

Monday, September 25th, 2017				
Time	Room	Title	Presenter	Description
1 - 2:15 p.m.	LSC Ballroom D	Fireside Chat on Subtle Sexism in the Workplace with <i>Feminist Fight Club</i> author Jessica Bennett	Jessica Bennett	Sponsored by the Women and Gender Collaborative, join us for a pre-Symposium fireside chat with author Jessica Bennett on challenging subtle sexism in the workplace on Monday, September 25th from 1 - 2:15 p.m. in Ballroom D.
Tuesday, September 26th, 2017				
Time	Room	Title	Presenter	Description
9:15 - 10:15 a.m.	LSC 322	Ally Cookies Are Delicious, But We Need To Stop Eating Them	David Polizzi	Over the last two years I have come to the realization that my activism has centered my self. I would post on Facebook about how socially just I was and would feel so fulfilled the more likes I received on a post. And when I would receive feedback on how to be better I would be so personally offended. Don't you know who I am? I am the most racially aware person, how dare you?!? After a lot of reflection I began to see how I had made this work about me. Facebook posts were not educating others, it was about how many likes I would receive. Activism that centers myself does nothing to further the cause of liberation. So then what does my activism look like? Activism that does not center whiteness means amplifying existing communities of color. If I want to truly create a socially just world, I have to realize it's not about me. And it never should be.
9:15 - 10:15 a.m.	LSC 376-378	Fostering Well-Being for Children Facing Challenging Socioeconomic Conditions	Reggie Gwinn	The word "Well Being" is a concept that has many meanings to many different people. However, my focus on this self-concept attempts to approach this arena in a purposeful way to bring about positive change and impact in the lives of children; positive change and impact even in the midst of power and privilege. However, with this approach to Well Being one must understand that students in adverse environments and conditions will have a much more difficult time finding the necessary components to fulfillment. I have already started to implement using my Curriculum in a Book I wrote entitled A. B.A.L.A.N.C.E.

9:15 - 10:15 a.m.	LSC 372-374	Parenting with Social Justice in Mind	Monica Rivera and Carmen Rivera	<p>This session will include parenting experts who have it all figured out and never ever mess anything up. Just kidding. Lets be real, being a parent/guardian/auntie/influencer-of-small-humans is hard-freakin-work. From the seemingly constant need to educate them about All. Of. The. Things. (seriously, why cant they come pre-programed??), to the profound pressure to not only keep them alive but also grow them into the kind, compassionate and socially conscious adults needed to lead our movements. Even the most well-intentioned of us struggle for guidance when it comes to issues of privilege and oppression and most "parenting" books don't take identity into account while doling out advice. In this session we will NOT give advice. Rather, will explore some of the strategies that parents use while attempting to raise socially conscious humans. While this session isn't only for parents, it is intended for folks who: 1. have (or will have) some level of direct influence over small humans as parents/family/guardians/teachers/babysitters/etc. and 2. come to the session with a baseline understanding of identity, power and privilege.</p>
9:15 - 10:15 a.m.	LSC 324	Sugar and Spice and Tired As Hell: An Exploration in Identity and Emotional Labor	Amy Gooch and Ginny Durakovich	<p>This presentation will explore emotional labor in helping professions with a specific focus on the impact of identities within this work. Participants will engage with topics related to intersectionality, particularly how people with marginalized identities take on a disproportionate share of emotional labor. By introducing care as a form of work, the presenters aim to create a dialogue about the exploitation of emotional labor inherent in helping fields such as higher education. Participants will begin to build tools around negotiating working conditions and boundaries to mitigate these demands and counteract burnout.</p>

10:30 - 11:30 a.m.	LSC 376-378	From Post-Grad to Seasoned Staff: Why Transitions Don't Get Easier	Stephanie Zee, Mitchell Holston, Jeffrey Mariano	<p>Regardless if it's your first professional position or not, transition to a new job, institution and its culture is never easy. This session, we will discuss Schlossberg's theory of marginality, as well as Yosso's Cultural Wealth Model and how these theories and models relate to social identity development to aid in our conversation on transition. We will also explore different situations we as professional staff make transitions with (e.g. family dependents, "trailing spouse" etc. In addition, we will also discuss how you as the person experiencing transition can request support or if you're the supervisor of someone going through a transition, how do you best support them? Participants will leave with tips in how to navigate the rough waters, and a better acknowledgement that this process, will never go any faster than it will in your head.</p>
10:30 - 11:30 a.m.	LSC 324	Hope Speaks: Stories and Experiences of Students Living with Traumatic Brain Injury	Sarah Beetch, Erica Tohtz, Brandon Kidney	<p>What do you know about brain injuries? What have you always wanted to ask someone about brain injuries (BIs)? This is your opportunity to ask and learn from students who live with the challenges of brain injuries every day. These students founded the CSU Brain Injury Community (CBIC), a SLICE organization dedicated to uniting students with brain injuries in support, friendship, and growth. Brain injury is a dimension of diversity on campus and in the community. A brain injury can impact anyone, anywhere and anytime – it does not discriminate. We will explore diversity from the perspectives of student leaders who have multiple traumatic brain injuries and who will discuss the different needs and challenges of having a BI. CBIC members will discuss the importance of connecting with others who experience similar yet diverse challenges. You will be inspired by the honesty, creativity, humor, and heart of these CSU students!</p>

