

FIFTH ANNUAL
IALOGUE ON
DIVERSITY
CONFERENCE

04.01.2016
BELLARMINE
UNIVERSITY

CO-HOSTED BY BELLARMINE UNIVERSITY (OFFICE OF MULTICULTURAL AFFAIRS), SPALDING UNIVERSITY (DIVERSITY CONSCIOUSNEES ACTION GROUP),
THE UNIVERSITY OF LOUISVILLE (COLLEGE OF ARTS AND SCIENCES) AND THE BUSINESS DIVERSITY NETWORK OF KENTUCKY (BDNKY, INC.)

SCHEDULE OVERVIEW

8 - 9 A.M.

Registration and Breakfast, Frazier Hall

9 - 9:20 A.M.

Welcome and Opening

Performance by River City Drum Corp

9:30 - 10:20 A.M.

Concurrent Sessions

10:30 - 11:20 A.M.

Concurrent Sessions

11:30 A.M. - 1:15 P.M.

Lunch and Panel Discussion

Jaison Gardner, Moderator

Ralph de Chabert, Brown-Forman Corporation

Sarah Nuñez, University of Louisville

Brian Buford, University of Louisville

1:30 - 2:20 P.M.

Concurrent Sessions

2:30 - 3:20 P.M.

Concurrent Sessions

3:30 - 4 P.M.

Closing, Frazier Hall



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FEATURED SPEAKERS



Ralph de Chabert

Ralph de Chabert is Senior Vice President, Chief Diversity Officer for Brown-Forman Corporation. In this role, de Chabert is responsible for developing and implementing a global diversity and inclusion strategy, with an initial focus on the United States. His work includes Brown-Forman's marketing efforts with diverse consumer groups, the composition of the company's workforce, the diversity of its suppliers, and the breadth of its community involvement. He also serves on Brown-Forman's Executive Leadership Team.

Mr. de Chabert has a significant track record of achievement and possesses more than 28 years of global diversity and inclusion experience. Before joining Brown-Forman, he was the Chief Diversity Officer at Safeway, and prior to that, served as Vice President, Employee Relations and Diversity at McKesson, a Fortune 16 healthcare services and information technology company. During his tenure, de Chabert institutionalized diversity as a corporate best practice and aligned diversity initiatives with the core business goals. Prior to McKesson and Safeway, he led the diversity efforts at American President Companies, LTD, a global containerized shipping company. He began his diversity career as a consultant with Pope and Associates, a highly regarded diversity consulting firm.

Mr. de Chabert serves on the Board for The Muhammad Ali Center, CFL Foundation, and the EECAC. Mr. de Chabert holds a Master's Degree in Human Resources Organizational Development from the University of San Francisco and a Master's Degree in Education from John Carroll University in Cleveland. He holds a Bachelor of Arts Degree in Philosophy from Saint Francis College of Biddeford, ME.



Sarah Nuñez

Sarah Nuñez is the Assistant Director for Hispanic/Latin@ Initiatives in the Cultural Center. She is a Latina professional who brings people, teams, and cultures together. Born in Bogota, Colombia and raised in North Carolina, Sarah's multicultural background as a Colombian-American enables her to effectively act as a bridge between identities, cultures, races, and languages. Sarah is a facilitator, coach, and strategic thinker with 15 years of experience in working with nonprofits and 8 years of experience in higher education. Sarah holds a Master of Public Affairs from Western Carolina University and a certificate in Non-Profit Management from Duke University. She earned her Bachelor of Arts with major in Interdisciplinary Studies: Latin America in a Global Context from University of North Carolina at Asheville and Associate of Arts from Asheville Buncombe Technical Community College. Sarah's role with the cultural center is to coach, support, and advocate for Hispanic/Latin@ students, develop and implement programs, and foster campus and community collaborations.



Brian Buford

Brian Buford is Assistant Provost for Diversity and Director of the LGBT Center. With nearly 30 years of service to the University of Louisville, Brian has dedicated his career to building a campus community where all students, faculty, and staff feel welcome, safe, and included. Key achievements under his leadership include: opening a staffed LGBT Center in 2007, the first of its kind in Kentucky; earning a five-star rating on the Campus Pride index; launching the Bayard Rustin themed housing community for LGBT students and allies, the first of its kind in the south; opening a satellite LGBT Center on the Health Sciences Center campus; partnering with community leaders on Feast on Equality, a signature fundraising event; and being hailed by LEO Weekly as "the most LGBT friendly public university in the south."

