

# University of Montana Black Student Union and the Office of the Vice Provost for Student Success

Students of African Descent Campus and Community Based Resources Guide

## SECTION I:

Campus-Based Clubs, Programs, Departments, Course Work

### University of Montana Black Student Union

---

What is the Black Student Union?

The University of Montana Black Student Union (UMBSU) is an organization dedicated to encouraging cultural diversity at The University of Montana, with special regard paid to students of African descent. In forming the UMBSU, the University community establishes the following beliefs and values:

- We believe that the academic needs and cultural realities of students of African descent deserve the same respect afforded other institutional programs.
- We believe that the University validates the importance of African and African-American students on campus by acknowledging the varying contributions and needs of those students. Fulfilling these needs at the collegiate level will provide students with more resources to draw upon once their college experience has concluded.
- Finally, we value student growth and development and strive for cross-cultural understanding and appreciation of all of our diverse histories and experiences.

What is UMBSU's Mission?

The mission of the UMBSU is to:

“Provide services and programs that address the needs and concerns of all students of African descent. We are committed to stimulating intellectual, political and social growth amongst our membership.”

Further, the UMBSU is dedicated to:

- Supporting African and African-American students attending The University of Montana in academic achievement and personal growth
- Providing programs and services designed to create a campus environment that recognizes the benefits of cultural inclusivity for all students
- Instilling a sense of pride and appreciation for our culture and heritage
- Increasing Black student, administration, and faculty recruitment and retention

Who is eligible for UMBSU membership?

All active University of Montana students are eligible for UMBSU membership. Membership lasts throughout the Academic year.

Voting privileges are limited to those students taking at least seven credits at the time of registration and participate in the requisite number of meetings.

What are the benefits of UMBSU membership?

- Advising (Academic, Personal, Career)
- Scholarship and Internship Opportunities
- Counseling Referral Services
- Student Advocacy and Empowerment
- Cultural Competency and Diversity Training
- Resume Preparation and Interview Training
- Social and Cultural Activities
- Networking with other campus and community organizations and UMBSU Alumni

How does UMBSU advocate for students?

The UMBSU promotes for diversity and equality within the University system and the broader community by:

- Aiding in developing cultural competency standardization among administration and faculty
- Linking students with volunteer opportunities through community agencies
- Implementing results from the Campus Climate Survey
- Assist UM in creating an environment which respects, acknowledges and welcomes students of color

### **UMBSU Showcase Annual Event: The Black Solidarity Summit**

Created in 2017 by UM's Black Student Union and organized in conjunction with the Student Involvement Network and African-American Studies Program, the annual Black Solidarity Summit takes place during Black History Month each year. The program focuses on creating a platform for black students across the country to come together to celebrate black excellence and educate each other and the community about the black experience.

Past year's attendees represent institutions such as Alma College, Eastern Oregon University, Utah Valley University, Montana State University, Central Washington University and Boise State University.

The event brings together representatives from Black Student Unions, African Student Associations and Black and African American Studies Programs to address issues of racial discrimination, political disenfranchisement, social organization, Black academic enrollment, Black excellence, retention and recruitment at their respective campuses. Space is provided for allies to attend and listen.

We invite you to fellowship with and join us in our efforts. Please visit our social media sites: Facebook- <https://www.facebook.com/groups/umbsu> ; Instagram- [https://www.instagram.com/um\\_bsu/?hl=en](https://www.instagram.com/um_bsu/?hl=en)

Contact:

Murray Pierce, Director of Multicultural Affairs  
Officer of the Vice Provost for Student Success  
32 Campus Drive  
Missoula, MT 59812  
(406) 243-5225

## University of Montana African Student Association

---

The purpose of this group is to integrate our rich African culture with other cultures from all over the world represented at U of M to promote diversity, unity and togetherness.

In Africa, community is very important. Our goal is to come together and work together to ensure that we serve our Missoulian community to promote love and kindness!

We want to be an example in our community when it comes to academic performance. We strive to promote the importance of getting an education.

We want to establish a strong network among African and non-African students who are both members and prospective members of the African Student Association.

Whereas we, African Students, realizing the need for an association for African Students, conscious that students must organize themselves as an integral part of the community; therefore, resolve to form an association, there under referred to as, ASA

### **Mission:**

- 1.To represent and advance the interests of all African Students on campus.
- 2.To promote social and cultural awareness.
- 3.To project the image of Africa into the community.
- 4.To create a form for African students to articulate and express themselves as part of the African society.
- 5.To encourage students to be actively involved in solving problems affecting them as Africans.
- 6.To liaise with all other student organizations and African Universities to bring more African students to U of M.
- 7.To meet, discuss issues, help each other and be a support group.

Please send all inquiries to: [asauniversityofmontana@gmail.com](mailto:asauniversityofmontana@gmail.com)

### Contact:

Murray Pierce, Director of Multicultural Affairs  
Officer of the Vice Provost for Student Success  
32 Campus Drive  
Missoula, MT 59812  
(406) 243-5225

## The Watani House

---

Located one block from campus and named after the original UM Black Student Union Newsletter, the Watani House is a space designated by the University of Montana for students of African descent to gather, study, socialize and engender a sense of community among this population.