10:30 - 11:30 a.m.	LSC 372-374	Is It Okay to Talk About Religion, Faith, and Beliefs at CSU?	Viviane Ephraimson-Abt, John Henderson, Peter Strening, and Christopher Watkins Lamb	Even though religion might be considered a taboo topic, our faith and belief perspectives are essential to our worldviews and an important part of understanding the intersectional nature of diversity. This session will cover resources available to the CSU community to support learning about and engaging in faith and belief perspectives, including a national benchmarking study about the interfaith climate at CSU, new spiritual and belief care services available to students, faculty and staff, and the variety of on and off-campus faith and belief groups who support our campus community.
10:30 - 11:30 a.m.	LSC 322	Supporting Transgender Students at CSU	Erin Hammersley, Vanessa Hayward, Christina Kuroiwa, Reed Trotter.	This interactive presentation will invite the audience to engage in discussion and critical thinking about the issues and experiences of students that identify as transgender and/or gender non-conforming. Discussion will include conversations about campus systems and processes that may inherently negatively impact students based on identities, resources available to support student success, and time for reflection, all in an effort to continue to work to create a campus community that values all students. The audience will also learn about various campus groups and committees that support transgender and gender non-conforming students. Campus experts will present.
11:30 - 1:30 p.m.	LSC Theatre	CSU Inspire	Alexis Kanda-Olmstead, Robert FranklinII, T'Hani Holt, and DeeDee Wright	Join us for a series of inspiring, "Ignite"-style talks featuring cutting-edge diversity and inclusion research and help yourselves to lunch, on us!

1:45 - 2:45 p.m.	LSC 372-374	Challenging Charity: Including All In Service Planning	Veronica Scheidler	<p>Service and volunteerism can yield incredible good in a community. However, too often the recipients of service are discussed in light of deficiencies rather than their strengths and ability to contribute. This workshop is designed to challenge the way service is typically discussed and advocate for community building, social justice-oriented approach to planning and implementing service that is designed to be inclusive of all socioeconomic statuses, cultures, etc. Attendees will leave with: - an understanding the difference between charity and social justice-oriented service, tools to examine bias in the way service is planned and implemented, and knowledge of the IPARDE service-learning process and how to use it to create inclusive service opportunities.</p>
1:45 - 2:45 p.m.	LSC 376-378	Education Abroad Community of Practice	Aimee Jones and Malaika Marable Serrano	<p>In the spirit of CSU's Principles of Community and commitment to Inclusive Excellence, the Office of International Programs has identified key strategic initiatives to increase diversity in education abroad. In this session, we will discuss the newly formed Community of Practice, which is designed as a brave space for faculty to engage in open dialogue, by examining barriers to education abroad, privilege, and social identities in cross-cultural contexts.</p>
1:45 - 2:45 p.m.	LSC 382	Navigating Diversity in Leadership	Kyle Oldham and Pamela Graglia	<p>With the current events and climate in the United States, it is essential to understand and recognize the inherent bias and misguidance present in society in terms of how we frame, teach, and embody leadership. This session will examine leadership as a multifaceted skill set, overlaying the complexities of intersectional identities to explore the challenges of what it means to be and develop leaders in an ever-changing global society. Who gets to make the rules, who gets to enforce the rules and who gets to lead by whose rules? Participants will engage in dialogue about their experiences, what's being seen as leadership and what is being accepted as leadership.</p>

1:45 - 2:45 p.m.	LSC 324	Seeking Racial Justice: Research, Practices, and Impacts	Dr. Louise Jennings, Dr. Doreen E. Martinez, Dr. Antonette Aragon, Dr. Vincent Basile, Dr. Jessica Gonzalez, Dr. Susana Muñoz	<p>What is racial justice? How does it impact research? The purpose of our presentation is to discuss with participants how we came to name our Center for Racial Justice Research and Advocacy; and, critically, why it matters. We focus on the deeper, structural analysis of racial in/justice recognizing the intersections of racism and other systems of oppression as well as privilege. Critically our work seeks to transform processes, practices, and policies that in turn leads and informs theory, research, and knowledge production. Please join us for an interactive discussion which explores the vital needs that prioritize racial justice research.</p>
3:00 - 4:00 p.m.	LSC 322	Diversity, Age, and Work: How Our Computers and Smartphones Can Help	Anna Walker and Shannon Lavey	<p>Older adults in the workplace offer many benefits: leadership skills, organization, and larger networks of contacts to name a few. However, as employees age, they may require tweaks to support full engagement at work. Tools built into our computers may help. Is it difficult to see your screen or uncomfortable to look at it all day? Has typing become slower or been causing you discomfort? Trouble keeping meeting notes organized? Come learn how our computers, phones, or other devices can help. Learn to remove barriers in this hands-on lab session, making age a diverse strength in our workplaces.</p>
3:00 - 4:00 p.m.	LSC 324	Engaging Women in Philanthropy	Shay Galto and Alexis Kanda-Olmstead	<p>Despite increases in female wealth and engagement, stereotypes around women in philanthropy still persist and inform institutional decisions. Women in the 21st Century make up 45% of all American millionaires, and women of all wealth levels often give more time, treasure, and talent than their male peers. Fundraising and engagement strategies must evolve to accompany this shift in philanthropy. This session examines how women currently engage in philanthropy at Colorado State University and strategies to strengthen ongoing initiatives. These include the Women in Philanthropy Committee, focus group interviews, and female-centered events. We will open dialogue on future opportunities for engagement.</p>