As Assistant Provost, Brian guides university departments in creating diversity plans and reviewing progress toward meeting diversity goals; develops and delivers diversity training; serves as chair of the Bias Incident Response Team; and advises the administration on campus climate issues and concerns. Brian also serves the university through his adjunct faculty position in the College of Education, Educational and Counseling Psychology Department, and as a trainer/consultant for the Dephi Center for Teaching and Learning.

Honors and achievements include: Ally Award, Transwomen National, 2015; Proclamation, Louisville Metro Council, 2014; Humanitarian Award, Association of Black Students, University of Louisville, 2013; Louisville Connector, Leadership Louisville, 2010; Outstanding Service Award, University of Louisville, 1996; Brian counts among his most treasured accomplishments a thru-hike of the 2,175 mile Appalachian Trail in 2007 and Spain's 500-mile Camino de Santiago in 2012. Brian uses he/him/his pronouns.

PANEL MODERATOR



Jaison A. Gardner

Jaison A. Gardner has been a social justice activist, health educator, and community organizer for nearly 20 years. He is currently an HIV/AIDS Prevention Specialist at Volunteers of America Mid-States. Jaison is the co-host with Dr. Kaila Story of WFPL's Strange Fruit, a weekly talk show focusing on race, class, gender, and sexuality issues and pop culture. He is an organizer with Stand Up Sunday (SUS), Louisville's #blacklivesmatter organization, and a board member of the Fairness Campaign and the Kentuckiana AIDS Alliance, the governing body of the Louisville AIDS Walk. Jaison is a frequent presenter, moderator, and event emcee on a variety of issues, including the intersection of racial justice and LGBTQ liberation.