In order to further this end and provide effective student leadership, the Watani House is available for qualified UMBSU members to reside in during their enrollment at UM.

To be considered as a Watani House resident, you must:

- (1) Be a registered student at the University of Montana
- (2) Be an active member of the University of Montana Black Student Union (see “expectations” listed below in this document and your copy of the UMBSU Constitution and Bylaws for further explanation)
- (3) Hold a position of leadership within the organization
- (4) Have demonstrated a commitment to the organization through active participation in UMBSU meetings and sponsored events
- (5) Be of sound moral character
- (6) Complete the Watani House Resident Application Form
- (7) Be approved by the Watani House Resident Selection Committee

Watani House residents are in effect leaders of the UMBSU and must have a demonstrated commitment to advancing the organizations goals and objectives.

In the following pages you will find the requirements and expectations of being a Watani House resident.

Please review this document thoroughly and complete the attached application form in its entirety.

Expectations:

You will at all times conduct yourself in a respectful manner to house mates, UMBSU members as well as members of the campus and Missoula community.

As evidenced by your selection to reside in the Watani House, you agree to assume a leadership role (cabinet position) in the UMBSU. Leadership here is defined as leading/assisting in scheduling meetings, events and discussions promoted by the UMBSU. This includes but not limited to, monthly meetings, special projects and generally promoting the UMBSU on campus and in the Missoula community.

- o Scheduling guest/keynote speakers for UMBSU events
- o Scheduling/participating in forum, brown bag series and or panel discussions
- o Taking the lead in discussing particular issues and concerns in the Black community
- o Developing allies among all students
- o Building Relationships with Other Campus-Based Minority Groups
- o Actively promote UMBSU membership
- o Maintaining the UMBSU Facebook Page
- o Outreach efforts to UMBSU/ASA Alumni
- o Developing and maintaining member contact information

Prospective Resident Application Procedure

- o This process begins by submitting your completed application for Watani residency. The application form is available at the Watani House and must be returned to a member of the Watani House Resident Selection Committee. Please read this form as well as the UMBSU Watani House Policies and Procedures documents thoroughly before you submit your application.
- o You are also required to submit three letters of recommendation as well as at least one, but no more than three-character references.
- o Upon submission, the UMBSU President or his/her designee shall convene a meeting of the Watani House Resident Selection Committee. This committee is composed of UMBSU Executive Officers. You will be required to attend this

meeting to answer questions as to your suitability for residency. Question will primarily center on your leadership and work-ethic skill sets issues as well surrounding organizational commitment and accountability.

- You will be advised of the decision of the selection committee as expeditiously as possible.
- If selected for academic year residency, you will be advised of a time in which you may move into the house.
- If selected for provisional or conditional residency, you will be advised of the reasons why this course was taken and the details and time frame of your residency status review.
- If not selected, you will be advised of the reasons why and informed of the reapplication process if applicable.

Contact:

Murray Pierce, Director of Multicultural Affairs  
Officer of the Vice Provost for Student Success  
32 Campus Drive

## Director of Multicultural Affairs:

---

This position centers on defining and developing community amongst students of African descent. The program is housed in and works under the direction of the Office of the Vice Provost for Student Success.

The DMA provides workshops and presentations for campus staff as well as the President's cabinet on social justice issue (diversity, inclusion and equity).

This role was central in the reestablishment of the University of Montana Black Student Union. The DMA continues to work with campus administrators, professors, individual students, student groups across the spectrum, specifically, the aforementioned Black Student Union, the current Bias Response Team (BRT), ASUM, the African American Studies Program, Grizzly Athletics, the Director of Inclusive Excellence, SARC, EEOC/Title IX, Global Engagement Office, Office of the President and the Mansfield Library Staff. All under the umbrella of educating and advocating for culturally affirming scholastic initiatives conjoined with retention, persistence and graduation strategies.

In the community, the DMA represents UM's desire to advance diversity and inclusion initiatives by participating as a member of the following programs and organizations-the Board of Directors of Missoula United Way, the Montana Black Collective-Missoula, the Missoula Community Martin Luther King Holiday Commemoration Committee, the Missoula City Justice, Equity, Diversity and Inclusion Development Committee, YWCA, Headwaters, Montana and the Montana Racial Equity Project.

### Recent DMA Sponsored Workshops, Lectures and Presentations-

- Navigating the Racial Lexicon
- The Modern Day Black Student Union
- Beyond Talking about Race: The Journey Towards Developing an Antiracist Ethos
- Developing and Successfully Employing Cultural Proficiency Skills in the Therapeutic Milieu
- The Impact of Microaggressions on the Learning Environment
- You've Graduated: Next Steps in Securing the Career you Desire

For more information please contact:

Murray Pierce, Director of Multicultural Affairs  
Officer of the Vice Provost for Student Success  
32 Campus Drive  
Missoula, MT 59812  
(406) 243-5225

## Director of Inclusive Excellence

---

Inclusive Excellence for Student Success (IESS) is a newly formed office at UM as of February 2021. UM students, the Diversity Advisory Council, and UM Administration collaboratively created IESS with the understanding that an inclusive campus is necessary if we are to achieve institutional excellence. The creation of this office will help ensure we more appropriately address the day-to-day needs and concerns of Students of Color and LGBTQ Students while also recognizing them as vitally important members of our community. The creation of the Office of Inclusive Excellence for Student Success is the first of many steps towards addressing growing calls to action.