3:00 - 4:00 p.m.	LSC 372-374	First Year Survey and Reforming the Student Success Prediction Model	Jennifer Schneider	Colorado State University created the Taking Stock Program and Survey to better understand students' first year experiences, provide success opportunities and improve retention. Results (92% response rate for first year students in residence halls) are used to inform initiatives and uncover areas of improvements as shown by the data. Details of the instrument and evidence for a successful retention initiative will be shared. Results by subpopulations (e.g. First Generation, Students of Color, Gender, etc.) will be featured. Breakout groups for how to utilize the data in the student success model will follow as time permits.
3:00 - 4:00 p.m.	LSC 376-378	Model Minority Impact on Anti-Blackness Through Social Media	Stephanie Zee, Mitchell Holston, Jeffrey Mariano	This session examines how social media has impacted Asian/Asian-American views on anti-Blackness. White supremacy has served as a structure that has created both the model minority myth and anti-Blackness. The existence of the model minority myth, created as a survival/coping mechanism, has created a sense of anti-Blackness within Asian/Asian-American groups. The existence of anti-Blackness within Asian/Asian-American groups has been more recently represented on social media platforms in both positive and negative instances. There have recently been social media activists who have created movements to address anti-Blackness within Asian/Asian-American groups. This session will explore the history of anti-Blackness in Asian/Asian-American communities, how the model minority myth was a survival/coping mechanism, the impact social media has had on this topic, and how we can disrupt anti-Blackness within Asian/Asian-American communities.
5:30 - 7 p.m.	LSC Theatre	Keynote Speaker: Dr. Claude Steele	Dr. Claude Steele	Join us for our keynote session led by Dr. Claude Steele, a social psychologist and Professor of Psychology at UC Berkeley. Dr. Steele is best known for his work on stereotype threat and his 2010 book, <i>Whistling Vivaldi and Other Clues to How Stereotypes Affect Us</i> .

Wednesday, September 27th, 2017

Time	Room	Title	Presenter	Description
9:15 - 10:15 a.m.	LSC 322	Art and Understanding: Can Staring at Old Paintings Help You to Compassionately Connect with and Relate to People?	Heather Matthews	In an era when the instant gratification of digital media shapes and informs our opinions of people and policy, it is easy to get sucked into the often-defensive habit of making quick judgments and assumptions. Using the slower, more analog media of visual art and art history, we will explore a different approach to relating to those people and ideas that may otherwise seem hard to understand, or more dramatically, who we completely disagree with. If you wish you could better relate to a professor, understand some of your fellow students or colleagues, or simply connect better with your politically-opposite family member at Thanksgiving dinner, this may be just the session for you.
9:15 - 10:15 a.m.	LSC 324	Insights Into the International Student Experience	Lisa Pappas, Erin Tompkins, Liesl Luy	This session will explore the varied aspects of the international student and scholars experience focusing on the impact of the cross-cultural immersion, political and governmental influences and the trials and triumphs of individuals who have made the commitment to study or work in a Country and culture different from their own. The session will include brief lecture, a student panel and discussion.
9:15 - 10:15 a.m.	LSC 372-374	On Becoming Chingona	Carmen Rivera and Fabiola Mora	Being a Chingona is both a choice and an honor. It is a constant state of mind, not to be taken lightly. The emergence of chingona as a personal identifier/attitude/characteristic is a reclamation of identity for many Latinas. While it once was and can sometimes still be seen as a curse word in Spanish, it is a call to how we as Latinas can focus on our greater good, liberation, and self-care. Being chingona is not a singular thing. Rather, it is dynamic and personal but it focuses on the strength, power, and beauty that it is to be Latina. It calls on Latinas to be in community with each other. This session will explore the term and how people use it, and connect it to how it has fueled self-empowerment, liberation, and community.

9:15 - 10:15 a.m.	LSC 376-378	Self-Compassion as a Tool for Diversity Dialogues	Melissa Connally and Jessie Charbonneau	<p>Self-Compassion focuses on applying practices of self-kindness, mindfulness, and a sense of common humanity towards oneself in the face of life's difficulties (Neff, 2003). Self-compassion involves recognizing failings without self-condemnation, so that behaviors can be made toward growth. When applied to topics of diversity and increasing social justice advocacy, self-compassion practices may potentially serve as a powerful tool when approaching difficult topics of conversation and challenging interactions with self or others. Self-compassion may be useful in becoming aware of mistakes or areas of limited knowledge in the moment, offering forgiveness and understanding, and continuing to stay engaged. In this workshop, we will present on the basics of self-compassion, provide experiential exercises, and discuss how it can be applied in across contexts and individuals.</p>
10:30 - 11:30 a.m.	LSC 372-374	Inspiration Porn and Super Crips: A Critical Look at Disability in Popular Media	Joe Tiner	<p>Oftentimes in media people with disabilities are portrayed as nothing more than a stereotype. They are portrayed as a charity case who are in need of help, a heroic person who has overcome so much adversity in life, or someone who inspires others simply by getting out of bed in the morning. These depictions are not accurate to the true experience of someone with a disability, and only reinforce these stereotypes. This session will address these and other inaccurate portrayal of disabled people, and combat them by breaking down these stereotypes, and replacing them with accurate portrayals of people with disabilities.</p>

