

Knowing, Being, Doing

building a diverse & inclusive community at UB

Conference Agenda at a Glance June 20, 2017

8:00am-8:50am	Registration Opens	Kapoor Hall 1 st Floor
9:00am	Welcome & Opening presentation with Dr. Raechele Pope	190 Kapoor
10:00am	<i>Breakout Session #1</i> An Examination of Postsecondary Education Through Critical Race Theory Disability Justice is a UB Value How to Create, Nurture, and Sustain Acceptance within Your Diverse Workgroup: An Employee Assistance Perspective Community-based Sexual Assault and Domestic Violence Advocacy on a College Campus	125 Kapoor 183 Kapoor 264 Kapoor 443 Kapoor
11:00am	Keynote Performance	190 Kapoor
12:00pm	Lunch (included with registration)	443 Hayes
1:30pm	<i>Breakout Session #2</i> Multicultural Competence: Theory and Practice The UB MBA: Serving military and veteran students from classroom to career. An Introduction to Web Accessibility Acknowledging and Confronting Gender Stereotypes in Male-Dominated Professions	125 Kapoor 183 Kapoor 264 Kapoor 443 Kapoor
2:30pm	<i>Breakout Session #3</i> Breaking the Bias Bubble International and Immigration Issues in our Current Political Climate Nonviolence as a Tool for Student Advocacy Blueprints for Belonging: Stories and Strategies for Creating Inclusive Research Spaces	125 Kapoor 183 Kapoor 264 Kapoor 443 Kapoor
3:30pm-4:30pm	Closing Session, Wrap-up & Debrief: Introducing UB's first Strategic Diversity & Inclusion Plan	190 Kapoor

Knowing, Being, Doing building a diverse & inclusive community at UB

10:00am - 10:50am Breakout Session #1

An Examination of Postsecondary Education Through Critical Race Theory

Presenter(s): Tami Ryan

Kapoor Hall 125

Critical Race Theory (CRT) is an interdisciplinary field which prioritizes intersectionality, while focusing on racism as an endemic force in our society. The framework grew out of Critical Race Studies in the legal field, and now connects education, sociology, anthropology, disability studies, gender studies, and linguistics, among others. CRT moves beyond the examination of white privilege to a critical examination of white supremacy, the systemic inequality enforced through societal structures. For example, how can we look beyond our supposed meritocracy to understand ways that education policy is enacted to place hurdles in front of some students and not others? Using interest convergence (which states that decisions are made to benefit people of color only when those decisions also benefit whites) and interest divergence (the idea that decisions are made to end policies which disproportionately benefit people of color), CRT can be used to peel back the layers of decisions which on the surface support equity or are seen as “colorblind.” When we learn to listen more carefully to the stories of those who are frequently silenced, we begin to broaden our worldview. It can be easy to think we know what someone needs in order to succeed, but it may not be the help they are looking for. There may also be policies or practices which to those in the academy seem equitable; however, another’s perspective might shed light on the unequal outcomes which are likely to follow. This session will challenge you to seek out other perspectives and listen in new ways.

Disability Justice is a UB Value

Presenter(s): Sherri Darrow

Kapoor Hall 183

Disability justice is an emerging area of academic inquiry, advocacy and social justice action, and is integral to democratic ideals and public higher education values. Disability justice has the potential to transform how we work towards greater inclusivity by moving us beyond charity based and medical model views of disability. This interactive workshop will explore disability justice from multiple viewpoints including personal experience, first-person written word and theoretical frameworks.

How to Create, Nurture, and Sustain Acceptance within Your Diverse Workgroup: An Employee Assistance Perspective

Presenter(s): Neil McGillicuddy

Kapoor Hall 264

Your work team is comprised of people with different backgrounds, experiences, attitudes and lifestyles. Often, those differences are ignored, with the perception being that if the differences are not acknowledged, perhaps the team’s work can be done with little problem or concern. Other times, these differences are seen as intrusive, and are perceived as contributing to, or perhaps even causing poor decisions, outcomes or products. This presentation will aim to counter those concerns by supplying evidence that workgroup diversity is in fact constructive when properly nurtured. The presentation will operationalize the behaviors we can practice to bolster inclusion, and in so doing produce the finest workplace and work outcomes! (For the purposes of this

Knowing, Being, Doing

building a diverse & inclusive community at UB

presentation, your work team could be conceived of the way you choose to construe it, and could include your office, your department, or your university as a whole).