Inclusive Excellence for Student Success (IESS) is a student-centered office designed to support our diverse community and engage in diversity, equity, inclusion, and anti-racism efforts at UM. IESS is a component of the university's mission to foster inclusive excellence on our campus and fulfill UM's commitment to place student success at the center of all we do. IESS works directly with underrepresented students to both lift up and give strength to their events and ideas, as well as address any concerns or issues students may have with the University, their peers, or the Missoula community.

Inclusive excellence was developed by the Association of American Colleges & Universities (AACU) with the intent to advance greater intentionality in inclusion and diversity work in higher education settings.

The AACU defines Inclusive Excellence as "a proactive effort to address diversity, inclusion, and equity as critical to the wellbeing of democratic culture and is an active process through which colleges and universities achieve excellence in learning, teaching, student development, institutional functioning, and engagement in local and global communities".

### IESS SERVICES

In an effort to address the DEI needs of our students on the UM campus, IESS is focused on three service areas: Student Support, Learning Sessions/Trainings, Campus Engagement

#### **Student Support**

Student Support is at the center of all IESS services. IESS provides guidance and mentorship to Black, Indigenous, People of Color (BIPOC), and LGBTQ students and student groups. Students are encouraged to utilize the Branch Center and connect with IESS.

Students needing support around issues of bias or for help with connecting to student groups focused on diversity and inclusion are asked to connect with IESS. If you or a student you know needs support, please reach out.

For support, please email [salena1.hill@umontana.edu](mailto:salena1.hill@umontana.edu), or call (406) 243-5776, or visit the UC Branch Center, Room 206.

#### **Diversity and Inclusion Student Leaders**

Student group leaders who have a group focus on diversity, equity, inclusion, justice, and anti-racism meet once a month to build community, share events, and discuss issues facing BIPOC and LGBTQ+ students. Please email the [IE.Coordinator@umt.edu](mailto:IE.Coordinator@umt.edu) for more information or to join this group.

#### **Bias Response Team (BRT)**

The Bias Response Team (BRT) works towards making UM a safe and inclusive environment for everyone at UM. BRT is a campus partnership that provides advocacy and support to students who experience or witness an incident of bias based on their identity. Please reach out to the office of Inclusive Excellence for Student Success for more information

## **BIPOC Student Support Group**

Offers a supportive space where BIPOC students can discuss culturally relevant issues and ways to navigate through life challenges inclusive of structural inequality, marginalization, and microaggression. This support group will offer opportunities for open and honest reflection about the ever evolving landscape of life while exploring what is required to successfully respond and manage ethno-racially aversive or traumatic situations and experiences. For further information see “Bias Response Team” on the following page.

## **Diversity and Inclusion Student Leadership Group**

Student Leaders from the Branch Center student groups, including Kyiyo and other cultural groups, meet once a month to build community, share events, and discuss issues facing BIPOC and LGBTQ+ students.

## **Learning Sessions**

Learning sessions and trainings are focused on teaching common terminology used in DEI and LGBTQ work. Each session is designed to expand understanding to promote awareness around DEI issues and LGBTQ allyship. For more information and instructions on how to request specific learning sessions, please see the descriptions below.

### **Diversity, Equity, and Inclusion Learning Session**

In collaboration with the Student Advocacy Resource Center (SARC), IESS provides a Diversity, Equity, and Inclusion Learning Session for students. During this learning session, participants are provided definitions of D, E, and I, and microaggressions, discrimination, and harassment are explained. UM's Discrimination, Harassment, and Retaliation policies are outlined, which leads into an explanation of the Title IX/Equal Opportunity Office. The learning session focuses on how we can foster a culture of respect at UM by suggesting certain action steps. During the conclusion, various resources for students including safe spaces and supportive services are introduced. (90 minutes)

To request a training, please visit the SARC website.

### **UM Allies**

UM Allies promotes LGBTQ equality through education, support, and awareness. UM Allies training provides an opportunity for UM staff and faculty, regardless of sexual orientation or gender identity, to take a prominent and active role in fostering and upholding a culture of safety and inclusion at UM.

For more information about becoming an Ally or to request a training, please visit the UM Allies website, or email UM Allies Coordinator, Beckett Redinger.

## **UM Bias Response Team**

---

The University of Montana Bias Response Team (BRT) was created to further support UM's efforts in providing an inclusive campus climate by institutionally responding to reported incidents of identity based harm.

Bias is prejudice against an individual or group of individuals on the basis of identity. Any form of bias often harms an individual's sense of safety, inclusion, and well-being. Bias-related incidents are also referred to as *identity-based harm*.

Our UM team is comprised of experts on campus who can provide advocacy and support to students who experience or witness biased-related incidents.

The BRT meets weekly and fields reports of identity harm generated by students, faculty and staff and in conjunction with other campus stakeholders, strategizes how to best provide a supportive platform centered on education and referral for those impacted by these events as well as members of the UM campus as a whole.

