

UNIVERSITY OF MICHIGAN

First-Generation Student

GRADUATION CELEBRATION

2024



FIRST GENERATION
UNIVERSITY OF MICHIGAN



What are the best qualities of being a first-generation student?

Courageous Persistence Open-minded
Having a sense of initiative and independence Experience
Bring to un Embra
Enthusiasm less
Determination ex
Understand how



PROGRAM

WELCOME

Dr. Katrina Wade-Golden

Associate Vice Provost for Equity & Inclusion,
Deputy Chief Diversity Officer, and Director of Implementation
for the Office of Diversity, Equity & Inclusion

KEYNOTE SPEAKER

Chyrisha C. Rucker

M.D. Candidate, MS3
American University of the Caribbean School of Medicine

STUDENT SPEAKER

César Vargas

PRESENTATION OF THE GRADUATES

CLOSING

Dr. Terra Molengraff

Assistant Director of First-Generation Initiatives

RECOGNITION FROM UNIVERSITY LEADERSHIP

We recognize the University of Michigan 2024 First Generation graduates with great enthusiasm and pride!

As first-generation college students, you have embarked on a unique journey, one where dreams have transformed into reality. This path, though challenging, is a testament to your resilience and inspiration for those who follow you.

As we honor this extraordinary class of trailblazers, we are excited about the opportunities that await you. We are confident that your skills, talent, drive, and commitment are the reason you will succeed and overcome any challenges you may face.

Being a Michigan graduate means more than just joining a community of 600 million Michigan alums worldwide. It means becoming part of a network of more than half a million friends, colleagues, and mentors, all ready to embrace you as you embark on the next chapter of your life. Your knowledge and experiences are not just personal achievements, but powerful tools to create a significant impact in the world.

Go forward and do great things with all that you have learned. Carry with you the sense of self-assurance that you have created trailheads for others to follow to reach the top of the mountain. Celebrate that you have demonstrated the courage for future first-generation students to follow these trailheads or explore new ones.

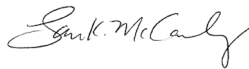
Share the talents, dreams, and aspirations you have seized here on campus with the world.

We wish you success and happiness for all that comes next.

Finally, whatever you do and wherever you go, Go BLUE!



Santa J. Ono
President



Laurie K. McCauley
Provost & Executive Vice President
for Academic Affairs



Martino Harmon
Vice President for Student Life



Tabbye M. Chavous
Vice Provost for Equity & Inclusion
and Chief Diversity Officer

OAMI'S EXPRESSION OF GRATITUDE

Congratulations, first-gen graduates! I want to honor your hard work, dedication, and perseverance as you celebrate this incredible achievement. Graduating from the University of Michigan is a significant accomplishment, and doing so as a first-generation student is even more commendable.

Your journey has been unique, marked by challenges, sacrifices, and moments of triumph. As a first-generation graduate, you have laid the foundation for a promising career, created a lasting legacy for yourself and your family, and overcome doubt and fear, blazing a trail for those who come after you. You did this all during a global pandemic that forced you into remote learning, making that hidden curriculum even more challenging to find and understand. But you succeeded; your day has come, and your time is now.

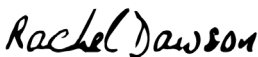
As you reflect on your time at Michigan, I want to acknowledge how much you have contributed to our campus community. Because of your leadership and engagement, your community is more energized and visible. Our faculty and staff better understand how to support students like you. We have more resources and spaces for those who come after you. We thank you for these and countless other contributions.

As you prepare to enter the next phase of your life, furthering your education, entering the workforce, or pursuing other dreams, remember this – you carry a spirit of resilience and the strength of your unique story. Being a first-generation graduate is a badge of honor, a testament to your resourcefulness and determination.

As you meet new challenges, remember to stay true to yourself, continue to learn and grow, and never forget the community that supported you along the way. You are a trailblazer, a pioneer, and a powerful example of what is possible when hard work meets opportunity.

Congratulations once again on this remarkable achievement. We are proud to call you alums and look forward to seeing the great things you will accomplish in the future.

Sincerely,



Rachel Dawson

Director for the Office of Multicultural Academic Initiatives

WELCOME SPEAKER



KATRINA WADE-GOLDEN, PH.D.

