

VOLUME 1, ISSUE 2, APRIL 2020

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CONTENTS

ALUMNI SPOTLIGHT

By ODETTTE FREDERIK TATANGMO MENO '21

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DIVERSITY & INCLUSION



By ELLEN KAZEMBE '20 and ESTHER KIM '22

As the world continues to grapple with the challenges of the COVID-19 pandemic, organizations are being forced to re-evaluate their strategies and priorities. One area that has gained significant attention is diversity and inclusion. In the past, diversity and inclusion were often seen as mere HR initiatives, but now they are being recognized as essential components of a successful business strategy. This shift is driven by a growing awareness of the benefits of diverse teams, including increased innovation, better decision-making, and improved employee engagement. As a result, many organizations are investing in diversity and inclusion programs, and there is a growing emphasis on creating a more inclusive and equitable workplace environment.

1 Ashleigh Nyambirai, Masters in International Trade and Commercial Law, Durham University, United Kingdom

As a student of International Trade and Commercial Law, I have seen firsthand how diversity and inclusion are becoming increasingly important in the business world. In my studies, I have learned that diverse teams are more innovative and better equipped to handle complex challenges. This is because team members bring different perspectives and experiences to the table, which leads to more creative solutions. Additionally, a diverse workforce is more resilient and adaptable, which is crucial in today's rapidly changing market. Organizations that prioritize diversity and inclusion are not only more successful in the long run but also more attractive to top talent. As a student, I believe it is essential for future business leaders to understand the value of diversity and inclusion and to work towards creating more inclusive environments.

2 Krista Grund-Wickramasekera, Economics and Political Science, Lake Forest College, United States

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7 Munotidaishe Timba, Sport and Exercise Science, the University of Northampton, United Kingdom

As a result of the COVID-19 pandemic, the world has been forced to re-evaluate its priorities and the way it operates. The pandemic has highlighted the need for a more inclusive and equitable society, one that values the contributions of all individuals and communities. This is a challenge that we must all face, and it is one that requires a collective effort. We must work together to create a world that is more just and more caring, one that is truly inclusive and equitable. This is the only way forward, and it is the only way to ensure a better future for all of us.

8 Devota Niyikiza, Psychology criminology and Justice, Edith Cowan University, Australia

The COVID-19 pandemic has brought to the forefront the need for a more inclusive and equitable society. It has highlighted the ways in which our current systems and structures are failing many of our most vulnerable populations. We must take action now to address these issues and to create a world that is more just and more caring. This is a challenge that we must all face, and it is one that requires a collective effort. We must work together to create a world that is truly inclusive and equitable. This is the only way forward, and it is the only way to ensure a better future for all of us.

It shifts the conversation from that of blame and guilt to that of accountability that of feeling

By **KOBENA AMOAH '23**

As the world's largest economy, the United States has a significant impact on the global economy. The country's economic strength is a result of its large and diverse market, its highly skilled workforce, and its strong legal and regulatory framework. The United States has a long history of economic growth and innovation, and it continues to be a global leader in many industries. The country's economic strength is a result of its large and diverse market, its highly skilled workforce, and its strong legal and regulatory framework. The United States has a long history of economic growth and innovation, and it continues to be a global leader in many industries.

By DENZEL MARUFU '23

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial operations. This section also highlights the role of internal controls in preventing fraud and errors.

2. The second part of the document focuses on the implementation of a robust risk management framework. It outlines the process of identifying, assessing, and mitigating various risks that could impact the organization's performance. Key elements include the establishment of risk appetite, the use of risk registers, and the implementation of control measures to address identified risks.

3. The third part of the document addresses the importance of effective communication and reporting. It stresses that clear and timely communication is crucial for ensuring that all stakeholders are informed of the organization's financial status and any potential issues. This section also discusses the role of management reports in providing decision-makers with the information they need to make informed choices.

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10. The tenth part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial operations. This section also highlights the role of internal controls in preventing fraud and errors.

By OLUWAFEYISAYO ADEYINKA '22

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Kazembe: What excites you the most about the I Choose the Ladder podcasts?

John: I love that you're talking about the

podcasts, and I love that you're talking about

the podcasts, and I love that you're talking about

Kazembe: Which listeners are you mainly targeting for your Podcast?