Specifically, the purpose of the BRT is to:

- o Categorize and track reported incidents
- o Aggregate (summarize) and disaggregate (break down) data in order to better understand areas of impact and to improve service delivery
- o Identify institutional responses to events
- o Provide recipients of identity based harm with supportive resources
- o Promote campus awareness through education

Active Bystanders or Allies, including students, faculty, and staff who are aware of the incident, can notify any member of the BRT that a UM student has experienced bias-related incidents.

What we do:

Provide Support

Encourage Dialogue

Facilitate

Empower

Recommend

Connect

What we don't do:

Collect Reports

Conduct Investigations

Impose disciplinary sanctions and other forms of punishment

## African American Studies Program

---

African-American Studies at the University of Montana connects African and African-American (including Latin America and the Caribbean) history, experiences, and perspectives with the 21st century. The goal of the African-American Studies curriculum is to develop basic knowledge of, and appreciation for, the diverse experiences of the African Diaspora, and their contributions to the nations into which they were incorporated. Through this study students will recognize that the African-American narrative connects to the core issues of nation formation, identity politics, social movements, and the liberal state.

Those who take this minor will likewise be equipped to talk alongside, though, and in the midst of the racial fracture lines that mark this nation as a country where the color of one's skin is socially significant. In all these efforts, we promote scholarship that is driven first and foremost by an interest in creating knowledge and furthering our understanding of the African-American experience. The interdisciplinary curriculum of African-American Studies includes course offerings from the following academic disciplines: anthropology, economics, English, geography, history, music, political science, and sociology. Some topics of study include:

- o African heritage and cultural continuity among African-Americans;
- o African-American identity issues and cultural variation;
- o the history of African-American protest and resistance, including the abolitionist, anti-lynching, and civil rights movements;

- o the Harlem Renaissance;
- o the social dynamics of integration and segregation; and
- o the various circumstances of, and prospects for, African Americans in the 21st century.

Contact:

Tobin Shearer

Main

(406) 243-6225

tobin.shearer@umontana.edu

African-American Studies

LA 101

32 Campus Drive

Missoula, MT 59812

<https://www.umt.edu/african-american-studies/>

## Office of Student Success

---

The Office for Student Success (OSS) helps students to meet three goals:

1. Transition smoothly to college
2. Remain enrolled and progress in a program of study
3. Graduate in a timely manner

We do this by supporting students directly and by collaborating with academic departments and university offices to provide programs and services that support students' academic growth and personal development.

Administratively situated under the Vice Provost for Student Success, our programs guide students in clarifying academic goals and exploring majors. From new freshmen course registration to first year programs, academic advising, and the Writing Center, we are a student's partner in academic success. The Office for Student Success also coordinates several campus-wide efforts to encourage high impact learning opportunities. These efforts include supporting and promoting student goals toward degree completion and developing proactive retention interventions that foster student success.

Whether you are a freshman or senior, a current student or prospective one, a parent or member of the faculty, this website has been designed to serve as a resource for anything a student would need to succeed at the University of Montana.

We invite you to explore our website, visit us on the 4th floor (main OSS reception area) and 3rd floor of Aber Hall, call us at 406-243-2800, or contact us by email with any questions.

OSS Annual Report 21-22

### FOR STUDENTS

Freshmen Course Registration

General Education Requirements

Tutoring

Math Placement

Four Bear Program

Early Alert

Student Wellness  
TRiO Student Support Services  
Exploratory Studies Program  
Withdrawal

Contact us:

Main  
(406) 243-2800  
officeforstudentsuccess@mso.umt.edu  
Office for Student Success  
Aber Hall, 3rd and 4th Floor  
32 Campus Drive  
Missoula, MT 59812  
<https://www.umt.edu/office-student-success/>

## The Branch Center

---

The Branch Center is the space for student diversity and inclusion at the University of Montana. The Branch center is a space dedicated to promoting respectful and collaborative dialogue, programming, and resources, in an effort to foster understanding, support, and inclusion for underrepresented students.

The Branch Center is dedicated to Dr. Theresa Branch, former vice president of Student Affairs, who wanted to create a place on campus which celebrated diversity. Branch served from 2003 to 2016 as the first female African-American in the position.

### **Dedicated Space: The Doss Conference Room**

Located in the Branch Center, the Doss Conference Room serves a dedicated study and meeting space and is named in honor of former UM Professor and founder of the Black Studies Program, Dr. Ulysses Doss.

Doss arrived in Montana during the turbulent 1960's. In 1967, four UM students of African descent, Thamani Akbar, Dee Daniels, Herb White and Mace Gray organized the first Black Student Union on the University of Montana campus. The BSU at the University of Montana stands as the third such program established in our nation.

During the fall of 1967, these four students proposed to then-UM President Robert Pantzer that the University start a Black Studies program. Through the diligent efforts of these students and other Missoula residents, Pantzer hired Ulysses Doss in May of '68.

Doss, the former Chicago community activist and confidant of civil rights icons Dr. Martin Luther King and Saul Alinsky almost immediately hung a sign on his door declaring himself "Director of Black Studies".

Dr. Doss' efforts in developing an inclusive sense community and understanding among all students at UM stands as example of an indomitable spirit and a man committed to the principles of equality

## Branch Center Services:

### Branch Center Smudge Space

The Smudge Space is a designated space (UM Policy #1016) for the UM campus community to smudge. Smudging is a traditional practice used by Indigenous people for prayer or to cleanse a person or place by burning sacred plants. The UM campus community is invited to use this space and provides smudging items for us.