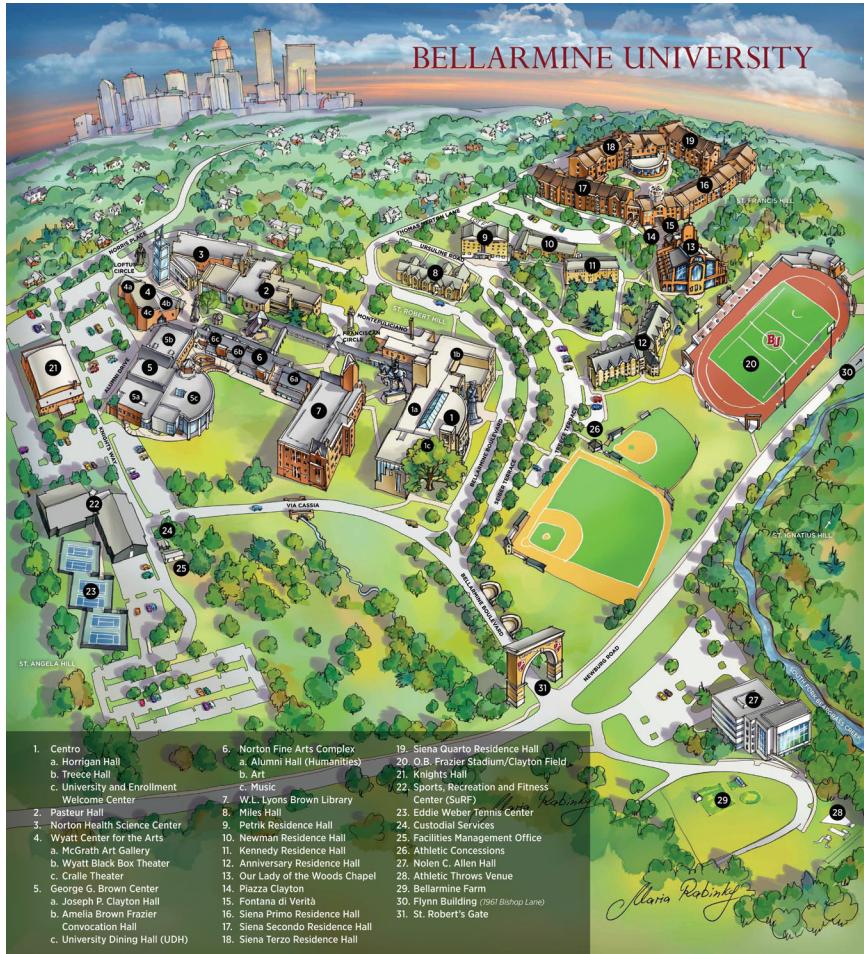
FEATURED ENTERTAINMENT



River City Drum Corp

Established in 1990, River City Drum Corp's (RCDC) mission is to enhance the development of children, families and communities through culture, arts and educational diversity with emphasis on performing arts in percussion, vocal and music composition. These aspects of RCDC's ongoing programming develop a strong foundation that strengthens the character of those we serve with the "Spirit of the Drum" curriculum.

Our participants have traveled throughout Kentuckiana and the United States to deliver the "Spirit of the Drum" along with community engagement, organizational partnerships and collaborations, collegiate preparedness and professional development skills. The River City Drum Corp Cultural Arts Institute, Inc. serves to encourage student success, not only for the performing arts, but its direct link into other areas of their lives; with a sense of appreciation and accomplishment.



CAMPUS MAP

THE DOD CONFERENCE WILL TAKE PLACE IN:

- Frazier Hall (5b) Check-in and All Meals
- Miles (9), Horrigan (1b), GBCH (5a), Wyatt (4) Concurrent Sessions
- Parking is available behind the SuRF Center (22) in Lot R

CONCURRENT SESSIONS

SESSION I: 9:30-10:20 A.M.

Walking In Their Shoes

Presenter: Kathleen Cooter, Professor, Bellarmine University • Format: Action Oriented Workshop • Location: Miles 234

Abstract: Using a game format, walk in the shoes of person in poverty circumstances. You assume an identity, join a group of five other players and throw the dice to discover your next life adventure. Based on research and real circumstances, the game invites you into the daily stresses and realities of a person in poverty circumstances.

Understanding Why Everybody is Bias!

Presenter: LaNee Williams, Diversity & Equity Officer, University of Evansville • Format: Action Oriented Workshop • Location: Hilary's

Abstract: This presentation will help attendees to understand various ways you can gain some understanding and develop insight into student bias. No matter the campus climate our students all have a bias of some kind which is directing their intentions. Biases can be positive or negative and influence how we act and interact with other people and events. Students create biases in their minds using the same process for both mild biases and severe ones, which can often appear as blatant or micro-aggressive behaviors. Helping students to become more aware of how to overcome unconscious and hidden biases is trending at universities today. Indeed, biases change often for students but understanding and being aware that they exist is important. The presentation will offer several ways to promote courageous conversations and events that highlight difficult issues, like buried prejudices and biases in order to help students understand why everybody is bias.

100 Black Men

Presenters: Members, 100 Black Men • Format: Roundtable Discussion • Location: Miles 123

Abstract: The overall concept of the “100” began in New York in 1963 when a group of concerned African American men began to meet to explore ways they could improve conditions in their community for young males. The group eventually adopted the name, the “100 Black Men” as a sign of solidarity. Subsequently, this idea was duplicated in other cities and to date there are 118 chapters worldwide. This session will give an overview of the mission/purpose/goals of 100 Black Men, discuss the current success that group has had on various other local campuses, talk about programs that are offered, their past and future collaboration with Bellarmine and hear from the current President of 100 Black Men as well as members from their collegiate chapters.

Mentoring: An Unconventional Approach to Addressing Multiple Dimensions of Diversity

Presenter: Jordan Wiehebrink, Senior Graduate Admission Officer, Bellarmine University

Format: Roundtable Discussion • Location: Fireplace Room

Abstract: While the benefits of having a mentor have long been supported, more recent research suggests mentoring relationships as being mutually beneficial. Such relationships can exist in multiple capacities and form for various purposes. More recently, however, mentoring relationships have been identified as an unconventional, yet effective approach to different dimensions of diversity. By being more intentional about the integration of mentoring relationships, practitioners can be more proactive about addressing multi-dimensional diversity within various contexts.