Associate Vice Provost for Equity & Inclusion,
Deputy Chief Diversity Officer, and Director of Implementation
for the Office of Diversity, Equity & Inclusion

Dr. Katrina Wade-Golden is the Deputy Chief Diversity Officer for the Office of Diversity, Equity & Inclusion (ODEI) and Director of Implementation for the Campuswide Diversity, Equity & Inclusion Strategic Plan. She brings over 25 years of administrative and research experience working with complex longitudinal datasets and has broad expertise leading research and strategy engagements in the corporate, higher education, and non-profit sectors, utilizing a wide range of qualitative and quantitative techniques. Dr. Wade-Golden possesses particular expertise in the areas of measurement, questionnaire design, social psychology, organizational dynamics, institutional diversity, and complex data analyses.

Her research interests are in the areas of organizational behavior and management, strategic planning, leadership development, change management, the impact of diversity and affirmative action on organizations, conflict resolution, stress, and work-family conflict.

She has published numerous articles, essays, monographs, and reports in these areas, and has published a book (2013), *The Chief Diversity Officer: Strategy, Structure, and Change Management* (co-authored with Damon A. Williams), that chronicles the work of an ongoing research project focused on Chief Diversity Officers at nearly 800 institutions across the country, and is the first publication to fully explicate the role of chief diversity officers in higher education.

KEYNOTE SPEAKER



CHYRISHA RUCKER

M.D. Candidate, MS3
American University of the Caribbean School of Medicine

Chyrisha Rucker is currently a third year medical student at The American University of the Caribbean School of Medicine. She earned a Bachelor of Arts in Women's Studies at the University of Michigan and a Masters of Business in Healthcare Administration at Cornerstone University.

She is a founding member of First Gens @ Michigan. The idea's inception occurred during a one-on-one meeting with Greg Merritt. That day transformed her thinking of what it meant to be first-gen. In 2007, the "Founding Five" student members, aimed to make the college experience for people who were the first in their families to attend college, a bit easier to navigate.

Today, Chyrisha is focused on becoming an OB/GYN. She is also a Birth and Postpartum Doula. She was a founding Doula with the Michigan Prison Doula Initiative and helped establish its roots in the women's prison system in the State of Michigan. Her hope is to help reduce maternal mortality rates by counteracting the social determinants that plague marginalized populations.

Chyrisha identifies as a Black, female, wife, mother, and first-generation, non-traditional student. She understands that these combined identities are underrepresented among medical professionals, and she is aiming to help change that narrative.

STUDENT SPEAKER



CÉSAR VARGAS

César is a distinguished senior at the University of Michigan, having transferred from Grand Rapids Community College. He is studying Graphics and Web Design at the Penny W. Stamps School of Art & Design, and User Experience Design at the School of Information. Recognized for his exceptional academic achievements, César has been placed on the Dean's List at both Grand Rapids Community College and the University of Michigan and awarded University Honors at Michigan.

His involvement extends beyond academics; he is a member of the Society of Hispanic Professional Engineers, a former intern at La Casa Leadership Academy, and a brother of the most honorable Sigma Lambda Beta International Fraternity Incorporated. Post-graduation, César has set his sights on interning at leading tech firms like Oracle and Meta, with aspirations to pursue a Master's in Information. His dedication to academic excellence and professional development marks him as a promising leader in the field of design and technology.

DOCTORAL GRADUATES

Leah Bernardo-Ciddio

Rackham Graduate School

Ancient Mediterranean Art and Archaeology; Latin

Siqi Li

College of Literature, Science, and the Arts

Chemistry

Javier Piñeiro

University of Michigan Law School,

Gerald R. Ford School of Public Policy

Juris Doctor; Public Policy

Lirong Shi

College of Literature, Science, and the Arts

Chemistry; Science, Technology and Public Policy

Brianna Young

School of Nursing

Nursing Practice - Adult-Gerontology Acute Care Nurse

Practitioner

MASTER'S GRADUATES

Rahilu Abdulatif

School of Public Health
Global Health Epidemiology

Viswanathan Balakrishnan

Stephen M. Ross School of Business
Business Management

Brittney Barros

Gerald R. Ford School
of Public Policy
Social Policy

Stacie Benison

Marsal Family School of Education
Higher Education

Tihnae Bennett

School of Social Work
Social Work; Community Change

Shantaris Brown

Rackham Graduate School
Sport Management

Carina Bustos

Stephen M. Ross School of Business
Technology

Chia Wen Cheng

Gerald R. Ford School of Public
Policy, Institute for Social Research
*Public Policy; Survey
and Data Science*

