, she also has handled complex regulatory and operational matters for providers, such as quality care and fraud and abuse analysis. In addition to her in-depth capabilities on federal issues, Reizen has vast experience in complex state regulatory matters. For instance, she has advised on Medicaid managed care arrangements, reimbursement, licensure, fraud and abuse, and innovative and novel state programs.

Reizen has substantial in-house experience serving in various in-house roles such as assistant general counsel for a national hospital chain for a number of years. She is also an active member of the Florida Bar and the community. Reizen currently serves on the board of Dare To Care, a not for profit organization serving food, clothing and basic needs to the South Florida community. She currently serves on the board of trustees for Florida Memorial University, the only HBCU in South Florida. She has also held leadership positions on the Florida Bar Health Law Executive Council.

Reizen is a frequent presenter in national and state venues on compliance and legal issues. She has been a contributor to a number of national and state publications.





## First-year UAB Graduate Student in Medical Psychology Awarded National Science Foundation Graduate Research Fellowship

Queenisha Crichlow, a first-year graduate student in medical psychology at the University of Alabama at Birmingham, has received the prestigious National Science Foundation Graduate Research Fellowship.



Crichlow, of Orlando, Florida, will use the fellowship to study the impact of racial discrimination on adolescent health and psychosocial adjustment. She will also examine protective factors that may reduce the negative effects of racial discrimination on adolescent health. Crichlow works under the mentorship of Professor Sylvie Mrug, Ph.D., chair of the College of Arts and Sciences Department of Psychology, whose research interest is the development of behavioral and emotional problems in adolescence.

The NSF Graduate Research Fellowship Program is the country's oldest fellowship program that directly supports graduate students in various STEM fields. The program helps ensure the vitality of the human resource base of science and engineering in the United States and reinforces its diversity. The program recognizes and supports outstanding graduate students in NSF-supported science, technology, engineering and mathematics

disciplines who are pursuing research-based master's and doctoral degrees at accredited United States institutions.

Crichlow graduated from Florida Memorial University with a Bachelor of Science degree in psychology and a minor in criminal justice. Her ultimate career goal is to become a research professor with her own research lab. She hopes to study social-cultural risk and protective factors that reduce the likelihood of poor

academic achievement, substance use and delinquency among African-American youth.

"As a first-generation college and Ph.D. student, I faced many challenges and setbacks on my educational journey," Crichlow said. "Eventually, I learned that it's OK to try and fail, but it's never OK to not try. With the support of my Blazer family and my loved ones, I know that there is no challenge too big for me to overcome. Ultimately, I hope that my journey will serve as an inspiration to other young black women who are interested in becoming researchers."

*Keep Striving for Excellence Lions!*



# FLORIDA MEMORIAL UNIVERSITY IS AWARDED A GRANT FOR \$199,000 FOR NUCLEAR RADIOCHEMISTRY

***Two FMU graduates are the first and second African-American women to earn a doctorate in nuclear chemistry.***

Florida Memorial University is celebrating its award of \$199,999 grant award for scholarships and support to increase the number of students in its Radiobiology program. The award is named: Scholarship and Fellowship Program Nuclear Regulatory Commission B - PROJECT GRANTS.

Undergraduate Nuclear Science programs in Radiochemistry and Radiobiology have been established at Florida Memorial University since 2007 and 2010, respectively. Currently, FMU channels all of its students who desire to major in chemistry to the Radiochemistry concentration whereas Radiobiology in one concentration among two in biology.

FMU, the only Historically Black College/University (HBCU) in South Florida has had immense success with these two programs having several graduates who have gone on to pursue doctoral degrees or who have sought and found employment in the nuclear field.

The current grant intends to build upon this decade-long legacy and to firmly establish this undergraduate Nuclear Science programs in Radiochemistry and Radiobiology



**DR. VANESSA SANDERS**  
*(FMU graduate, B.S. in Radiochemistry in 2009), is the first African-American woman to hold a Ph.D. in Radiochemistry.*



**DR. TENISHA MEADOWS**  
*(FMU graduate, B.S. in Radiochemistry), is the second African-American woman to earn her doctorate in nuclear chemistry.*



# NIKE HACKATHON

FLORIDA MEMORIAL UNIVERSITY

**S.T.E.A.M Week: April 19<sup>th</sup> - 23<sup>rd</sup>**  
**Hackathon: April 22<sup>nd</sup>**

To participate in the Hackathon, sign up here  
[bit.ly/fmuhack](http://bit.ly/fmuhack)