Let Them Eat Pie: An Exercise for Promoting Equity

Presenters: Erlene Grise-Owens, Professor and MSW Director School of Social Work,

Spalding University, Mindy Eaves, School of Social Work, Spalding University, Laura Escobar-

Ratliff, Instructor, School of Social Work, Spalding University • Format: Interactive Lecture

Location: Wyatt Center, McGrath Art Gallery

Abstract: Hungry for ideas on promoting equitable work, school, and social cultures? This “eat-eractive” workshop uses pie as a metaphor for power. A pie-eating exercise feeds dialogue and discussion of core concepts and questions. Topics include: (1) pie-power, privilege, (surplus) powerlessness; (2) advocacy—collaborative, competitive, adversarial; (3) just pieces, production, distribution, and so forth; (4) false “pie-ty” vs. pie-parity; (5) individual, corporate, global connections; (6) pie assumptions, values, policies, actions; (7) pie (power)-paradigms: changing pie—even as we eat it? We discuss ways to expand application in various contexts. Pre-requisite: BYOB—Bring your own brain; we will bring the pie!

SESSION II: 10:30-11:20 A.M.

Walking In Their Shoes (Continued)

Location: Miles 234

Understanding Why Everybody is Bias! (Continued)

Location: Hilary's

Diversifying the Leadership Pipeline through Intentionality

Presenters: Raylene Pollio, Diversity & Inclusion Manager, Brown-Forman Corporation, La Toya McClellan, Regional People Development Consulting Manager, Brown-Forman Corporation • Format: Roundtable Discussion • Location: Wyatt Center, McGrath Art Gallery

Abstract: During this session, the presenters will share learnings from two leadership development programs that Brown-Forman offers to accelerate the careers of Black, Latino, Asian, and female high potential employees. The presenters will share the journey that Brown-Forman has been on and engage the session participants in a dialogue about what they are noticing and/or doing in their respective organizations.

Creating and Customizing Inclusiveness in the Field of Education

Presenter: Candace Lamb, Assistant Director, Career Development Center
Format: Interactive Lecture • Location: Fireplace Room

Abstract: This program will draw upon the Career Development's initiative to create customized career programming for diverse student populations to provide student affairs professionals with ways to incorporate targeted programming for these populations into their events and programs. This presentation will discuss researching benchmark institutions, partnering with other offices to better understand student needs, and how to gain student buy in for these initiatives.

Exercise, Recovery Program Adherence, and Health Outcomes in Homeless Men

Presenter: Chelsey Franz, Assistant Professor, Bellarmine University • Format: Interactive Lecture • Location: Miles 123

Abstract: Over 8 million Americans are dependent on illicit drugs. These numbers are higher among homeless individuals. The LifeChange program is an addiction recovery program designed for homeless men. Research shows that men who successfully complete addiction recovery programs are more likely to have stable housing, maintain drug/alcohol abstinence a year after graduating from the program, and report improved health and quality of life outcomes. Maintaining sobriety, improving health outcomes and transitioning back to society are best achieved with completion of an addiction recovery program, thus, interventions designed to improve addiction recovery program adherence are needed.

SESSION III: 1:30-2:20 P.M.

NEVER Say Never!

Presenter: Marian Vasser, Coordinator for Arts & Sciences Diversity Programs, University of Louisville • Format: Action Oriented Workshop • Location: GBCH 230

Abstract: We've all compiled a list of things we would "never" do, and causing harm to others is usually at the top of the list. After all, most of us were raised to love and respect everyone, right? During this interactive session, participants will explore the effects of well-intentioned messages that may actually cause others harm and leave them feeling excluded. Perhaps you were raised on the Golden Rule, which states, "Do unto others as you would have them do unto you". What happens when our "doing unto" is misunderstood or rejected? What happens when others are seemingly offended by every little thing we do? Ever considered the countless recordings and early messages we acquire over time and how they inform our interactions with others? Bring your shovel (willingness to be open, honest, and transparent) and let's dig up roots together!

Thinking Intersectionally: How Complex Identities Shape Experience

Presenters: Danielle Alexander, Therapy Intern, Bellarmine University, Gary Petiprin, Licensed Psychologist, Bellarmine University • Format: Action Oriented Workshop
Location: Hilary's

Abstract: Have you ever noticed how people from the same demographic can have wildly different lived experiences? Have you ever wondered how people manage or make sense of multiple identities? "Intersectionality" is a term used in social justice literature to describe the ways in which people's many different identities work together to situate them within unique social locations. These unique sets of identities create a compilation of privileged and oppressed experiences that color how one walks through the world. Through accounting for and understanding these unique mixtures of privilege and oppression, we can better understand the true diversity represented in our organizations and advocate for a more equitable institution.