Lisa Cheung

Gerald R. Ford School of
Public Policy, Stephen M.
Ross School of Business
*Public Policy; Business
Administration*

Sumaiya Choudhury

College of Engineering
*Electrical and Computer
Engineering; Computer Vision*

Amit Das

School of Information
Big Data Analytics

Alfredo DeLaRosa

School of Information
UX Design and Agile Development

Camille Dixon

School of Public Health
*Health Behavior and
Health Education*

Joshua Ferguson

Stephen M. Ross School of Business
Business Administration

Jamie Fry

School of Public Health
General Epidemiology

Hana Galijasevic

School of Information
Information

Bushra Hasan

School of Public Health
*Health Behavior and
Health Education*

Quyen Hoang

School of Information
*User Experience Research
and Design*

Yimo Hou

Rackham Graduate School
Materials Science and Engineering

MASTER'S GRADUATES

Alexa Jones

School of Public Health
*Health Behavior and
Health Education*

Archana Kandasamy

Stephen M. Ross School of Business
Business Administration

Amanda Knapp (Aguirre)

Gerald R. Ford School
of Public Policy
Public Affairs

Tiffany Lee

School of Social Work
Social Work

Gina Meimann

Marsal Family School of Education
Higher Education

Tushar Mittal

Stephen M. Ross School of Business
Business Analytics

Alifaire Noreen

School for Environment
and Sustainability
*Sustainability and Development
and Behavior, Education,
and Communications*

Miriam Odabe

Stephen M. Ross School of Business
Business Administration

Rima Rahman

School of Social Work
Global Social Work

Coco Rios Escobar

School of Public Health
Nutritional Sciences & Dietetics

Melissa Rivera

School of Public Health
Nutritional Sciences-Dietetics

Caroline Ross

College of Engineering
Biomedical Engineering

La'Risha Scott

School of Social Work
*Interpersonal Practice in
Integrated Health, Mental Health,
and Substance Abuse Pathway*

Manish Shiwani

Stephen M. Ross School of Business
Business Administration

Sidharth Shanker Singh

Stephen M. Ross School of Business
*Specialization in Management
Science; Design Thinking
and Innovation*

Marcus Spinelli da Silva

School of Public Health
*Epidemiology, Global
Health Epidemiology*

Danica Swiggart

Gerald R. Ford School
of Public Policy
Public Policy

Fatoumata Traoré

Rackham Graduate School
Human Genetics

Mohan Koushik Tupakula

Stephen M. Ross School of Business
*Management Science; Data
& Business Analytics*

MASTER'S GRADUATES

Jessica Valencia Alvarado

Rackham Graduate School
*Survey Methodology
and Data Science*

Alejandro Villafuerte

College of Engineering;
Gerald R. Ford School of Public
Policy; School of Social Work
*Public Affairs; Social Work;
Innovation & Entrepreneurship*

Cat Hy Vo

School of Social Work
Social Work

Yuliya Yafimenka

Gerald R. Ford School
of Public Policy
Public Policy

Yuqian Yang

Rackham Graduate School
Biomedical Engineering

Iris Yuning Ye

School of Information
Information Science

Yanze Yu

Rackham Graduate School
*International and Regional
Studies; Chinese Studies*

BACHELOR'S GRADUATES

Rahat Aseem

School of Information
Information Analysis

Dahika Ahmed

College of Literature,
Science, and the Arts
*Psychology; Writing; User
Experience Design*

Kamaldeen Akorede

College of Literature,
Science, and the Arts
*Biology, Health, and Society;
Entrepreneurship*

Anissa Alam

School of Public Health
*Public Health Sciences,
Global Media Studies*

Rawan Aljaber

College of Engineering
Aerospace Engineering

Jachiin Ammons

College of Literature,
Science, and the Arts
Psychology

Anyia Baldus

College of Literature,
Science, and the Arts
Sociology; Social Work

Brianna Baliat

College of Literature,
Science, and the Arts
Computer Science

BACHELOR'S GRADUATES

Alexis Bandy

College of Literature,
Science, and the Arts
*Program in the Environment; Earth
and Environmental Science*