### Student Group Events

Interested with the Branch Center? Check out Griz Hub and search one or all of the following organizations: Branch Center, Black Student Union, Kyiyo, LAMBDA, Latiné Student Union, Pacific Islander Club, or Women's Resource Center.

### Branch Center Based DEI Events

#### Tunnel of Oppression

Tunnel of Oppression is a campus grassroots diversity program that originated in 1993 at Western Illinois University. Using the Museum of Tolerance in Los Angeles, California as a model, Tunnel strives to give people a way to experience oppression in a hands-on way. By engaging emotions of the participants, it allows the accounts expressed in the program to be truly effective. People may have never been placed in these types of situations, and they obtain a sense of what it actually feels like to be oppressed or discriminated through the sights and sounds they experience. While Tunnel may be disturbing, it is an effective tool used to teach people about how it really feels to be in the various situations.

#### DiverseU

Diversity at The University of Montana is an essential component of academic excellence and DiverseU provides an opportunity to contribute to the diversity efforts at UM. This is a campus-wide series of events focused on topics of diversity and promoting civil discourse. Students, faculty, staff, alumni, and community members discuss, present, perform, and exhibit art throughout the event. The DiverseU experience gives you an even broader platform to share your ideas, research, and art in a flexible format. We are accepting workshop and research presentations, poetry and short story readings, discussion topics, art pieces, lectures, vignettes, dances, and more.

Contact:

Contact

Salena Beaumont Hill, Director of Inclusive Excellence

Office UC 206

Phone (406) 243-5776

Email [salena.hill@mso.umt.edu](mailto:salena.hill@mso.umt.edu)

## Diversity Advisory Council

---

The Diversity Advisory Council (DAC) acknowledges and affirms diversity in its myriad forms through support and promotion of persons, campus- and community-based groups, and educational initiatives representing diverse cultural perspectives and sociodemographic backgrounds. As active agents in decision making, the DAC advises the University President and the campus community on matters related to diversity, equity, and inclusion.

Contact:

Office of the President

(406) 243-2311

[thepresident@umontana.edu](mailto:thepresident@umontana.edu)

32 Campus Drive  
Missoula, MT 59812

## Office of Equal Opportunity and Title IX

---

The Office of Equal Opportunity & Title IX supports UM's commitment to diverse and inclusive working and learning environments free from all forms of discrimination, harassment, and sexual misconduct. We work to eliminate barriers inhibiting individuals from achieving their full potential in education, employment, and other programs at the University.

Through a process which centers on unbiased investigation, students can report issues of discrimination, bias, harassment and retaliation online or in person at the EEO Title IX Office.

Our services provide for resources and protective and supportive measures to stop and address the effects of prohibited conduct.

Contact:

Main

(406) 243-5710

eoaa@mso.umt.edu

Office of Equal Opportunity and Title IX

006 University Hall

32 Campus Drive

Missoula, MT 59812

## Curry Health Center

---

Curry Health Center provides quality, affordable and accessible health care for students at UM. Our Medical, Counseling, Dental and Wellness departments promote a healthy campus by partnering with students in meeting their health care needs within a framework of compassion, respect and inclusiveness.

Via a Student Success based funding stream, Curry Health Center offers BIPOC specific counseling services provided by a PhD. Accredited counselor.

Curry Health Center is open Monday-Friday 8am-5pm during the academic year. We are closed weekends, academic breaks and holidays. We will provide medication refills over academic breaks if needed.

You do not need to have the student health insurance to be seen at Curry Health Center.

To make an appointment please call 406-243-2122.

Curry Health Center does offer online scheduling for future appointments. If you wish to schedule online please go to the Patient Portal and go to the Appts tab on the top bar. There will be instructions as to how and what you can schedule.

Same day appointments are available for urgent needs. Please call 406-243-2122 to make a same day appointment. Walk-in care available within the Medical clinic for urgent needs.

Contact us:

Main

(406) 243-2122

Medical  
(406) 243-4330  
Counseling  
(406) 243-4712  
Dental  
(406) 243-5445  
Wellness  
(406) 243-2809  
Pharmacy  
(406) 243-5171  
Insurance  
(406) 243-2844  
contactcurry@mso.umt.edu

MedReception@mso.umt.edu  
Curry Health Center  
University of Montana  
634 Eddy Ave.  
Missoula, MT 59812  
<https://www.umt.edu/curry-health-center/>

## Martin Luther King Holiday Committee (Campus)

---

### Charge

To plan events on the University of Montana campus and in partnership with the Missoula community committee to commemorate the life of Martin Luther King, Jr.

### Committee Chair

Tobin Miller-Shearer, African American Studies

### Faculty

Greg Campbell, Anthropology

Ashley Trautman, Social Work

### Staff (Two)

Murray Pierce, Student Success

### Vacant

### Student (Two)

### Vacant

### Vacant

### Contact:

#### Main

(406) 243-6225

tobin.shearer@umontana.edu

African-American Studies

LA 101

32 Campus Drive

Missoula, MT 59812

## President's Lecture Series

---

The President's Lecture Series will provide an opportunity for all to gather, learn and discuss a variety of diverse and inclusive ideas and issues that animate our communities. President Bodnar looks forward to hosting a series that challenges all of us to engage in meaningful—and enjoyable—learning both on campus and in the community.