10:30 - 11:30 a.m.	LSC 376-378	Intersectional Growth Mindset for Serving First-Generation Students	Jill Putman and Fabiola Mora	<p>Research supports the benefits of cultivating a growth mindset within students to support success, but first-generation college students bring with them many intersecting identities, which may impact their ability to develop and utilize a growth mindset.</p> <p>An understanding of privilege and oppression in using the growth mindset model is critical to serving students holistically.</p> <p>The purpose of this presentation is to discuss the growth mindset framework and introduce intersectionality theory to develop strategies for understanding first-generation student identities and needs. Participants will be asked to share their experiences working with first-generation students and will leave with ideas of best practices to implement in their roles.</p>
10:30 - 11:30 a.m.	LSC 322	The Labor of Existence: Living Within a Binary Without Being Part of the Binary; Exclusion, Inclusion, and Resistance in the Era of Restroom Segregation	Karissa Stolen and Patrice Palmer	<p>This workshop will critically analyze the primary, secondary and tertiary experiences of binary exclusion and inclusion within institutions of higher education as it relates to restroom segregational policies affecting students and professionals. We will specifically explore visibility, policy, and action within academic institutions, as we hope to bring about dialogue around restroom policies. These policies are often talked about for students, but as professionals, what do these struggles look like? How do non-binary and trans professionals also navigate safety, security and privacy? Through discussion and interaction, we hope to enlighten, challenge and create conversations that will lead to better provisions for students and professionals alike.</p>
10:30 - 11:30 a.m.	LSC 324	WTF is Intersectionality?	Carl Olsen	<p>"Intersectionality" has become quite a buzzword in higher education and beyond. This interactive workshop will start with definitions, provide practical examples of its impact in the "real world", and then challenge participants to make it part of everyday practice.</p>

12:00 - 1:00 p.m.	LSC 324	2016 Employee Climate Survey	Jennifer Schneider	<p>The 2016 Employee Campus Climate Assessment, the third conducted in the past six years, was designed to assess employee perceptions related to campus and their immediate workplace. The survey included a variety of questions related to workload, work respect, leadership, search committees, the physical campus environment, diversity in the work environment, campus trainings, and campus perceptions. Results will be presented from the assessment with particular focus on underrepresented employee groups and how these outcomes contribute to the adaptive management of campus/workplace climate by informing institutional efforts of continuous quality improvement. Breakout groups will discuss the impact of these results as time permits.</p>
12:00 - 1:00 p.m.	LSC 322	Constrained Racial Diversity: Affirmative Action and Selective College Admissions	OiYan Poon	<p>Legal parameters for affirmative action in college admissions has significantly evolved over the years through the U.S. Supreme Court cases of <i>Regents of the University of California v. Bakke</i> (1978), <i>Grutter/Gratz v. Bollinger</i> (2003), <i>Fisher v. University of Texas</i> (2013), and <i>Fisher II</i> (2016). The Court has significantly constrained what colleges and universities can do to increase racial diversity in college student enrollments. Despite drastic roll backs of affirmative action in college admissions, myths and misinformation persist about what affirmative action is in higher education. This session will start with a brief overview of the state of affirmative action in selective college admissions nationally and in Colorado, followed by a mock holistic review admissions activity. The session will close with a dialogue about racialized debates over affirmative action in admissions and institutional strategies to increase racial diversity in higher education.</p>

12:00 - 1:00 p.m.	LSC 382	The Ambiguity of Togetherness: Diversity as an Always Evolving Process of Co-Creation and Self-Creation	Dr. Francisco Miraval	<p>“Together” is a word commonly used by many groups and organizations in the context of promoting or defending diversity. Yet, “together”, as Alfred North Withehead pointed out 80 years ago, is a “very ambiguous” word, both in a linguistic and in an existential sense. In this presentation, we will argue, using a philosophical approach, historical examples, and practical exercises, that the ambiguity of togetherness, far from being a problem to be solved, should be accepted and embraced as the foundation of a process of self-creation and co-creation leading to true inclusiveness, even in the context of our technological, globalized world.</p>
1:00 - 2:00 p.m.	LSC 322	Diverse Voices	Luna Martinez, Ashley Carlisle, Shane Kanatous, Arlene Nededog	<p>The purpose of the panel is to have representatives from each of the SDPS offices to answer anonymous questions, submitted from other students that will and may include any identity that the student identifies. Panelists will answer the question to the best of their ability, knowledge and use of their own experiences. Also, SACNAS advisors, Dr. Kanatous and Arlene Nededog, will be asking and monitoring the questions and discussion. We believe that through this panel we can reduce microaggressions, stereotypes and racial assumptions throughout our campus. However, we do note that our answers as panelists will not reflect the whole population, which will be announced at the event.</p>
1:00 - 2:00 p.m.	LSC 324	Explore, Engage, Discover: Making Education Abroad Affordable and Accessible to Diverse Students	Amy Young and Erica Norris	<p>This session will focus on two essential aspects of making Education Abroad accessible to diverse students. The first thirty minutes will focus on how to make education abroad affordable by offering tips on how to choose a program that fits a student's budget, how to apply for scholarships and grants, and fundraise. The second half will focus on concerns of diverse students. Amy will facilitate a panel of diverse education abroad alumni who will share their experiences abroad and address questions and concerns of students who are considering going abroad. Consideration of the unique needs of first-generation and/or low income students will be present throughout the entire session</p>