Jieyu Cai

College of Literature,
Science, and the Arts
Psychology; UX Design

Alexis Camarena Torres

College of Literature, Science, and the
Arts, Stephen M. Ross School of Business
*Business Administration;
Computer Science*

Nirbhay Chatani

College of Literature,
Science, and the Arts
*Organizational Studies; Philosophy,
Political Science, and Economics*

Nancy Chen

College of Literature,
Science, and the Arts
*Organizational Studies; Philosophy,
Politics, and Economics*

April Choe

College of Literature,
Science, and the Arts
Computer Science; Sociology

Nourin Chowdhury

College of Literature,
Science, and the Arts
*Biopsychology, Cognition
and Neuroscience*

Prince Chowdhury

College of Literature,
Science, and the Arts
Biomolecular Science

Rafael Cortes

School of Public Health
*Community and Global Public
Health; Biology, Gender and Health;
Science, Technology, and Society*

Cynthia Cottrell

College of Literature,
Science, and the Arts
*Biopsychology, Cognition
and Neuroscience; Women's
and Gender Studies*

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Science, and the Arts
Linguistics; Cognitive Science

Anabelle Dally

College of Literature,
Science, and the Arts
Neuroscience; Gender and Health

Hunter Divinagracia

College of Literature,
Science, and the Arts
Political Science

Trinity Dixon

College of Literature,
Science, and the Arts
*Sociology in Social Work;
Gender and Health*

Autumn Farnum

School of Nursing
Nursing; Gender and Health Studies

Hailey Fiel

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*Biology, Health, and Society;
Sweetland Writing Minor*

Cynthia Fout

College of Literature,
Science, and the Arts
Sociology; English

Pablo Garcia

College of Literature,
Science, and the Arts
Political Science; International Studies

BACHELOR'S GRADUATES

Víctor Luis García

Penny W. Stamps School of Art & Design
Fine Arts

Marissa Garrido

College of Literature,
Science, and the Arts
*Economics; Organizational
Studies; Quantitative Methods
in the Social Sciences*

Feaven Gebrezgi

School of Public Health
Public Health Sciences

MaShelle Gregory

College of Literature,
Science, and the Arts
Statistics

Riley Grice

Penny W. Stamps
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Fine Arts

Matthew Gross

College of Literature,
Science, and the Arts
Psychology

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College of Literature,
Science, and the Arts
Organizational Studies

Marnie Guamán

College of Engineering
*Environmental Engineering;
International Minor for Engineers;
Program in Sustainable Engineering*

Mayra Gutierrez

College of Literature,
Science, and the Arts
*Astronomy and Astrophysics;
Physics; Latina & Latino Studies*

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College of Literature,
Science, and the Arts
*Biopsychology, Cognition,
and Neuroscience*

Helen He

College of Literature,
Science, and the Arts
*Biopsychology Cognition
Neuroscience; Biology*

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College of Literature,
Science, and the Arts
Psychology; Gender, Race, and Nation

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School of Kinesiology
Movement Science

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School of Kinesiology
Movement Science

Judy Hoang

College of Literature,
Science, and the Arts
*Communication and
Media; Asian Studies*

Kristin Hollenbeck

College of Literature,
Science, and the Arts
Sociology

Jessica Hsu

School of Nursing
Nursing

Meagann Ibarra

College of Literature,
Science, and the Arts
Psychology

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College of Literature,
Science, and the Arts
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Neuroscience; Gender & Health*

Megan Keene

College of Literature,
Science, and the Arts
Earth & Environmental Science

Morgan King

College of Literature,
Science, and the Arts
Psychology; Spanish

Velyn Kwok

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Science; Entrepreneurship*

Sophia LaRose

College of Literature,
Science, and the Arts
*Biopsychology, Cognition,
and Neuroscience*

Keithan Lee

College of Literature,
Science, and the Arts
*Biopsychology, Cognition, and
Neuroscience; Physics*

Chenxuan Li

College of Literature,
Science, and the Arts
*Psychology; Sociology;
Entrepreneurships*

Ruixi Li

College of Literature,
Science, and the Arts
*Sociology; Quantitative
Methods in Social Sciences*

Shannon Liang

College of Literature,
Science, and the Arts
*Molecular, Cellular and Developmental
Biology; Art & Design*

Sinit Lijam

College of Literature,
Science, and the Arts
*Biopsychology, Cognition,
and Neuroscience; Science,
Technology, and Society*