Contact:

Main

(406) 243-2311

[thepresident@umontana.edu](mailto:thepresident@umontana.edu)

Office of the President

University Hall 109

32 Campus Drive

Missoula, MT 59812

## UMBSU Affiliated Scholarships

---

### 1. The University of Montana African American Studies Doss Scholarship

The University of Montana's African American Studies Program has a rich and illustrious history on campus, in the Missoula community and throughout our nation. Efforts towards this program started in 1967 by four UM African American students, Thamani Akbar, Dee Daniels, Mace Gray and Herb White. Under the guise of the UM Black Student Union, these students petitioned then UM President Richard Panzer to establish a Black Studies Program on campus.

Ulysses Doss was the first Director of the University of Montana's Black Studies Program. Doss, a social activist from Chicago, arrived on the UM campus in the spring of 1968. He is credited with generating support for the program, at the time, the third such program on a college campus in the nation.

The Ulysses Doss scholarship seeks to identify and reward deserving students who have demonstrated a commitment to diversity on the University of Montana campus and in the Missoula community.

Applicants must excel academically, exhibit exceptional leadership potential, participate in community service activities and demonstrate financial need. The applicant must be a US citizen or hold a permanent resident visa card.

### 2. Naseby and Evelyn Rhinehart Scholarship

This scholarship was created by the children of Naseby and Evelyn Rhinehart. Naseby "Doc" Rhinehart was an African American athlete and athletic trainer at the University of Montana for 47 years, from 1935 to 1982. He came to Missoula in 1931 from Milwaukee, Wis., to play football and basketball. He also competed in track and field where he had bests of 23 feet in the long jump and 140 feet in the discus.

After graduating in 1935 from The University of Montana, Rhinehart was asked if he was interested in becoming the UM head certified athletic trainer. He accepted and became one of the first African Americans to hold this position in the country. He stayed at the University for 47 years, retiring in 1982. He was also one of the first people in the nation to develop an athletic

training curriculum (1971) at a university. Throughout his life “Nase” remained a mentor and inspiring figure in the lives of both student-athletes and students in the University of Montana community.

The scholarship is designated for members of the Black Student Union who have shown academic progress, have performed community service, and are U.S. citizens. The student must also have financial need, as determined by the Financial Aid Need Analysis form.

Contact:

Murray Pierce, Director of Multicultural Affairs  
Officer of the Vice Provost for Student Success  
32 Campus Drive  
Missoula, MT 59812  
(406) 243-5225

## SECTION II: Community-Based Resources

### The Montana Black Collective-Missoula (MBC-M)

---

The Montana Black Collective-Missoula (MBC-M) is a grassroots organization which seeks to engage and empower persons of African ancestry living in the Missoula community. As our Mission Statement indicates, we are collectively committed to stimulating intellectual, political and social growth amongst our membership. We are further committed to the deconstruction of racism of all forms throughout the larger community.

It is our desire to see our local efforts on Black activism duplicated across Montana, hence our name references the engagement of the entire state with a primary emphasis on impacting major metropolitan locales.

#### What we believe:

- We hold that the specific cultural realities of our members deserve the same respect afforded other similar groups and programs.
- We believe that the Missoula community validates the importance of African and African-American community members by acknowledging the varying contributions and needs of our membership.
- We value community-wide growth and development and strive for cross-cultural understanding and appreciation of all of our diverse histories and experiences.

#### Our Mission:

- The Montana Black Collective-Missoula seeks to engage and empower persons of African ancestry living in the Missoula community.
- We are dedicated to stimulating intellectual, political and social growth amongst our membership.
- We are further committed to the deconstruction of racism of all forms throughout Montana and beyond.

## Our Vision:

- We envision a future where through collaborative efforts, we will aid in creating a community where we are afforded fair and equitable treatment in all aspects of life irrespective of race, creed, color, sexual orientation and other identity defining characteristics.
- To this end, we pledge to continually work to investigate and seek to implement policies and practices which aid in making Montana a safer and more secure place to live, work, study, raise our families.

## Our Nine Core Values:

- Education
- Cross cultural understanding realized through collaboration and compassion
- Civic engagement
- Dismantling racism
- Diversity and inclusion efforts
- Equitable outcomes
- Social justice
- Economic justice
- Transcendence

## Our Goals:

- To support our membership in community engagement efforts and developing personal growth.
- Develop and implement programs and services beneficial to our cultural heritage as well as our collectively defined needs.
- To address racism in all forms in our individual lives and the greater community
- To instill a sense of pride and appreciation for our culture.

## Our Objectives:

- Promotion of anti-racism education amongst membership and the larger community.
- Integration of African American history in k-12 classrooms in Montana.
- Provide mentoring opportunities for minority children.
- Local political engagement.

## What we do:

- Aid in creating a safe atmosphere which encourages relationship building, fosters collaboration, and aids our members in achieving their fullest potential.
- Facilitate our members in connecting or reconnecting with the local Black community.
- Assist in developing/expanding culturally appropriate services in the Missoula area.
- Challenge status-quo dictums and replace them with equity based outcomes.