1:00 - 2:00 p.m.	LSC 372-374	How We Talk About Our Goals Matters: Centering Equity and Justice at CSU	Dafina-Lazarus Stewart	In March 2017, the presenter published an essay in <i>Inside Higher Education</i> that acknowledged the slow traction being gained regarding the experiences of minoritized students with hostile climates and discriminatory campus policies and practices. Ze went further to critique much of the current rhetoric centering diversity and inclusion in higher education as part of the reason why colleges and universities have failed to make significant gains in this area. Referred to as “the language of appeasement,” ze outlined eight questions that revealed the substantively different goals of diversity and inclusion versus equity and justice. In this session, the presenter will encourage attendees to apply a critical-realist view to CSU's policies and practices to determine the extent to which equity and justice are centered over diversity and inclusion. Attendees will also brainstorm alternative or revised policies and practices that would center equity and justice.
1:00 - 2:00 p.m.	LSC 376-378	What Does Your Cellphone Have to Do With Diversity?	Anna Walker and Shannon Lavey	Older adults in the workplace offer many benefits: leadership skills, organization, and larger networks of contacts to name a few. However, as employees age, they may require tweaks to support full engagement at work. Tools built into our computers may help. Is it difficult to see your screen or uncomfortable to look at it all day? Has typing become slower or been causing you discomfort? Trouble keeping meeting notes organized? Come learn how our computers, phones, or other devices can help. Learn to remove barriers in this hands-on lab session, making age a diverse strength in our workplaces.
2:00 - 3:00 p.m.	LSC North Ballroom	Chief Diversity Officer Panel	Mary Ontiveros, Flo King, Quill Phillips, Dr. Frank Tuitt	Join us for a panel discussion with Chief Diversity Officers from a variety of institutions of higher education in Colorado, addressing diversity, equity, and inclusion work in our highly polarized national climate and sharing stories of successes and challenges.

3:00 - 4:00 p.m.	LSC 322	Making Documents Inclusive in 5 Simple Steps	Anna Walker and Allison Kidd	In order to promote an inclusive, diverse, and equitable campus, we need to consider both physical and electronic access for the entire community, including those with disabilities. Learn how to make electronic materials accessible for users with disabilities, including Word, PPT, PDF, and Web content such as WordPress and Canvas. Discover the benefits of inclusive materials for making your workflow more efficient, and see the benefits for all other users, both with disabilities and without.
3:00 - 4:00 p.m.	LSC 372-374	Overcoming Challenges of Dialogue and Working Together Across Differences	Dr. Cori Wong and Dr. Kaye Holman	When supporting diversity and inclusion initiatives, members of the CSU community may find good will is not enough to maintain productive dialogue across differences. To avoid harms that can arise, it is helpful to dialogue about dialogue and acknowledge the vulnerability and trust required to form bonds of understanding. Participants will learn about the importance of recognizing one's status as an "insider" or "outsider" when engaging in dialogue across difference. Participants will examine types of misses and failures that can erode our ability to work together and learn strategies to build on CSU's Principles of Community to move initiatives forward.
3:00 - 4:00 p.m.	LSC 324	So What If You Can't Get Into the Bar for Free? Male Privilege Still Exists	Andre Roberts and Jeffrey Mariano	Ladies night out is not an example of female privilege and neither is getting their drinks for free. But going out to the bars and not having the fear of a random person grabbing you from behind and forcing you to dance with them, well, that's a privilege that men are given. During this session we will explore more examples of male privilege, how our culture perpetuates it, and begin discussions on how to dismantle aspects of toxic masculinity.

