

Diversity Summit Schedule
Day 1, Thursday May 3, 2018

| Time | Activity / Session | Title | Author(s) |
|---------------|---------------------------|--|---|
| 8:00am-8:30am | Check In and Registration | | |
| 8:45am-9:45am | A Presentation Session | <p>Unplug the Power of Bias In this session you will learn what bias is, recognize where it comes from and explore its impact. You will learn strategies to push bias attitudes aside at the individual level and improve your capacity for engaging in and promoting diversity and inclusion in the workplace.</p> | <p>E. Suzy Shallowhorn (Instructor and Course Developer, Organizational Development and Training)</p> |
| 8:45am-9:45am | A Presentation Session | <p>Energizing Workforce Excellence by Broadening Participation and Professional Development The CLIMB Program and the iSEED Institute at UB provide early intervention strategies to increase educational pipelines in a diverse student environment, which is accomplished through research opportunities, mentoring, and career and professional development in the STEM disciplines. Achieving and expanding the objectives of the programs engage the participating scholars and provide the expectation of having the scholars “paying it forward” by promoting synergized learning in an environment moving towards inclusive and sustained excellence, rejuvenating the workforce and diversity at the University at large.</p> | <p>Margarita L. Dubocovich (SUNY Distinguished Professor, Department of Pharmacology and Toxicology, Senior Associate Dean for Diversity and Inclusion, Office of Inclusion and Cultural Enhancement, Jacobs School of Medicine and Biomedical Sciences) Rajendram Rajnarayanan (Assistant Professor of Pharmacology and Toxicology)</p> |
| 8:45am-9:45am | A Presentation Session | <p>How Student and Faculty Research Can Engage With Communities and Advance Equity How can undergraduates, graduate students, and faculty members do research that advances equity in Western New York? Sam Magavern, executive director of a community-based think tank and an instructor at the law school, offers tools, tips, and examples of community-engaged research leading to tangible progress in social justice.</p> | <p>Sam Magavern (Executive Director Partnership for the Public Good, Adjunct Instructor, School of Law)</p> |

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| 8:45am-9:45am | A Presentation Session | <p>Inclusion of Students with Disabilities in the Field of Medicine</p> <p>Proactive measures need to be taken to include more eligible students with disabilities in the medical schools of the United States, to enrich the field of medical education and practice.</p> | Farzana Z. Ali (2nd year Medical School Student) |
| 8:45am-9:45am | A Presentation Session | <p>Inclusive Design of Residential Life Facilities: A Comparison of Greiner and Fargo Halls</p> <p>This session presents the findings of a research study on the effectiveness of Universal Design standards used in the design and construction of Greiner Hall. The findings provide insight into how well the building suits occupants' needs, relative to a comparison building, Fargo Hall.</p> | Jonathan White (Architectural Researcher, Center for Inclusive Design and Environmental Access) |
| 8:45am-9:45am | A Presentation Session | <p>Classroom Acoustics in the Postsecondary Environment – A Case for Universal Design</p> <p>This presentation on classroom acoustics explores the unique challenges that college students and faculty face in classrooms that present significant hearing challenges especially to those that are deaf or hard-of-hearing (DHH). This challenge can be addressed with a Universal Design approach. Attendees will learn about acoustical factors that interfere with speech intelligibility, hearing, vocal strain, and consequently academic achievement as well as accommodations available and some enlightening statistics about disabilities and assimilation into college life.</p> | Eric Burlingame (Theatrical Technician, Theatre and Dance) |
| 9:45am-10:00am | Break | | |