# INSIDIOUS





OFFICE OF THE PROVOST AND OFFICE OF CONTINUING EDUCATION PRESENTS:



# DR. MARC'S — ESPORTS — MASTERCLASS

APRIL  
24TH



**DR. MATHEW KNOWLES**

*Father of Beyoncé and Solange, Manager of Destiny's Child, CEO of Music World Entertainment, Public Speaker, Best Selling Author, Professor*

## What is Esports?

- *Esports is the fastest growing globally! Revenue is expected to reach \$2.3 billion by 2022 and a global audience of over 350 million.*

## What is the Esports Masterclass?

- *Students will learn how to plan and execute small and large scale events utilizing the latest in streaming technology, develop business plans to develop teams, create online communities, and promote events through digital technology.*
- *5 lucky students will have the opportunity to earn an internship in the esports and videogame industries at the conclusion of each masterclass*

## How Do You Apply?

Submit a 60 second video explaining why you want to take the course to Meaurie Pickett: [jPic0221@fmuniv.edu](mailto:jPic0221@fmuniv.edu)

**Saturday April 24th // Submit video by: April 14th**

AND THAT'S WHY  
WE CODE  
Client Edition



Dr. Jaffus Hardrick  
President  
Florida Memorial University



Rick Beasley  
Executive Director  
CareerSource South Florida

## Hear How Florida Memorial University and CareerSource South Florida Have Partnered to Launch Virtual Career Center

In our inaugural client edition of the And That's Why We Code podcast, we talk with Florida Memorial University's President, Dr. Jaffus Hardrick, and CareerSource South Florida's Executive Director, Rick Beasley.

Dr. Hardrick and Mr. Beasley discuss their collaboration and implementation of the Virtual Career Center (VCC), a career pathways solution. The new system, which debuts in Spring 2021, will engage students in career development by promoting in-demand occupations that align with the interests and skills of each student. VCC also promotes partnerships with local employers for successful recruiting.

***"This type of collaboration is going to position us, position our students, to be ready to compete in a global market. That's what it's all about. When they graduate, the most important thing is whether or not they have the skills that are going to help them be competitive and to meet the demands of the workforce. This partnership is certainly going to help position our students for that level of success."***

-- Dr. Jaffus Hardrick, President of Florida Memorial University

Click the button below to hear this quote, and more, during our first episode.



CareerSource  
SOUTH FLORIDA

GREATER MIAMI & THE BEACHES  
**HOTEL ASSOCIATION**  
PARTNERS IN HOSPITALITY



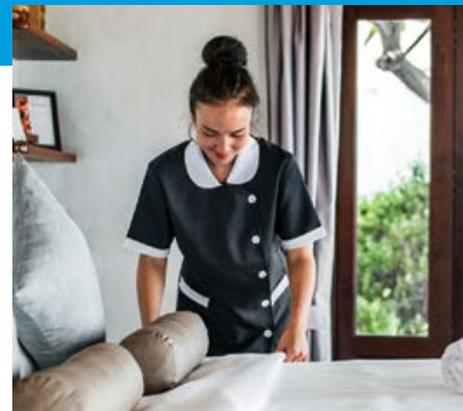
# VIRTUAL HOSPITALITY JOB FAIR

Wednesday, March 24, 2021 • 9 a.m. to Noon

Start a rewarding career in the hospitality industry today. If you are looking for a career in hospitality, register for the **Virtual Hospitality Job Fair** brought to you by CareerSource South Florida in partnership with Greater Miami & The Beaches Hotel Association.

### Positions available for the following:

Housekeeping | Culinary/Kitchen | Food & Beverage



FLORIDA  
RESTAURANT &  
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Miami Dade  
College

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CareerSource South Florida is an equal employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers may be reached by persons using TTY/TDD equipment via Florida Relay 711.

# Welcome

## DR. GREGORY A. SALTERS

Director of Campus Safety



Dr. Gregory A. Salters recently retired from the Ft. Lauderdale Police Department. He served for more than 28 years in various capacities; concluding his career as an interim assistant police chief/chief's executive officer. He is the founder/managing partner of The S.A.L.T. Mine Success and Leadership Training Institute LLC.