3:00 - 4:00 p.m.	LSC 376-378	They Have Ability! Creating an Inclusive Workforce Through Project SEARCH	Holly Darnell, Emilie Ring, Brigid Hinterberger	Project SEARCH is an international school-to-work training program for young adults with developmental and intellectual disabilities. Our local Northern Colorado Project SEARCH program is consistently one of the best in the nation, with an average employment rate of over 85% for graduates of the program, compared to national employment rates of 17% for this population. Project SEARCH currently partners with CSU's Office of Equal Opportunity to host internship and training sites for our students but is seeking to expand within the CSU community. Hear from Project SEARCH staff and students about how you can become involved with this amazing program!
5:30 - 7:00 p.m.	LSC Theatre	Symbols and History of Lynching in America	College of Liberal Arts	The College of Liberal Arts, in conjunction with the ACT Human Rights Film Festival, Departments of Communication Studies, Ethnic Studies, History, and the Black/African-American Cultural Center, invites you to join us for presentations and group discussion on the symbols and history of lynching in America. In addition to discussions, a 33 minute documentary about lying in the American South, titled <i>An Outrage</i> , will be shown and a post-event reception will be held.
Thursday, September 28th, 2017				
Time	Room	Title	Presenter	Description
9:15 - 10:15 a.m.	LSC 324	A New Paradigm for Classroom Management	Phillip Taylor	Discipline programs in American schools have led to what many are calling, "The School to Prison Pipeline." This is not only a critique of school discipline policies, but of teacher classroom management strategies. Inner city educators know from experience that addressing this issue is more complex than it may seem. Teachers need a new paradigm regarding how to approach classroom management, and not just "pie in the sky" good ideas. We need effective alternative solutions. This presentation summarizes key findings from a research study on restorative practices and their efficacy by an experienced restorative practitioner and veteran inner city educator.

9:15 - 10:15 a.m.	LSC 372-374	Inclusion Through Content Co-Teaching	Nicholas Baltzell and Christopher Case	<p>Research has demonstrated that special education students show more academic growth and positive, pro-social behaviors when they are able to access content in a general education setting. Providing these opportunities with adequate educational support, is often a challenge, particularly at the high school level. Co-teaching is one highly successful model that promotes inclusion. At Fort Collins, we have developed robust co-teaching partnerships in nearly all content areas including Social Studies, Math, Language Arts, Science, PE, and Art. Special Education teachers with content area expertise are paired with general education teachers to deliver high quality curriculum with appropriate scaffolds to support the learning of all students. As a result we have increased over that past five years, the percentage of inclusion for our special education students by more than 20%. Hear from FCHS staff regarding the successes, challenges, and the evolving nature of co-teaching.</p>
9:15 - 10:15 a.m.	LSC 322	Reframing Pedagogy of the Oppressed: A Modern-Day Strengths-Based Approach to Providing Compassionate Support to Immigrant Children and Youth	Erandi Herndon and Janina E. Fariñas	<p>We present a modern-day adaption and application of Paolo Freire's Pedagogy of the Oppressed. We propose that the development of "educational allyship" in school and community systems supports immigrant children and youth's movement out of oppression and toward greater health and social value. With roots in liberation psychology, we offer key ways of integrating the relevance of social, cultural, and political contexts currently affecting immigrant children and families into everyday educational practices. We will also show the principles of "educational allyship" as a strengths-based approach that builds on the resilience of immigrant children's potential to face and manage current challenges.</p>

9:15 - 10:15 a.m.	LSC 376-378	Towards a Black Feminist Manifesto for CSU	T'Hani Holt, Xavier Hadley, Ratu marutle, Shayla Monteiro, Zelle Moore	<p>This interactive workshop unveils the tenets of a Black Feminist Manifesto for CSU to promote spaces for the development of Black feminist praxes. Using the experiences of 13 students who attended Spelman's Words of Fire conference last spring, it examines how listening, sharing, and growing together as they navigate spaces nurtures Black feminist thought. They engage in an open performative dialogue about Black feminism with the audience by recreating a Black Feminist space through poetry, poetic prose, images, rhythm, movement, and sound. They share lessons learned from that weekend about interdependence, interconnections, and healing among Black feminists.</p>
10:30 - 11:30 a.m.	LSC 324	Inclusion at a Distance: Creating Inclusive Environments for Online Learners	Sam Barrow	<p>Online education is changing the face of learning. There's no question that CSU's programs are providing unprecedented access to higher education for people from all paths of life, regardless of race, gender, sexuality or physical ability - but access alone isn't enough. Diversity is more than attracting different types of students; it's about offering the same opportunities for growth and inclusion to everyone. During this session, we'll work in groups to explore scenarios that focus on building and sustaining inclusive practices in distance learning, and develop the tools necessary to support participants and their community in creating inclusive and equitable environments.</p>

10:30 - 11:30 a.m.	LSC 382	Talking About Race: Moving Past Discomfort to Find CLARITY	L. Glenise Pike	<p>We do not talk about race enough. We talk a lot about the need for us to talk about race. However, we do not spend much time diving deep into the subject itself. This is evident in how extremely uncomfortable talking about race still is for most Americans today. It's anxiety inducing. It's divisive. It's isolating. Conversations about race are all those things because we've failed to develop the skills to make them anything but. CLARITY is about redefining our end goals so that we can reach a place where we begin to understand each other's lived experiences. This seven-step program seeks to empower individuals with the tools to better facilitate and participate more comfortably in the hard conversations that are necessary to move our society forward.</p>
10:30 - 11:30 a.m.	LSC 322	The Caminos Project: A Pathway to Higher Ed for Bilingual Students	Dr. Jennifer Roth, Dr. Guadalupe Salazar, Dr. Antonette Aragon, and Jody Snow	<p>The Caminos Project is an innovative four-year partnership between PSD's Fort Collins High School and CSU's El Centro and the School of Education. This partnership's goal is to increase access to higher education by delivering an asset-based, three-year curriculum and providing Latino college students as role models to the bilingual and largely Latino students enrolled in the Spanish Literacy classes at FCHS. CSU staff and students collaborate with FCHS staff and students twice a month throughout the school year and engage in a variety of education experiences including writing projects and audio-visual presentations, career research, CSU campus visits, and a Latino business luncheon. Yearly surveys of high school participants show an increase in self-confidence, a better understanding of the pathway to higher education and a stronger determination to make positive academic choices. Join us for a panel discussion to include students and staff representing this powerful partnership.</p>