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College of Literature,
Science, and the Arts
Asian Studies, Business

Irene Lopez

College of Literature,
Science, and the Arts
*Biopsychology, Cognition, and
Neuroscience; Latina/o Studies*

Isabel Lopez

School of Information
Information Analysis

Marcelo Lopez

College of Literature,
Science, and the Arts
*Computer Science; Digital Studies;
User Experience Design*

Haille Gabrielle Lopez-McDonald

College of Literature,
Science, and the Arts
Communication and Media

Olga Lydia Luna

College of Literature,
Science, and the Arts
*Biopsychology, Cognition, and
Neuroscience; Spanish; Community
Action and Social Change*

BACHELOR'S GRADUATES

Flora Luo

College of Literature,
Science, and the Arts
*Earth and Environmental Science;
Program in the Environment*

Gail Lyons

College of Literature,
Science, and the Arts
*Environmental Science; Earth
Sciences and Sustainability*

Mariam Majeed

Stephen M. Ross School of Business
Business Administration

Michael Martinez

College of Literature,
Science, and the Arts
Economics

Tiffanie Maust

College of Literature,
Science, and the Arts
General Studies

Riley McKenna

College of Engineering
Environmental Engineering

Chris Medina

College of Literature,
Science, and the Arts
Latina/o Studies; International Studies

Jose Melendez

School of Music, Theatre & Dance
Music

Dalayna Miller

College of Literature,
Science, and the Arts
Psychology

Yakirah Mitchel

College of Literature,
Science, and the Arts
*Sociology; Latin American
& Caribbean Studies*

LuzElena Molina-Medina

College of Literature,
Science, and the Arts
*Biopsychology, Cognition,
Neuroscience; Spanish*

Nina Nguyen

College of Literature,
Science, and the Arts
Neuroscience

Angeleia Ordoñez

School of Music, Theatre & Dance
*Fine Arts in Musical Theatre;
History of Religion*

Kamryn Palka

College of Literature,
Science, and the Arts
Psychology

Isabella Palomba

College of Literature,
Science, and the Arts
Neuroscience

Sukhman Parhar

School of Public Health
Public Health Sciences

Arely Pastrana Vega

College of Literature,
Science, and the Arts
Sociology; Social Work

Savanna Petersen

College of Literature,
Science, and the Arts
Organizational Studies; Writing

Kimberly Pham

College of Literature,
Science, and the Arts
*Biology, Health, and Society; Asian,
Pacific Islander American Studies*

Victoria Pinto

School of Music, Theatre & Dance
*Voice Performance; Performing Arts
Management & Entrepreneurship*

BACHELOR'S GRADUATES

Alexis Poupore

College of Literature,
Science, and the Arts
Biology, Health, and Society

Louis Ramirez

College of Literature,
Science, and the Arts
Economics

Siboney Rebolledo

College of Literature,
Science, and the Arts
Sociology

James Reddick

College of Engineering
Electrical Engineering

Luke Rinehart

College of Literature,
Science, and the Arts
Film, Television and Media; Sociology

Alison Roberson

College of Literature,
Science, and the Arts
Communication and Media Studies

Andrea Rodriguez

College of Literature,
Science, and the Arts
*Psychology; Community
Action and Social Change*

Maeli Rogers

College of Literature,
Science, and the Arts
Spanish; Linguistics

Justin Rousseau

College of Literature,
Science, and the Arts
Psychology; Statistics

Oscar Sanchez-Martinez

College of Engineering
*Engineering in Environmental
Engineering*

Marina Silva

College of Literature,
Science, and the Arts
Psychology

Marc Snooks

College of Literature,
Science, and the Arts
Film, Television, and Media

Maggie Sterling

College of Literature,
Science, and the Arts
Sociology

Aikaterina Stravoskoufis

College of Literature,
Science, and the Arts
Ecology and Evolutionary Biology

Karen Tineo

College of Literature,
Science, and the Arts
History; Sociology; Latina/o Studies

Jasper Tinoco

School of Information
Information Analysis

Adamari Torres-Arroyo

College of Literature,
Science, and the Arts
Economics, Spanish

Allana Tran

Penny W. Stamps School of Art &
Design, School of Information
Art & Design; User Experience Design