He earned his bachelor's degree from Florida A&M University; his master's degree in public administration from Florida Atlantic University and his doctorate degree in adult education/human resource development from Florida International University. His dissertation explored the impact of racial profiling on Black males seeking jobs in law enforcement and committing to law enforcement careers. Salters is a certified John C. Maxwell speaker, coach and trainer. His training has included: The Center for Advanced Criminal Justice Studies, Executive Leadership Program; the Police Executive Research Forum's (PERF), The Senior Management Institute for Police, Session 34, and the FBI National Academy (Session 240).

In addition to his responsibilities at the Fort Lauderdale Police Department, Dr. Salters facilitated courses for the Florida Department of Law Enforcement's Florida Leadership Academy. These courses include but are not limited to: Ethics, Performance Management, Leadership and Supervision, and the Persuasive Leader. He also facilitated leadership training for the YMCA of South Florida. He has also served as an adjunct professor at the Broward County Institute for Public Safety, Florida International University, and Miami Dade College School of Justice. Salters has also facilitated FDLE's Minority Recruitment and Retention Forum, National Association for the Advancement of Colored People's School to Prison Pipeline at Florida Atlantic University, and the Federal Bureau of Investigation's Race and Law Enforcement course at the Miami Field Office. Salters also prepares individuals for employment and promotional processes.

Dr. Salters is active in the community. He has served as the Chairman of the Alpha Phi Alpha Fraternity Incorporated, Zeta Alpha Lambda Chapter's Men of Tomorrow mentoring program. In 2014, he was recognized as Zeta Alpha Lambda's Brother of the Year. He was also recognized as Broward County School Board's "Mentor of the Year" for the 2014 – 2015 school year. He also serves as senior deacon of Tom Raines Lodge #484 F&AM PHA. His life philosophy is, "If I can help somebody as I pass along the way...my living will not be in vain" (Dr. Martin Luther King, Jr.).

## DANEIDA BENJAMIN

Director of Sponsored Research and Programs



Daneida Benjamin is the director of Sponsored Research and Programs. In this role, Benjamin will serve as the institutional grants officer and authorized official for submission of all federal, state, and private grants. Responsible for pre-award and (non-financial) post-award administration for external grants; she serves as the federal grant compliance officer and institutional liaison

with funding agencies, manages the administration of federal and state appropriations, and facilitates coordination of Title III funding. Benjamin is also charged with building the Office of Research and Sponsored Programs' infrastructure, increasing extramural funding levels and the output of funding proposals, and developing and implementing associated policies and procedures.

Benjamin comes to Florida Memorial University from the University of Fort Lauderdale, where she served as the comptroller responsible for managing financial activities and securing grants for the institution. Benjamin is a CPA candidate with more than a decade of experience in corporate accounting and treasury. Benjamin has a passion for serving other people and increasing her professional credentials. She is currently pursuing a master's degree in forensic accounting with a subsequent goal of becoming a CPA.

## NICHOLAS CRIMARCO

Admissions Events Manager and Recruiter



Nicholas Crimarco was born and raised in Miami and has been married for 10 years. He has two children, Arianna (6) and Ethan (4). He studied sports management and recreation at Florida International University. Later, he interned with the Florida Marlins in 2011 in the Community Outreach Department. He served as the Miami Dolphins Youth Programs Coordinator from 2013 to 2015, overseeing all aspects of youth football from Monroe County all the way to St. Lucie. This included working with youth leagues (tackle and football) up to high school with the NFL High School Development program.

As Miami Marlins manager of Player Relations and Community Outreach from 2016 to 2018, he worked primarily with non-profits to identify volunteer needs in the community and assigning Marlins staff to act as those volunteers. He reached 10,000 hours of community service annually from 200 full-time employees. He also served as liaison between the front office staff and players to accomplish all necessary player appearances for the team. This included school visits, in-game activations, autograph signings and photo opportunities and events.

Crimarco has also been the admissions events manager at Johnson and Wales University from 2019 to 2020. He managed on-campus admissions events such as Open House, Tours, Field Trips, Accepted Student Days and all other recruitment visits. Additionally, he covered college and high school fairs and traveled locally for high school competitions to promote JWU.

## NAKIA JONES

### Workforce Development Coordinator for the Office of Continuing Education and Professional Studies



Nakia Jones is the Workforce Development coordinator for the Office of Continuing Education and Professional Studies. In this role, Jones is responsible for planning and executing the Construction Trade Pilot program. She has direct oversight of recruitment, engagement, and community relationships with local businesses, the workforce investment board, and community residents.