Community-based Sexual Assault and Domestic Violence Advocacy on a College Campus

Presenter(s): Ashley Amidon

Kapoor Hall 443

This workshop will examine the partnership between the Crisis Services Advocate Program, Erie County's designated rape crisis center and non-residential domestic violence service provider, and the University at Buffalo to support survivors of sexual assault, domestic violence, family violence, and stalking. In April of 2016, a Crisis Services Sexual Assault and Domestic Violence Advocate became stationed on the University at Buffalo's campus. The Advocate's role is to provide case management and advocacy services for students, faculty, and staff, both on and off campus. This workshop will inform participants on how a community-based Advocate came to be stationed on this campus, as well as give an in-depth overview of services provided, and how to make referrals for yourself, your colleagues, and your students.

1:30pm - 2:20pm Breakout Session #2

Multicultural Competence: Theory and Practice

Presenter(s): Teresa (Terri) Miklitsch

Kapoor Hall 125

Increased diversity on American college campuses presents unique challenges in creating welcoming and inclusive environments (Miklitsch, 2005)." An analysis of the student communities represented on campuses reveals an ever-changing and growing number of diverse racial groups (The Chronicle of Higher Education, 2016). Yet, the composition of college and university personnel does not mirror the diverse composition of the student body.

Professionals within higher education need to develop the multicultural awareness, multicultural knowledge, and multicultural skills (multicultural competence) to ethically and effectively serve diverse student populations. Professional standards dictate that multicultural competence should not be perceived as designated only for cultural experts within our institution (ACUHO-I, ACPA, NACADA, NASPA, NODA). Studies report that multicultural education, multicultural experience and multicultural supervision significantly correlate with and predict multicultural competence even when controlling for demographics and social desirability (Weigand, 2005; Miklitsch, 2005). Simply put, the more multicultural education, experience and supervision we receive/experience the more multicultural competent we are/become personally and professionally.

College campuses, therefore, present both challenges and opportunities as higher educational professionals address the multicultural issues that emerge with the growing presence of underrepresented individuals and groups. Assessing multicultural concerns demands that higher education practitioners have the requisite awareness, knowledge, and skills to work effectively and ethically with all members of the campus community (Pope & Reynolds, 1997; Pope, Reynolds, & Mueller, 2014; Weigand, 2005; and Miklitsch, 2005).

Theory informs practice and practice informs theory. This presentation will focus on multicultural competence – why it is so important – and present some case studies so all of us can learn and benefit from our daily practices.

Knowing, Being, Doing

building a diverse & inclusive community at UB

The UB MBA: Serving military and veteran students from classroom to career.

Presenter(s): Erin O'Brien

Kapoor Hall 183

By incorporating a focus on identifying, recruiting, serving, and graduating a community of UB MBA military and veteran students, we have been able to create a system of positive impact in the lives of our students and their families, in the Western New York community and economy, and in our School of Management enrollment, organization and reputation, earning us a Military Times Best for Vets Business School ranking.

We have built a replicatable, sustainable, collaborative support structure of on- and off-campus relationships and resources that will allow us to continue to serve our veteran and military UB MBAs and help them to achieve their career goals, which in turn creates a strong community of UB MBA alumni.

Join us for our presentation on how we built this productive ecosystem by understanding the specific needs of our military and veteran UB MBAs, and developing an enriched UB MBA environment to support them in their academic and career journey.

An Introduction to Web Accessibility

Presenter(s): Mark Greenfield

Kapoor Hall 264

Did you know that up to 20% of the population may have difficulty using a website because of a disability? Web accessibility can be defined as making sure websites work for the widest possible audience. While the focus is on people with disabilities, the core principle is inclusion. The goal is to create web sites that more people can use your site effectively in more situations.

In this presentation, Mark will introduce web accessibility and why it matters, give a brief overview of the legal requirements for UB websites, and provide training on easy steps everyone can take to create accessible web content.