10:30 - 11:30 a.m.	LSC 372-374	Understanding the International Identity Within the Cycle of Socialization	Raghda ElDeeb and Anica Dang	<p>This discussion provides an understanding of how geographical change for a person has the potential to change the construct of anyone's identity. We utilize the Cycle of Socialization by Bobbie Harro to accentuate how systems of oppression affect the international identity along with other factors such as homesickness and acclimation. Through this model, the audience will understand that ways in which the international identity is categorized and boxed within social construct that does not fit with their identities. In addition, the benefits of having international voices within diversity spaces.</p>
10:30 - 11:30 a.m.	LSC 376-378	United We Dream: Empowering Undocumented Students	Julia Roncoroni	<p>While college-eligible undocumented students display great potential for academic success, they often face intractable challenges (ranging from financial constraints to ostracism) when trying to enroll in and attend higher education. While there is much policy debate regarding the educational rights of undocumented students, literature on specific ways in which universities can support undocumented students who are already enrolled is scarce. This session will: (a) address some of the issues college faculty should consider when serving undocumented students in order to facilitate their college experience, and (b) introduce innovative ways to build an inclusive classroom, supporting undocumented students.</p>

12:00 - 1:00 p.m.	LSC 324	Making Generational Diversity Work	Lea Hanson	<p>There are currently four generations in the workforce: Millennials, Generation X, Baby Boomers, and Veterans. Each generation has unique characteristics. Unfortunately those differences are too often made negative and make working together feel like a challenge. Each generation's world view affects how much the group as a whole learns, processes, and reacts to information. These varying world views can also effect leadership styles and behaviors in the workplace. This course provides a forum to learn about and discuss different world views, in this case due to generational identity, and how they have the ability to impact leadership style, supervisory style, how individuals react to their supervisor, level of performance, and things as simple (yet complex) as an employee's general feeling of happiness in the workplace.</p>
12:00 - 1:00 p.m.	LSC 382	Para to Teacher Pipeline: Recruiting Teachers of Color	Dr. Amanda Rutter, Dr. Rosanne Fulton, Jo BuntonKeel	<p>The Center for Urban Education (CUE) prepares students to be licensed teachers, ready for success in urban classrooms, with a focus on preparing teachers of color. At the CUE, practical and theoretical learning are combined, creating a strong foundation for our teacher candidates as they work as paraprofessionals in the mornings and attend classes in the afternoon. In this session we will discuss recruiting and preparing students of color and first generation non-traditional students to be teachers, and the value of having people of color as role models for future generations. Presenters will include faculty and students from the CUE.</p>
12:00 - 1:00 p.m.	LSC 322	Problems that STEM for Students of Color	Kayla Montanez and Raghda ElDeeb	<p>We conducted research to understand why STEM majors are predominantly white men and if pop culture factors influence a self-fulfilling prophecy for students of color pursuing STEM degrees. The session starts by dividing the audience in groups to read narratives from students of color in the STEM field. Next, we utilize our academic and personal experience to illustrate why the education system should be more aware of factors related to matriculating students of color in STEM fields. Finally, participants will come up with potential ideas to help students in STEM degrees. Last, we will provide findings gathered from our research.</p>

1:15 - 2:15 p.m.	LSC 324	Deficit Discourse in Elementary Mathematics Classrooms	Michelle Garcia-Olp, Jacklyn Van Ooyik, Dr. Richard Kitchen	<p>This presentation looks at prospective teachers' experiences with deficit discourse in their student teaching placement and their reflections on the impact on student identity. Additionally, prospective teachers provide examples of ways their cooperating teachers expressed deficit discourse in their classrooms. They describe the impact of this discourse on students' identities and their frustrations with these labels in their student teaching experiences. It is important to consider how prospective teachers are assimilated into these kinds of school cultures and their views of how students are impacted by these discourses. It is also important for prospective teachers to begin to think about creating spaces within their mathematics classrooms where students feel a sense of belonging.</p>
1:15 - 2:15 p.m.	LSC 322	Gifts from Ghana: Service, Learning, and Transnational Solidarity	Dr. Caridad Souza, Victoria Benjamin, Kevin Cabrera, Briana Daniels, Octavius Jones, Zelle Moore, Jesse norris, Karen Serrano, Ashle Tate	<p>This presentation uses autoethnography and Photo Voice to express the ways transnational solidarity emerged in our collective and individual experiences in Ghana, West Africa. Each presenter uses a performative format of poems, poetic prose, music, rhythm, and movement to convey what we experienced together and as individuals regarding our interactions with Ghanaian people and culture. We endeavor to perform our individual pieces towards a collective embodying of our theme. Our audience is anyone who wants to hold a space of witnessing regarding how to travel abroad respectfully and in transnational solidarity.</p>