Jones comes to Florida Memorial University, a seasoned, solution-focused Professional of Human Resource, and Workforce Development Professional with more than 17 years of experience across HRM disciplines with expertise in organizational development, program and grant management, administration, and program operations. Jones is furthering her education in women's ministry with a subsequent goal to pursue a bachelor's degree in business administration.

## KRYSTAL MEDINA

### Human Resources Special Projects Assistant



Krystal Medina is a certified Associate Professional of Human Resources with more than four years of human resources experience. Medina joins us from labor relations, where she was responsible for recording and transcribing court proceedings; managing and preserving legal documents, guaranteeing the accuracy of transcripts, and managing records. She is a highly motivated HR professional with employment law, including total rewards and file management processes. She holds a Master's of Science in Management and Human Resources Management from the University of Maryland Global Campus in Adelphi, MD. We look forward to her leadership as HR Generalist and welcome her to the Lions Family.

## AMANDA EDUN

### Executive Assistant to the President



With more than 20 years of experience working in the field of higher education, Amanda Edun has held several key positions of executive support within university leadership. Her passion has always been to work collaboratively as part of a team to strengthen and grow that team's goals as well as the institution's mission. Known for her strength in streamlining processes and building workplace efficiencies, Edun is adept at allocating and optimizing resources in order to achieve ideal outcomes. Her workplace philosophy is a belief that working as a team, and leveraging each other's strengths results in outstanding achievements. Her proudest accomplishments were realized while working with a dean of Academic Affairs for more than 10 years, immersed in learning and developing her knowledge of what impacts the student's experience inside and outside of the classroom, to working alongside a campus president learning policies and strategic planning. She holds a bachelor's degree in business administration and a master's degree in Wellness Coaching. Originally from Guyana, Edun has lived in the United States for most of her life; she considers herself a life-long student who is always eager to learn and expand her horizons.

## MARTINE LEON

### Data Entry Assistant



Martine Leon has worked in higher education for four years in several different capacities. Most recently, she worked at Johnson & Wales University as the admissions records coordinator. She also has experience working with the Florida Department of Education, where she served as the administrative assistant for the area director. Throughout her experience, Leon thrives in strategic and creative spaces as she is a catalyst of efficiency and looks forward to contributing to the success of the admissions process for students. She understands the benefits education, which can change the trajectory of one's life. She is honored to play a role to assist students. In her spare time, she enjoys reading and spending time with her family.

## GALE NELSON, II

### Admissions Recruiter



Gale Nelson, II graduated from Johnson & Wales University-North Miami with his B.S. in Sports Entertainment & Event Management. He has always been passionate about coaching and developing the next generation. He's worked directly for major professional sports organizations. He has also worked in youth non-profit for Big Brothers Big Sisters of Miami and is still actively involved in that area. Nelson is embarking on a new journey here at Florida Memorial University and will continue to serve his efforts here the best he can.

## JACQUE-ANN ISAACS

### HR Special Projects Assistant/Title IX Investigator

Jacque-Ann Isaacs is an accomplished professional with more than 20 years of personnel and contract management experience. She joins us from labor relations in county and government where she managed compliance to ensure that federal, state, local, and contractual requirements of executed agreements were enforced. Isaacs is dedicated and conscientious. A collaborator on policy matters, her accomplishments stem from her strong ability to collect and evaluate information to justly solving problems. She holds a bachelor's degree in computer science from Barry University. Her master's degree is in public administration from Capella University. We look forward to her leadership as HR Special Projects Assistant/Title IX Investigator and welcome her to the Lions Family.

# FMU

## FMU Wallops Warner University, Wins 4-1 Wednesday

Florida Memorial snaps its losing skid with a big conference win over Warner University



[CLICK HERE TO READ MORE](#)

## Spring Notebook: Lions Have Spirited Practice Friday In First Day In Pads

Intensity and emotions ran high for Florida Memorial as the team had its first padded spring practice.



[CLICK HERE TO READ MORE](#)

# Five FMU Basketball Players Named Sun Conference All-Academic Honorees

Florida Memorial had five basketball players receive all-academic honors.