Acknowledging and Confronting Gender Stereotypes in Male-Dominated Professions

Presenter(s): Kathleen Murphy

Kapoor Hall 443

This presentation uses examples from the media and research findings to illustrate the existence of gender stereotypes in male-dominated professions and discuss their consequences. This presentation also introduces personal strategies for challenging everyday sexism in the workplace.

Knowing, Being, Doing building a diverse & inclusive community at UB

2:30pm - 3:20pm Breakout Session #3

Breaking the Bias Bubble

Presenter(s): Suzy Shallowhorn

Kapoor Hall 125

In this session, we will take a step into the world of bias. We will learn where it comes from, how we can recognize its impact and explore ways to become more prepared to push bias aside at the local level of our own thoughts, words and deeds. During this session, participants will:

- Identify common “Kinship Groups”
- Develop a sensitivity to bias by exploring what it is and what it is not
- Explore the difference between intent and impact
- Learn strategies to become more “Diversity Fit”

International Students in the U.S.: From 9/11 to the Trump Administration's Executive Orders

Presenter(s): Ellen Dussourd

Kapoor Hall 183

Nonviolence as a Tool for Student Advocacy

Presenter(s): Terri Budek

Kapoor Hall 264

Peace is not the absence of conflict but the presence of creative alternatives to violence” (Dorothy Thomas). College campuses are experiencing student’s upholding their right to free speech and an increase in the level of student advocacy, particularly since the November 2016 election. Nonviolence is not simply the absence of violence or conflict but means compassion, understanding and goodwill. This session will explore the principles and steps of nonviolence as an approach to our work on a college campus. Our priorities are building inclusive communities and this session will use the theory of nonviolence to highlight ways to further that goal.

Blueprints for Belonging: Stories and Strategies for Creating Inclusive Research Spaces

Presenter(s): Samantha Bulkilvsh, Enjoli Hall, Subhashni Raj, Erin Sweeney

Kapoor Hall 443

UB researchers discover new knowledge to solve problems and answer questions across more than 100 active research centers, institutes, and collaborative projects. As unique spaces in the university where faculty, staff, and students interact, increasingly across disciplines and in collaboration with community partners, how might university research spaces play a greater role in advancing diversity and inclusion? This participatory workshop focuses on developing strategies for creating inclusive research spaces with the explicit recognition that many of us, while experts in various fields, are new to thinking about diversity and inclusion.

Using the growth, success, and struggles of the Food Systems Planning and Healthy Communities Lab (‘Food Lab’), a research lab in the School of Architecture and Planning, as its provocation, this workshop prompts participants to share stories and offer lessons on how to embed values of diversity and inclusion into research spaces across the university. The session emphasizes equity as a function of institutional practices rather than individual prejudices and considers multiple sites

Knowing, Being, Doing

building a diverse & inclusive community at UB

for strategic interventions, including: recruitment, hiring, and promotion practices; organizational structure and partnerships; and research design.

While the Food Lab conducts research on how local governments and community advocates can advance food and health equity, more recently its team of graduate research assistants and undergraduate interns led by Principal Investigator Dr. Samina Raja has also explored questions of inequity within their own internal infrastructure. In both its research and internal operations, the Food Lab has realized that a focus on transformative institutional change cannot ignore the reality that organizations--whether local government planning departments or university research spaces--are made up of people whose attitudes and behaviors shape their procedures and protocols. This session invites members of research spaces from across the university to reflect upon how their internal infrastructure may facilitate or hinder diversity and inclusion.

3:30pm - 4:20pm Closing Session

Introducing UB's first Strategic Diversity & Inclusion Plan

Presenter(s): Teresa Miller

Kapoor Hall 190

In this session we will review the key elements of UB's new Strategic Diversity & Inclusion Plan, and discuss their implications for your department. You will leave this session understanding the new directions in which UB is moving, and with advance knowledge of changes in policies and practices coming down the pike.

Thank you for supporting the inaugural UB PSS Inclusion and Diversity Conference
Hosted by the UB PSS committee for Inclusion & Diversity
Sponsored by the UB Office of Equity, Diversity and Inclusion and the UB
School of Engineering and Applied Sciences