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| 10:00am-11:00am | B Presentation Session | <p>Learning From Our Future: Using Diversity as a Tool to Address Climate Change Climate disruption disproportionately impacts minorities, women and youth. This presentation will provide our “older” audience members with tactics and strategies Buffalo Public School students are leveraging to successfully engage diverse peers in the climate justice movement.</p> | <p>Derek Nichols (Sustainability Engagement Coordinator, UB Sustainability) Birch Kinsey (Buffalo Public School Student) Gabe Cohen (Buffalo Public School Student)</p> |
| 10:00am-11:00am | B Presentation Session | <p>A Strengths-Based Approach to Diversity The CliftonStrengths (formally StrengthsFinder or StrengthsQuest) is an assessment that measures a person’s top 5 themes of talent from a list of 34 themes. It is currently being used at over 600 colleges and universities and by many UB departments across campus. This session will explore the concept of diversity as it relates to the strengths and talents of individuals and/or members of a team.</p> | <p>Ed Brodka (Career Counselor / Group Learning Coordinator Career Services) Dorothy Siaw-Asamoah (Clinical Assistant Professor, Organization and Human Resources Department, School of Management)</p> |
| 10:00am-11:00am | B Presentation Session | <p>Engaging Students Across Difference Utilizing a Coalition Building Approach Drawing from student development theory and a coalition building approach, participants will be engaged in interactive exercises to learn techniques to manage divided classrooms. Educators will learn effective practices to bridge perspectives around divisive social issues and challenging political discourse.</p> | <p>Rachel DiDomizio (Community Engagement Coordinator) Phyllis Floro (Director of Student Engagement)</p> |
| 10:00am-11:00am | B Presentation Session | <p>An Introduction to Web Accessibility This presentation will introduce the audience to web accessibility and why it matters, provide a brief overview of the legal requirements for UB websites, and provide training on easy steps everyone can take to create accessible web content.</p> | <p>Mark A. Greenfield (Web Accessibility Officer)</p> |

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| 10:00am-11:00am | B Presentation Session | <p>A MOOC for ALL Learners: Exploring Emerging Technologies for Lifelong Learning and Success This session shares information about the "Exploring Emerging Technologies for Lifelong Learning and Success" Massive Open Online Course" (#EmTechMOOC), targeted to the needs of students, faculty, staff, and anyone from across the globe who has an interest to learn how to use emerging technologies to keep pace with technology change. This session includes discussion about creating an inclusive and welcoming learning environment which is universally designed to address the needs of the diverse populations normally associated with MOOC enrollments.</p> | <p>Roberta (Robin) Sullivan (Online Learning Specialist, Center for Educational Innovation) Kim Behun (Web Accessibility Coordinator, Office of Equity, Diversity and Inclusion)</p> |
| 10:00am-11:00am | B Presentation Session | <p>Creating Highly-Effective Workgroups through Inclusion of Diverse Perspectives This presentation will focus on mechanisms to increase diversity in workgroups, and on ensuring that all perspectives provided by group members are heard. Fundamental principles of group development will be outlined, and standards of effective group communication and decision making identified.</p> | <p>Neil B. McGillicuddy (Ph.D, Consultant, Employee Assistance Program/Senior Research Scientist, Research Institute on Addictions)</p> |
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| 11:00am-11:45am | Lunch and The Other Side of Campus: Revealing the Experiences of High-Achieving Students of Color | <p>The Other Side of Campus: Revealing the Experiences of High-Achieving Students of Color</p> <p>The goal of our presentation is to expose conference attendees to the stories and experiences of students of color as they navigate UB in an impactful way without requiring the participants to publicly identify themselves. Displaying the statements, rather than the authors, is a symbolic rejection and reversal of historical traditions involving the exhibition of people of color. The students who contribute statements to this presentation will be empowered by the opportunity to tell their stories without being stigmatized, stereotyped, or asked for their unique insight on matters of diversity because they are “diverse.”</p> | <p>Dalia A. Muller (Director of the University Honors College, Associate Dean of Undergraduate Education, Associate Professor, Latin American and Caribbean History)</p> <p>Danielle M. Johnson (Coordinator/Academic Advisor, Acker Scholars Program)</p> <p>Kendra Cadogen (Director of Diversity, Equity and Inclusion, School of Law)</p> <p>Kelly Ann Swartz (Student)</p> <p>Ephraim Gardner (Student)</p> <p>Angelique Romulus (Student)</p> <p>Ashley Huertas (Student)</p> |
| 12:00pm-1:00pm | Welcome | Welcome | <p>Welcome</p> <p>Satish K. Tripathi, President</p> |