[CLICK HERE TO READ MORE](#)

## FMU VOLLEYBALL CHAMPIONS!

On Wednesday, March 31, a celebratory surprise volleyball event was held. For more footage check out FMUs Athletic Instagram Page

[@gofmulions](#)



# **MIAMI HEAT**

LEADERSHIP & DEVELOPMENT PROGRAM



**LEARNING &  
DEVELOPMENT**

YOU ARE CORDIALLY INVITED TO THE OFFICIAL  
KICKOFF FOR THE MIAMI HEAT LEADERSHIP  
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HOSTED BY JASON JACKSON

APRIL

MONDAY

**5**

11:00 AM

2021

FLORIDA MEMORIAL UNIVERSITY  
WELLNESS CENTER  
15800 NW 42ND AVENUE,  
MIAMI GARDENS, FL 33055

DR. JAFFUS HARDRICK  
*FMU PRESIDENT*

MICHAEL MCCULLOUGH  
*EVP/CMO, MIAMI HEAT*

SHANE BATTIER  
*VP OF BASKETBALL  
DEVELOPMENT & ANALYTICS*

FLORIDA MEMORIAL UNIVERSITY

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[www.fmuniv.edu/coronavirus](http://www.fmuniv.edu/coronavirus)



**FMU**

FLORIDA MEMORIAL UNIVERSITY



# Black Women Represent

## Career Talk with The Dade County Links

### Celebrate Women's History Month

with The Dade County Chapter of The Links, Incorporated! Learn the secrets to career success from Black women subject matter experts. Get answers to your burning questions about what you should do now to prepare for the life you want after college. Come to this Zoom conversation on time and dressed for success!



Miesha Darrough



Diana Bien-Aime



Shelia Powell Cohen  
Moderator



Tawnicia Ferguson Rowan  
Moderator



Terri Giles



Monica Barnes



Cynthia Hannah

March, 23rd Tuesday

6:00 p.m. – 7:30 p.m.

[Click to Join the Meeting.](#)



Dade County FL Chapter  
of The Links, Incorporated

Ask your professors how you can receive extra credit for your participation



# THE Bryce Gowdy STORY

## LIVE VIRTUAL EVENT



**TOLD BY**  
Shibbon Winelle  
Bryce's Mother  
Founder/ Spokesperson  
The Bryce Gowdy Foundation



**GUEST SPEAKER**  
Coach Kalyn James  
FMU Head Cheer Coach  
Compliance Assistant

FREE LIVE EVENT  
SCAN FOR VIRTUAL LINK

JOIN US FOR A DISCUSSION ON MENTAL HEALTH AWARENESS



**HOSTED BY**  
Dr. Jason Prendergast, LPC  
Founder of Edify Counseling  
Chair of The Bryce Gowdy Foundation  
FMU Mental Health Counselor



Location:  
Florida Memorial University Smith Conference Center



**WEDNESDAY**  
April 7th, 2021 AT 11:00AM-12:45PM



FLORIDA MEMORIAL UNIVERSITY

# ACADEMIC AFFAIRS DAY

*with*

*Dr. Adrienne J. Cooper*

Provost & Executive Vice President  
of Academic Affairs

Sunday, March 28, 2021 | 11:00 am  
Susie C. Holley Religious Center

LiveStream at

[bit.ly/3luJjfj](https://bit.ly/3luJjfj)



# Commencement 2021

SAVE THE DATE

**SATURDAY**

May 8th | 8:00 a.m.

## Announcing Commencement Speaker

**Dr. Mathew Knowles**

- *CEO of Music World Entertainment*
- *College Professor*
- *Father of Beyoncé and Solange*

**DR. JAFFUS HARDRICK, PRESIDENT**

**Florida Memorial University, Clock Tower Pavilion**  
15800 NW 42ND Avenue, Miami Gardens, FL 33054

# COME AND WORSHIP WITH US ON SUNDAYS

at Susie C. Holley Religious Center



Dr. Jeffrey Dean Swain, JD, PhD  
Dean of Campus Ministry

11:00 AM  
WORSHIP SERVICE

Campus ministry livestream

[campusministry.fmuniv.edu](http://campusministry.fmuniv.edu)

FLORIDA  
MEMORIAL  
UNIVERSITY

SUSIE C. HOLLEY RELIGIOUS CENTER



THANK  
*You*  
*So Much!*

FLORIDA  
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A PROMISE. A FUTURE.

## FLORIDA MEMORIAL UNIVERSITY Office of Public Affairs

**OPAL COMFORT**

Director of Communications and Marketing, Editor-In-Chief

**NATALIE KNIGHT**

Advancement Services Coordinator  
Alumni Spotlight Coordinator

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### FMU Departments and Their Contributions:

Office of the President, Board of Trustees, Academic Affairs, Advancement, Athletics, Enrollment, Health Sciences, Music, Registrar, Student Affairs, Information Technology, and the Legal Department