1:15 - 2:15 p.m.	LSC 372-374	Student Engagement by College and First-Generation Status	Heather Novak and Adiam Tesfaselassie	<p>Research indicates that higher levels of student engagement (as measured by the National Survey of Student Engagement) result in deeper and more enhanced learning for all students, but especially for groups historically underserved by higher education. Additionally, analysis of the NSSE data at the national level shows that there is variation in engagement between institutions; however, variation is largest within institutions because engagement varies greatly by student major and demographic group. CSU's commitment to continuous quality improvement involves exploring our NSSE data in order to understand areas on campus where engagement is higher or lower than expected. This presentation focuses on internal variation in CSU's 2016 NSSE data by college and first generation status with discussion focused on ideas for increasing engagement among first generation students at CSU.</p>
1:15 - 2:15 p.m.	LSC 376-378	What's Going On With Immigration?	Kathleen Harward, Penny Gonzales-Soto, Cristina Steele-Kaplan	<p>In this interactive session, immigration attorneys Penny Gonzales-Soto and Cristina Steele-Kaplan will explain the complexities of legal entrance into the U.S., paths to gaining legal status and the issues that may prevent it, rights of immigrants in the U.S., and Deferred Action for Childhood Arrivals (DACA). They will discuss current changes and uncertainties in U.S. immigration law. The attorneys will leave ample time for questions from the audience and look forward to a dialogue.</p>

2:30 - 3:30 p.m.	LSC 324	A Diverse Point of View	Cynthia Tate and Emily Roberts	<p>This presentation begins with a brief overview of the Disability Rights Movement and then features Emily Roberts, a recent graduate from CSU and a Housing Coordinator employed in Fort Collins. With an unusually high level of self-actualization, Emily provides insight into her personal experiences and unique brain functioning as a person with an autism spectrum disability while also elucidating the imposed unintentional biases of many neuro-typical people. As she shares the challenges, benefits and triumphs of living with an atypical brain during grade school, as a CSU student and as an employee, she also relates the varied resources, strategies and solutions that have supported her success.</p>
2:30 - 3:30 p.m.	LSC 376-378	Creating Authentic Dialogues: Mindfully Navigating Conversations	Christian Romero-Perry and Dr. Kalpana Gupta	<p>Dialogues are a fundamental part of how we relate to others. Often times, conversations can seem overwhelming when attempting to talk about diversity and inclusion. By introducing mindfulness into our interactions, we are able to sit through discomfort and unfamiliarity to reconsider what it means to have authentic dialogues. Mindfulness can help focus our conversation to facilitate engagement and understanding of perspectives that might be different from our own. In this interactive session, participants will practice the art of directing attention to the present moment for a deeper connection with others as well as ourselves.</p>
2:30 - 3:30 p.m.	LSC 372-374	Holding Tension Between Shame and Pride: Fat Identity Development Theory	Kodi Phelps	<p>While much scientific literature focuses on the ideas of stigma, health effects, and societal beauty standards, there is little research that attempts to develop a social identity model for those who identify as bigger bodied. As body positive movements continue to gain momentum and the conversation becomes more mainstream, Student Affairs professionals need to be educated and prepared in order to adequately serve student populations. This thesis project utilizes personal interviews, disability and sexuality identity development theories, and queer theory to create a potential framework for fat identity development theory while synthesizing information from existing literature on how fatphobic culture also shapes identity development.</p>

2:30 - 3:30 p.m.	LSC 322	What Do You Meme That's Not Funny?	Andre Roberts and Jeffrey Mariano	Facebook. Instagram. Snapchat. Twitter. YouTube. The list goes on of social media platforms that provides us entertainment to make us laugh, cry, and think about the world around us. Unfortunately, some of these memes, gifs, and videos that we see on a daily basis are rooted in problematic aspects of diversity, inclusion and social justice. Some are overt and clearly display issues while others are covert and take some reflection to notice. Join us in an interactive session that will have you critically think and reflect of what you are viewing, sharing and commenting on.
3:30 - 4:30 p.m.	LSC Theatre	Education Track Keynote: Why Ethnic Studies and Critical Race Theory Matter for Education	Dr. Christine Sleeter	Dr. Christine Sleeter is an author, speaker, teacher, and activist who uses creative work to spark insight about respect for the diverse people who share space in classrooms, schools, and communities, and to prompt action for equity and justice. Published books include <i>Un-Standardizing Curriculum</i> and <i>White Bread</i> .
Friday, September 29th, 2017				
Time	Room	Title	Presenter	Description
11:30 -12:30 p.m.	LSC Theatre	Featured Speaker: Dr. Damon A. Williams	Dr. Damon A. Williams	Dr. Damon Williams is an award-winning scholar, leader, and educator passionate about making organizations inclusive and excellent for all, empowering a new generation of diverse leaders for America. He is also the author of <i>Strategic Diversity Leadership: Activating Change and Transformation in Higher Education</i> .