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| 12:00pm-1:00pm | Keynote Panel, Diversity and Inclusion on UB's Campuses | Diversity and Inclusion on UB's Campuses | <p>Moderator of Keynote Panel Despina Stratigakos, Interim Vice Provost for Inclusive Excellence and Professor of Architecture Keynote Panel Diversity and Inclusion on UB's Campuses Lee H. Melvin (Vice Provost for Enrollment Management) Sharon Nolan-Weiss (Director, Office of Equity, Diversity and Inclusion; ADA and Title IX Coordinator) Margarita Dubocovich (SUNY Distinguished Professor, Department of Pharmacology and Toxicology, Senior Associate Dean for Diversity and Inclusion, Office of Inclusion and Cultural Enhancement, Jacobs School of Medicine and Biomedical Sciences) Robert Shibley (Professor and Dean School of Architecture and Planning UB Campus Architect / Senior Fellow, UB Regional Institute)</p> |
| 12:00pm-1:00pm | Closing | Closing Remarks | <p>Closing Remarks Charles F. Zukoski, Provost and Executive Vice President for Academic Affairs</p> |
| 1:00pm-1:15pm | Break | | |
| 1:15pm-2:45pm | C Panel Session | <p>Living on Campus: Navigating Bias-Related Incidents This panel will address the complexities of bias-related incidents that occur in Campus Living residence halls and apartments. Data and a bias-related case scenario will help inform the conversation around how students and staff experience, respond, as well as seek opportunities to educate, restore, and encourage dialogue around this topic.</p> | <p>Jazmin Clark (Campus Living Complex Director, Flickinger Court and Creekside Village) Arnela Bogdanic (Campus Living Hall Director, Spaulding Quadrangle) Florence Ayeni (Campus Living Resident) Joshua Sticht (Deputy Chief of Police, New York State Police) Faren Gault Wilson (Assistant Director of Affirmative Action, Office of Equity, Diversity and Inclusion)</p> |

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| 1:15pm-2:45pm | C Panel Session | <p>Underrepresented Groups in Athletics This panel will be a discussion about the experience of underrepresented groups, student athletes. Student athletes will talk about the everyday life of a student athlete and how it may differ for the underrepresented groups, and its effects on mental health.</p> | <p>Kathy Twist (Senior Associate Athletic Director for Sports Administration/Senior Woman Administrator) Ian James (Student) Devon Patterson (Student)</p> |
| 1:15pm-2:45pm | C Panel Session | <p>What I Wish My Faculty Knew Join current UB students in this insightful panel discussion providing a glimpse into the microaggressions they have personally experienced in the classroom and on campus. Our students will share what they wish their faculty knew about the language they use and their suggestions for building an inclusive campus community.</p> | <p>Terri Budek (Associate Director, Intercultural and Diversity Center, Campus Life) Aishat Keshiro (Student) Jose Henry (Student) Michelle Lucero (Student) Piers Whitaker (Student)</p> |
| 1:15pm-2:45pm | C Panel Session | <p>International Student Experience By investigating the subjective emotional experiences of a Chinese student at UB, part of the panel will offer suggestions to support the emotional well-being of international students. The other portion will provide attendees with opportunities to reflect on their pedagogy and learn best practices to inclusively and effectively address the needs of international student writers for their college success.</p> | <p>Chihiro Aoki (Ph.D. Student, Department of Learning and Instruction, Graduate School of Education) X. Christine Wang (Director of the Fisher-Price Early Childhood Research Center, Associate Professor of Learning and Instruction, Graduate School of Education) Namsook Kim (Clinical Assistant Professor, Educational Leadership and Policy, Assistant Director, Center for Comparative and Global Studies in Education)</p> |

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| 1:15pm-2:45pm | C Panel Session | <p>Using Universal Design to Create an Inclusive Campus for UB Students, Employees, and Guests An expert panel from UB's IDeA Center and the Center for Disability Studies will discuss how universal, or inclusive, design can improve connectivity across UB campuses, navigating on campus, using buildings and spaces, learning in the classroom, programming and hosting public events.</p> | <p>Brittany Perez (Director of Outreach and Engagement, Center for Inclusive Design and Environmental Access (IDeA Center), Architecture and Planning) Edward Steinfeld (ArchD, SUNY Distinguished Professor, Director – IDeA Center, Architecture and Planning) Jordana Maisel (Director of Research Activities – IDeA Center, Architecture and Planning) Michael Rembis (Associate Professor, Director – Center for Disability Studies, History)</p> |
| 2:45pm-3:00pm | Break | | |
| 3:00pm-4:30pm | D Panel Session | <p>Promoting a Diverse and Inclusive Graduate Student Community This panel presentation will introduce the concept of diversity and inclusive excellence of graduate student communities. We will first present the national and UB contexts of graduate education in terms of diversity, then systems of power and oppression that include unconscious bias, microaggression, and stereotypes and assumptions, followed by a team of graduate students presenting their perceptions and experiences on diversity and inclusion at UB.</p> | <p>Xiufeng Liu (Professor of Science Education, Department of Learning and Instruction) Terri Budek (Associate Director, Intercultural and Diversity Center, Campus Life) Wen Guo (Team Leader, Graduate Student Team, Graduate School of Education)</p> |