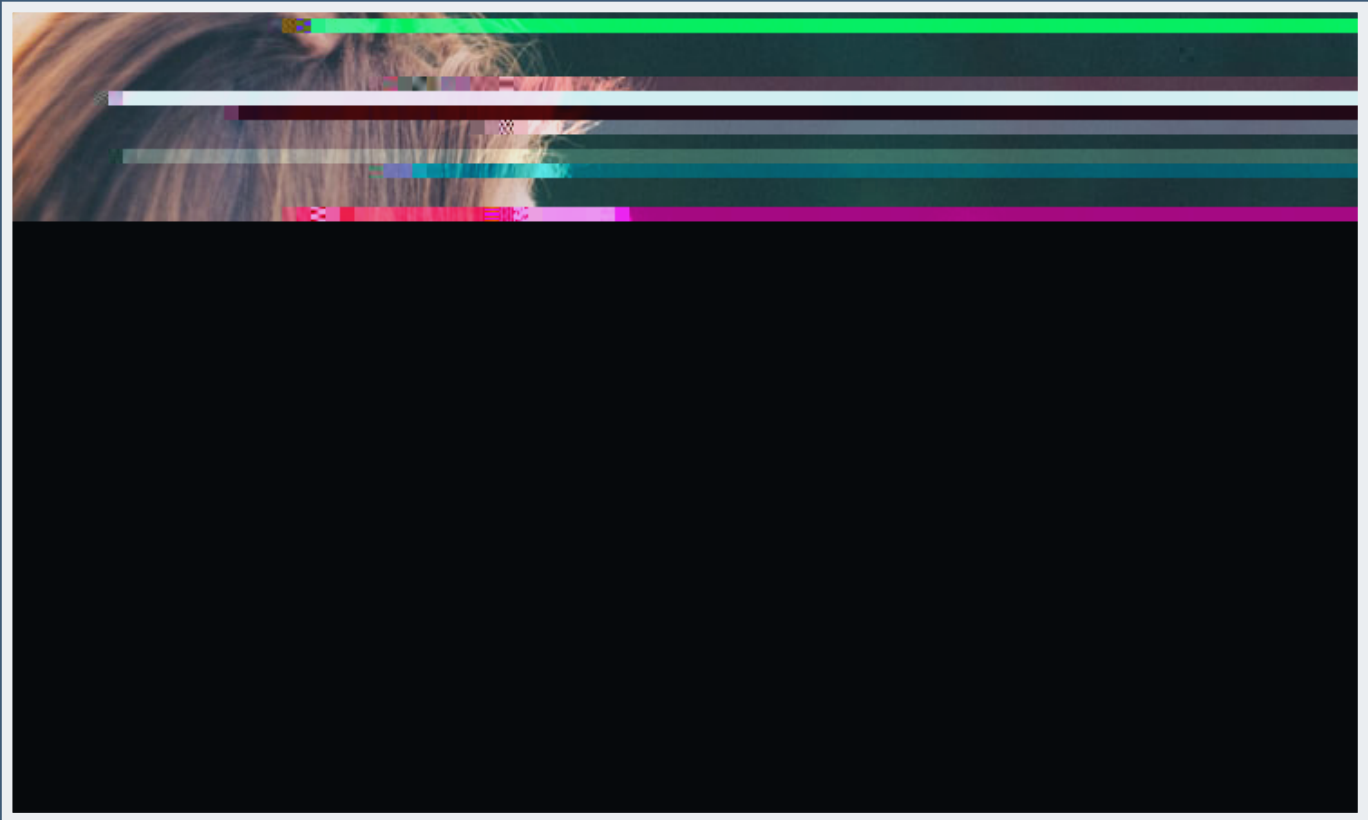
“For sports it’s a big deal. The NBA paused their season and it’s the same for the WNBA right? And for us, we are trying to figure out a new normal.”

Kazembe: Can you tell me about a time you overcame a challenge?

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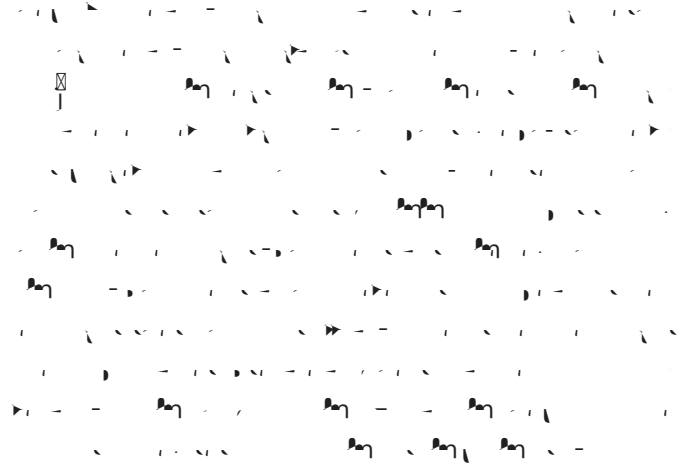
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By DENZEL MARUFU '23

Isabella Matambanadzo



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5 Danai Myezwa, South Africa

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9 Rune Øster Mortensen, Denmark

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16 Roie-Shaul Hillel, Israel

“The COVID-19 pandemic is a global health crisis that has exposed the fragility of our interconnected world. In Israel, the government has implemented strict measures to contain the virus, including a nationwide lockdown and a ban on international travel. These measures have been largely successful in preventing a large-scale outbreak, but they have also had significant economic and social impacts. The government has been praised for its swift and coordinated response, but it has also faced criticism for its handling of the crisis. The pandemic has highlighted the need for a more resilient and equitable global health system, and it has also underscored the importance of international cooperation and solidarity in addressing global health challenges.”