Nicole Tseung

College of Literature,
Science, and the Arts
Psychology

BACHELOR'S GRADUATES

Haazem Turaani

College of Engineering
Mechanical Engineering

Raymond Ugaz Carhuavilca

College of Literature,
Science, and the Arts
Biology

Lucy Van Hlu Pui

Stephen M. Ross School of Business
Business Administration

Nayla Vasquez

College of Literature,
Science, and the Arts
Gender and Health Honors

César Vargas

Penny W. Stamps School of Art &
Design, School of Information
Art and Design; User Experience

Secundino Vazquez

College of Engineering
Data Science

Christian Vega

College of Engineering
Computer Science

Leo Velasco

College of Literature,
Science, and the Arts
English

Jennifer Weir

College of Literature,
Science, and the Arts
Computer Science; Complex Systems

Paige Wiewiora

College of Literature,
Science, and the Arts
Statistics

Mackenzie Winebarger

College of Literature,
Science, and the Arts
*Psychology, Intergroup
Relations Education*

Gabrielle Wiwigacz

Stephen M. Ross School of Business
Business Administration; German

Fei Wu

College of Literature,
Science, and the Arts
Computer Science; Music

Justin Yang

College of Engineering
Computer Engineering

Victoria Zeng

College of Literature,
Science, and the Arts
*Biopsychology, Cognition, and
Neuroscience; Business administration*

Christina Zerka

College of Literature,
Science, and the Arts
*Biopsychology, Cognition and
Neuroscience; Entrepreneurship*

Yongxin Zheng

College of Literature,
Science, and the Arts
*Molecular Cellular and Developmental
Biology; Ecology and Evolutionary
Biology; Art & Design*

ACKNOWLEDGMENTS

Thank you to the offices, students, faculty, and staff that have supported first-generation programs throughout the year.

Joelle Fundaro
Adan Hussain
Dwight Lang
Sylvia Lang
Kierra Trotter

First Generation Students @ Michigan*
Office of Diversity, Equity and Inclusion
University Career Center
University Housing

*Founded in the Fall of 2007, First Generation College Students @ Michigan (FGCS) is a student organization dedicated to the goals of recognizing, raising awareness of, and resolving the unique needs of first-generation college students at the University of Michigan.

FIRST-GENERATION STUDENT GATEWAY

The First-Generation Gateway and its programs are a four-office collaborative effort. The directors and staff from each office provide leadership and support to the mission, goals, and strategies that contribute to first-generation student success.

Comprehensive Studies Program

Demond Davenport, Interim Director

Multi-Ethnic Student Affairs

Nadia Bazy, Director

Office of Academic Multicultural Initiatives

Rachel Dawson, Director

Office of New Student Programs

Joe Colangelo, Director

FIRST-GENERATION GRADUATION PLANNING COMMITTEE

The First Generation Graduation Celebration is a supplemental ceremony that acknowledges the unique experiences that come with being the first person in your family to graduate from college. The First Generation Graduation Committee is made up of students and staff from First-Generation College Students @ Michigan and the First Generation Gateway. The committee works together on several aspects of the celebration including the theme, speakers, marketing, graphic design, and community involvement.

Anabelle Dally
Pablo Garcia
Muhammad Irfan
Lexie Milukhin
Terra Molengraff
Aikaterina Stravoskufis

GRADUATION CELEBRATION HISTORY

The University of Michigan's First-Generation College Student @ Michigan student organization held its first graduation in 2009. This celebration was hosted in the living room of Dwight Lang, a sociology professor at the University of Michigan, and his wife, Sylvia. In 2011, the number of students participating in the graduation had grown, and the event was relocated to the Pond Room in the Michigan Union. In 2017, funding was provided through the Vice Provost, Robert Sellers, and the graduation was held in the Michigan Union Ballroom. In the same year, the Office of Academic Multicultural Initiatives, the Comprehensive Studies Program, the Office of New Student Programs, and Multi-Ethnic Student Affairs collaborated in hiring the first program manager for the university's First-Generation initiative and expanded the scope of First-Gen efforts. The graduation celebration continues to be a highlight of the program and comprises one of seven cultural graduations hosted annually by the Office of Academic Multicultural Initiatives.

GRADUATION CELEBRATION MISSION

The First-Generation Graduation celebrates the commonalities and differences that characterize the experiences of first-generation and other students at the University of Michigan and serves as an example of the University of Michigan's commitment to diversity.