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| 3:00pm-4:30pm | D Panel Session | <p>Diversity & Learning at UB Through an exploration of Latinx, Black, and Native American techniques and solutions, one panelist will describe a “diamond” model of education that embraces differentiation and pluralism, rather than enforcing unity top-down. Another panelist will demonstrate how educators can foster a more inclusive classroom by using culturally relevant examples, such as a mechanical engineering assignment that asks students to perform an energy analysis for a mosque.</p> <p>Diversity, Differences and Cultural Awareness Studies, (DDCAS) will be proposed by a panelist as a comprehensive educational and research program focused on creating greater understanding and awareness of diversity and cultural differences.</p> | <p>Cecil Foster (Professor, Director of Graduate Studies, Associate Director Canadian Studies, Chair of Transnational Studies) Sharonah Fredrick (Clinical Assistant Professor, Romance Languages and Literature) Jobaidur Rahman Khan (Teaching Assistant Professor, Mechanical and Aerospace Engineering)</p> |
| 3:00pm-4:30pm | D Panel Session | <p>Advancing Equity, Inclusion, and Diversity in Strategic Planning In the School of Architecture and Planning, we recognize equity, inclusion, and diversity as complementary, reinforcing, and interrelated ideas. We advance the values of equity, inclusion, and diversity by incorporating them as an integral theme of our five-year strategic plan. As we engage in the strategic planning process this year, we take an opportunity to reflect on our past work, set aspirations for ourselves, and more fully consider how we bring to life the values set forth in our strategic plan to welcome diverse perspectives, create a culture of inclusion, and advance equity in the School of Architecture and Planning.</p> | <p>Sadichchha Dhakhwa (Graduate Student, Architecture and Planning) Joy Resor (Graduate Student, Urban Planning) Samina Raja (Professor, Urban and Regional Planning, Principal Investigator, Food Systems Planning and Healthy Communities Lab) Beth Tauke (Associate Professor, Architecture) Shannon Phillips (Assistant Dean for Graduate Education, Architecture and Planning)</p> |

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| 3:00pm-4:30pm | D Panel Session | <p>Community Initiatives and Engaging with Vulnerable Populations</p> <p>One presentation will focus on enhancing attendees' understanding of asylum seekers and the asylum seeking process, and will discuss the strategies for enhancing cultural competency, inclusion, and sensitivity when working with vulnerable populations.</p> <p>The other presentation will describe the panelist's involvement with a diverse team of collaborators on the New Locals Open House event at Burchfield Penney Art Center, an event geared towards the inclusion of immigrant and refugee visitors into the space.</p> | <p>Maria Coluccio (MA, Director of Research and Publication at HRI)</p> <p>Kim Griswold (MD, MPH, Associate Professor of Family Medicine, Psychiatry, Public Health and the Health Professions)</p> <p>Cayla Sweeney, (Recent UB Graduate)</p> |
| 3:00pm-4:30pm | D Panel Session | <p>Homelands: Teaching and Learning on Native Ground</p> <p>A roundtable of Indigenous scholars will discuss the responsibilities that institutions of higher learning have to Native American people and history. Topics to be examined will include: looking beyond numbers: place-based and treaty based approaches to Native student recruitment and retention, curating an Indigenous presence on campus, and institutional histories: SUNY's relationship to Native students/communities and pathways forward.</p> | <p>Theresa McCarthy (Associate Professor, Transnational Studies)</p> <p>Hilary Weaver (Professor and Associate Dean for Academic Affairs, School of Social Work)</p> <p>Margaret Moss (Assistant Dean of Diversity and Inclusion and Associate Professor, School of Nursing)</p> <p>Stephen Demchak (Visiting Assistant Professor, Transnational Studies)</p> |