Interfaith is Who We Are

Presenters: Melanie-Prejean Sullivan, Director of Campus Ministry, Bellarmine University, Haleh Karimi, Executive Director, Interfaith Paths to Peace • Format: Roundtable Discussion
Location: GBCH 232

Abstract: On University campuses, rather than speaking about "doing" interfaith work, we need to tell our story to our newest members to bring them into our saga which enthusiastically declares that interfaith is our identity, a part of our religious DNA, ingrained in what Thomas Merton called, the "true self." This presentation will feature speakers active in the Louisville interfaith community in conversation with staff of Bellarmine University telling their story about 60 years of partnership.

Increasing LGBTQ Inclusivity for Staff and Clients

Presenter: Patrie Garbrough, Graduate Student, Spalding University • Format: Interactive Lecture • Location: GBCH 234

Abstract: In an increasingly diverse world, it's important for businesses and organizations to maintain and inclusive environment for both staff and clients. The LGBTQ community has a unique set of workplace needs, including proving facilities for transgender and gender nonconforming individuals, appropriate language for documentation, and policies that are inclusive to people of all sexual orientations and gender identities. The purpose of this presentation is to inform others about the needs of the LGBTQ community and develop inclusive environments for employees and clients.

SESSION IV: 2:30-3:20 P.M.

NEVER Say Never! (Continued)

Location: GBCH 230

Thinking Intersectionally: How Complex Identities Shape Experience (Continued)

Location: Hilary's

Isms are Everywhere: A “Mallisms” Exercise

Presenters: Erlene Grise-Owens, Professor and MSW Director School of Social Work, Spalding University, Laura Escobar-Ratliff, Instructor, School of Social Work, Spalding University, Dorothy Hickerson, Adjunct Faculty/Clinical Consultant, University of Louisville
Format: Interactive Lecture • Location: GBCH 234

Abstract: This workshop will describe an activity that we (the presenters) have been incorporating in a social work practice course for many years. This activity raises awareness about the ubiquity and subtle nature of “isms” (racism, sexism, etc.) In the practice course, students go to malls and other public places to find evidence of isms and counters to those isms; they also consider media and other aspects of everyday life, including their workplaces. Then, they report on their findings in class poster presentations. Because this exercise involves active engagement and group exploration, dialogue is encouraged and the impact is magnified. We will adapt the exercise for an experiential component in the workshop; discuss the impact of the exercise; and consider how to replicate this exercise in various contexts to raise awareness of the impact of isms.

Cultural Competency: The Cross Section of Free, Oppressive and Inclusive Speech

Presenters: Dr. Michael Mardis, Dean of Students and Vice Provost for Student Affairs, University of Louisville, Tierney Bates, Cultural Center Director, University of Louisville
Format: Interactive Lecture • Location: GBCH 232

Abstract: We are facing a time when speech, rhetoric, and action is confronting the historical context of race on campuses. The rise in tension on college campuses around race, expression, and intolerance can lead to hostile environments. Student Affairs practitioners play a critical role in creating opportunities for learning, while balancing freedom of expression with an inclusive, and respectful environment that values all people. The work we do is vital to the institution, community and student body. This dialogue will help create and understanding and methods for respecting differences, equity, and freedom of expression.

Disability as part of Identity

Presenters: Ronda Purdy, Director of Disability Services, Bellarmine University & Selected Students • Format: Interactive Lecture • Location: Fireplace Room

Abstract: Students with disabilities can experience significant challenges as they transition from high school to the post-secondary education setting. There are barriers that many students experience in the physical environment (inaccessible buildings/classrooms), in class instruction (timed tests, inaccessible text books or course material) and in the attitudes of faculty, staff and peers (stereotypes, prejudices, disbelief). Although accommodations are valuable resources in overcoming those barriers, accessing them means the students must take extra steps in order to have equal access to class content and/or activities on campus. This panel discussion comprised of current Bellarmine students will challenge misconceptions and explore the transition from high school to college, obstacles students have faced, and how disability is part of identity.

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