## How we do it:

- Provide specific experiential learning opportunities for the public at large regarding issues specific to the Black community.
- Aid in vetting programs and initiatives which impact our population.

- Ensuring our voices are heard in policy design and execution where we are implicated.
- Speak out against racism and other forms of identity based harm

#### **MBC-M Focus Areas:**

- Education (Primary; Secondary);Intragroup Education (Black History; Current Implications);
- Housing assistance;
- Health Care;
- Public engagement (Community Outreach, Law enforcement, Local Government, Voter registration; Education)
- Employment aid;
- Art, Activism and Cultural Awareness and Appreciation opportunities.

#### **MBC-M Initiatives in Development:**

##### **1. BIPOC Youth in Action Initiative**

A youth led organization designed to address the cares and concerns of young folk of color in the Missoula community. Emphasis is on understanding the nature of racism and its impact in our community.

##### **2. The Learning Tree initiative/The Virtual Brown Bag**

An internal-centered effort designed to increase the social justice skill-set of our members. We are intent upon paying particular attention to educating our membership in that we may have substantive, fact based, historically backed information in conversing with the community about Black centered issues.

##### **3. Bearing Witness Initiative**

Developing opportunities for our membership to offer Afrocentric perspectives on community projects which impact our population.

##### **4. Community Education Initiatives**

Our members have organized discussion platforms on films and events in our community which impact folks of color.

#### **Current MBC-M Affiliated Projects:**

- Montana Historical Society/PBS Black Women in Montana Project
- Fort Missoula Buffalo Soldiers Quasquicentennial 2022 Celebration
- United Way 0-5 initiative
- Bias Incident Mitigation Team development via University of Montana
- BIPOC Specific “Services Guide” Development (internal)
- Community Connections Minority Mentoring Program
- MBC-M Speakers Program
- MBC-M Youth-Building Black Futures
- Missoula Community Martin Luther King Holiday Planning Committee
- University of Montana Martin Luther King Holiday Planning Committee
- University of Montana Black Solidarity Summit

## Upcoming Events of Interest

- 2023 Juneteenth Celebration
- Events Sponsored by the Montana Racial Equity Project
- MBC-M monthly meeting- Date and time TBA
- “Soul Food Sundays” reoccurring community social and culinary event

For further information please email United Way Missoula @ [gabe@missoulaunitedway.org](mailto:gabe@missoulaunitedway.org)

## The Montana Racial Equity Project

---

Located in Helena Montana and impacting the entire state, the Montana Racial Equity Project is the leading advocate for those affected by our cause. You can count on our organization to ensure your voice is heard. It's with your help that we can make a difference. Learn more and get involved.

### Projects

Our grassroots network is an integral part of our larger community. Team up with us and see what a huge difference a little bit of your time can make.

### Events

Fundraisers and events help us raise awareness and generate crucial resources in support of our cause. Join us at our next event and see how you can get involved.

For more information visit our website at: <https://www.themtrep.org/>

## Martin Luther King Holiday Committee (Community)

---

Every year Missoula's MLK Day Celebration Committee honors the life and legacy of Dr. Martin Luther King by engaging our community in dialogue about race and justice through a virtual Intergenerational and community-led celebration. It is the mission of the Missoula MLK Day planning team to build a community-wide celebration providing educational, service, and advocacy events within Missoula to help elevate and remember the work of the civil rights movement and Dr. Martin Luther King Jr.'s legacy; committing our community to ongoing anti-racism and human rights work today and in the future. We acknowledge that the work of the civil rights movement is intersectional. Therefore, while many events focus on issues of racial justice, we realize the need for empowerment for many in our community and beyond.

As we congregate today on land inhabited from time immemorial by the Salish, Pend d'Oreilles, and Blackfoot people and in the spirit of the civil rights movement, we acknowledge the historical and ongoing trauma of native and Indigenous peoples across our country and especially here in Western Montana. The Missoula MLK Day Committee seeks to utilize our platform to honor, support, and empower their voices and those of other historically marginalized communities. In the spirit of Dr. King, we wish to continue and expand upon his legacy by addressing the intersecting issues of diversity, inclusion, and civil rights in the modern age while acknowledging and addressing the historical trauma wrought by colonialism, genocide, slavery, and segregation. Through the awareness of Dr. King's timeless teachings, we can navigate our choices when confronted with issues of human rights in the future.

### Contact:

<https://www.empowermt.org/community/dr-martin-luther-king-jr-missoula-community-celebration/>  
<https://empowermt.org>

The ACLU is our nation's premier civil rights and civil liberties organization. We are the unwavering voice of freedom, fairness and equality for all people in America and have been at the forefront of virtually every major battle for freedom and justice in the country for a century. We work in the courts, the legislatures, and communities across the nation to protect and extend basic rights for everyone. The ACLU is fueled by more than a million members and supporters as well as thousands of volunteers.

The ACLU of Montana, an affiliate of the national ACLU, was founded in 1972. Being part of a nationwide organization allows us to have an even greater impact in our state.

### Highlights of Our Work

#### **Indigenous Justice**

*Windy Boy v. Big Horn County* (1982) was the first lawsuit to apply the federal Voting Rights Act to protect Native Americans' right to vote by challenging processes that diluted Indigenous communities' voting strength. After the case, an Indigenous person was elected to the Big Horn County Commission for the first time in history.