The ceremony acknowledges the value and uniqueness of the first-generation student experience and serves to commemorate the accomplishments of those students that participate in the celebration. The First-Generation Graduation recognizes faculty and staff who provide academic enrichments, research opportunities, programs, and activities that promote the communal striving and sense of accountability that help students to achieve.

The Office of Academic Multicultural Initiatives, in partnership with the First-Generation Graduation Planning Committee, institutes this annual celebration as an expression and tradition of valuing the University's cultural offerings and commitment to diversity.

STATEMENT OF FREEDOM OF SPEECH AND ARTISTIC EXPRESSION

The University of Michigan strives to create an open forum in which diverse opinions can be expressed and heard. Members of the University community, speakers, artists, and other invited guests have a right to express their views and opinions, and the University will protect that right. The University also supports the rights of those with differing views to express their opinions. In the interest of protecting these rights for all, speech that breaks the law, violates the University of Michigan's code of conduct, or threatens harm to another person will not be tolerated. Persons engaging in such speech may be warned by University representatives, and if the warnings are not heeded, may be removed from the building. The policy extends and affirms University policies set forth by our Civil Liberties Board in our Student Handbook; and in the U-M Standard Practice Guide; Regents Ordinance Article XII, Section 1; and state statutes.

Regents of the University of Michigan

Jordan B. Acker, Huntington Woods
Michael J. Behm, Grand Blanc
Mark J. Bernstein, Ann Arbor
Paul W. Brown, Ann Arbor
Sarah Hubbard, Okemos
Denise Ilitch, Bingham Farms, chair
Ron Weiser, Ann Arbor
Katherine E. White, Ann Arbor
Santa Ono, *ex officio*

LAND AND LABOR ACKNOWLEDGMENT

The University of Michigan is located on the territory of the Anishinaabeg people. The Ann Arbor campus resides on land ceded through the Treaty of Detroit in 1807. Additionally, in 1817, the Ojibwe, Odawa, and Bodewadami Nations made the largest single land transfer to the University of Michigan, ceded through the Treaty of Fort Meigs, with the agreement that their children would be educated in perpetuity.

We assert the sovereignty of tribal lands and acknowledge the painful historical and ongoing genocide, forced assimilation, and displacement of Native communities in establishing the university.

We affirm contemporary and ancestral Anishinaabeg ties to this land, the profound contributions of Native American peoples to this institution, and the University's commitment to educating the children of Native ancestors.

We further recognize that whether you are on campus in Ann Arbor or elsewhere in the United States, we stand on land developed at the often-fatal expense of forcefully enslaved Black people. We acknowledge that much of this country, including its culture, economic growth, and development has been made possible by the labor of enslaved Africans and their descendants who suffered the horror of the transatlantic trafficking, chattel slavery, and dehumanization through segregation and Jim Crow laws.

We remember those who did not survive the Middle Passage, those who were beaten and lynched, and those who are still suffering while fighting for their freedom. We are indebted to their labor and unwilling sacrifice, and acknowledge the violence throughout the generations and the resulting impact and generational trauma still felt today.

The fights against settler colonialism and anti-blackness will always be inextricably linked. To the land, to the collective, and to the ancestors, we thank you, we thank you, we thank you.

NONDISCRIMINATION POLICY STATEMENT

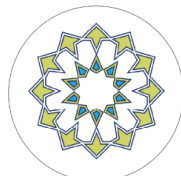
The University of Michigan, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions. Inquiries or complaints may be addressed to the Office for Institutional Equity - 734-763-0235, TTY 734-647-1388, institutional.equity@umich.edu.

CULTURAL GRADUATION CELEBRATIONS

OAMI's cultural graduation celebrations supplement the traditional U-M commencement. They are held during graduation week to express appreciation for the achievements, commonalities, and cultural differences that characterize the experiences of graduating students. Additionally, they offer a chance for students to recognize the impact of faculty and staff with awards and honors.

CELEBRATION SYMBOLS

These symbols are used by OAMI and the organizing committees to represent the seven cultural graduations:



Black Celebratory
Native Student Graduation
La Celebración Latina
Middle Eastern/North African Graduation

Asian & Pacific Islander Graduation
First-Generation Students Graduation
Undocumented Students Graduation

oami.umich.edu/grad-celebrations

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