“The COVID-19 pandemic has also highlighted the need for a more resilient and equitable global health system, and it has also underscored the importance of international cooperation and solidarity in addressing global health challenges.”



By ELLEN KAZEMBE '20 and RENEE GORDON '22

Dr. Tariro Makadzange

Dr. Tariro Makadzange is an Associate Professor of Biochemistry and Biophysics at the University of Zimbabwe. He has a PhD in Biochemistry from the University of Zimbabwe and a postdoctoral fellowship from the University of Illinois at Urbana-Champaign. He is currently a senior research advisor at the University of Zimbabwe. He has published over 50 research papers in peer-reviewed journals and has supervised over 20 MSc and PhD students. He is also a member of the Zimbabwean Society of Biochemists and the African Society of Biochemists and Molecular Biologists. He is currently leading a research team that is focused on understanding the molecular mechanisms of drug resistance in HIV and malaria. He is also involved in teaching and mentoring students in the field of biochemistry and biophysics.

Kazembe: Why did you choose to study biochemistry and physics during your undergraduate years in College?

Dr. Makadzange: I chose to study biochemistry and physics because I was interested in understanding the molecular mechanisms of life and the physical world. I was particularly interested in the intersection of biology and physics, and how they can be used to understand complex systems. I was also interested in the practical applications of these fields, and how they can be used to solve real-world problems.

Kazembe: What sparked your interest in conducting HIV related research within the medical field?

Dr. Makadzange: My interest in HIV research was sparked by the discovery of the HIV virus and the realization that it was a major cause of AIDS. I was particularly interested in understanding the molecular mechanisms of HIV infection and how it could be prevented and treated. I was also interested in the social and economic impact of HIV, and how it could be addressed through public health interventions. I was particularly interested in the role of the immune system in HIV infection, and how it could be targeted for treatment. I was also interested in the role of the gut microbiome in HIV infection, and how it could be targeted for treatment. I was particularly interested in the role of the gut microbiome in HIV infection, and how it could be targeted for treatment.

HEALTH

Kazembe: Is there any particular achievement that you are most proud of?

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Kazembe: What do you enjoy doing during your free time?

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NEED HELP?

WORRIED ABOUT YOUR MENTAL HEALTH?

Use these resources!

NEED TO TALK?

- Call or email health and wellness to set up a same-day phone appointment
- Drop in on the virtual *Wellness Wherever coping group*, Tues 3-4pm (email us for meeting info)
- Ask a trusted staff or faculty for support

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ℓ Lauren White

ℓ Forester, 1992, p.145

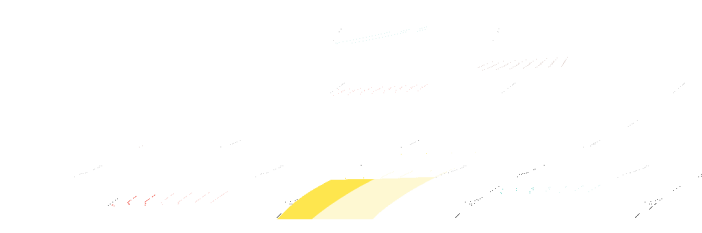
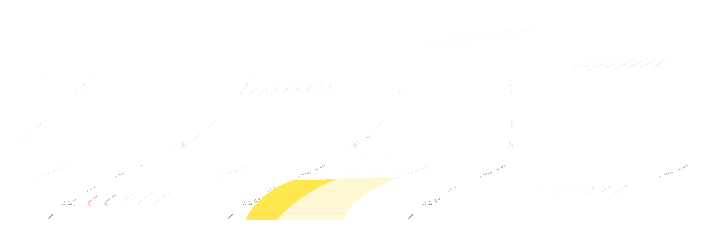
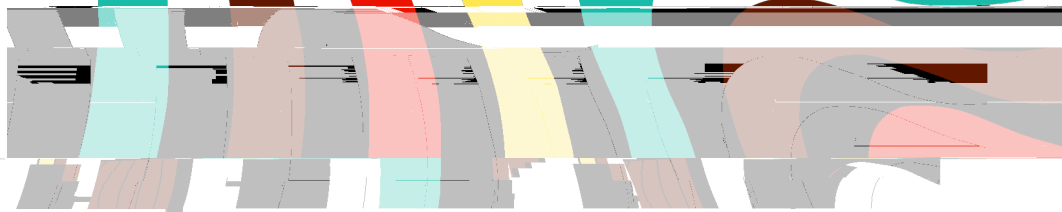
ℓ Forester, 1992, p.145

ℓ ℓ ℓ Justin Lubin

ℓ ℓ Forester, 1984, p.132

ℓ ℓ Forester, 1984, p.64

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Lake Forest College's Black Rap magazine is a student run publication. The main aims of the publication are to embrace diversity, celebrate differences and to raise awareness. This student-run publication also seeks to create a venue for collaboration and constructive dialogue between undergraduate students, faculty members and staff members.