*Old Person et alia v. Brown* (1996): Fought to create majority minority legislative districts to see that Indian voting strength was not diluted in a statewide redistricting plan.

#### **Criminal Justice**

In *White v. Martz* (2002), we challenged the State of Montana and various counties regarding inadequacies of the county-run public defender system. The settlement resulted in the creation of a state-wide public defender system intended to embody the ideals of providing defense for people who need it.

*Langford v. Bullock* (1995): Class action suit on behalf of inmates at MT State Prison following 1991 riot, challenging numerous areas of mistreatment, including lack of medical care, training, rehabilitation and work programs, and failure to comply with ADA.

In 2019, we worked to pass a law ending debt-based driver's license suspensions. This a step toward ending the criminalization of poverty in Montana.

#### **LGBTQ Equality**

Through grassroots organizing, advocacy, and the courtroom, we defeated the anti-transgender ballot initiative I-183.

We achieved marriage equality in *Rolando v. State* (2014); health insurance for same sex partners in *Donaldson and Guggenheim v. Montana* (2004) and *Snetsinger v. Montana University System* (2003); and parental rights for same sex couples in *Kulstad v. Maniaci* (2009).

#### **Reproductive Freedom**

Each legislative session, we work with allies to kill any bill that would restrict access to abortion. In our current case, *Weems v. State*, we seek to remove restricting Advanced Practice Registered Nurses from providing abortion care.

For more information please visit our website at: <https://www.aclumontana.org/en>

## Montana Human Rights Network

---

### Who We Are

The mission of the Montana Human Rights Network is to organize Montana residents to realize their power to create pluralism, justice, and equality in their communities. We challenge bigotry and discrimination, support marginalized people, and advocate for legislation that honors everyone's basic rights.

### What We Do

We expand human rights in Montana by pursuing progressive public policy, combating white nationalism, and supporting community organizing. We address issues of: LGBT Equality, Economic Justice, Immigrant/Refugee Rights, Anti-Semitism & Islamophobia, and Tribal Sovereignty.

### Hate Reporting & Response

Confidently report incidents of bigotry, intimidation, harassment and violence using the link below. Use the Rapid Response Guide when your community is confronting hate & bigotry.

Areas of Impact:

- Progressive Public Policy
- Community Organizing
- Combating White Nationalism
- Arts and Activism
- LGBTQ Equality Project
- Economic Human Rights
- Immigrant and Refugee Rights
- Confronting Anti-Semitism and Islamophobia
- Reproductive Rights
- Tribal Sovereignty
- Death Penalty Abolition
- Protecting Public Education

For more information please visit our website at: <https://mhrn.org/>

## YWCA Racial Justice Initiative

---

At YWCA Missoula, we are committed to building a more just world. Because of systemic racism, Black, Indigenous and other people of color that we serve in our programs face additional challenges when it comes to finding permanent housing and employment, getting an education, leaving a violent partner, encountering law enforcement, and accessing health care. The Racial Justice Initiative includes community outreach, education and partnerships, as well as internal training, to better address both immediate needs of program participants and the root causes of those needs.

For more information, visit our website at: <https://www.ywcamissoula.org/services/racial-justice/>

## Empower Montana

---

EmpowerMT creates a more just and inclusive society by developing youth and adult leaders who work to end mistreatment, correct systemic inequalities and strengthen communities across Montana.

EmpowerMT envisions a Montana where each person is respected, where differences are understood, where youth, institutions, and communities share a commitment to correct injustices, and where all people have the opportunity to thrive without the risk of violence or oppression.

For more on who we are and what we do, please visit our website at: <https://empowermt.org>

## United Way of Missoula County

---

Our Mission: Building a Better Community for All

United Way of Missoula County builds a better community for all, specifically in the areas of education, financial stability, and health.

Our Initiatives

We serve as a leader, collaborator, and fundraiser for these community programs.

Programs

Education

5-2-1-0 Let's Move!

Back to School Backpack Program

Imagination Library

Parent Leadership Training Institute (PLTI)

Zero to Five Missoula

Health

Missoula Substance Use Disorder Connect

Project Tomorrow Montana

Financial Security

Housing Solutions Fund

Reaching Home.

Temporary Safe Outdoor Space

Disaster and Emergency

Wildfire Ready Missoula

Other Programs

Non-Profit Resources

Black Collective Montana

TransVisible Montana

For more information, please contact us at: <https://missoulaunitedway.org/>

### Increasing Access To Outdoor Activities For People Of Color & Intersecting Communities

#### Our Mission

We Want Improve Access & Increase Participation To Outdoor Activities

It is our mission to engage, empower, and elevate communities of color to spend time outside in a safe and informed way, thereby building an outdoor community of People of Color and developing leaders within that community.

#### Our Vision

We Envision Increased Representation Among Leadership & Participation In Outdoor Activities

We envision increased representation for People of Color and intersecting communities among leadership and participation in outdoor communities as well as improved access to opportunities for connection, fun, and healing that nature can provide.

#### Contact:

[www.heremontana.org](http://www.heremontana.org)

Instagram: @here\_montana