



SIXTH ANNUAL
DIALOGUE **ON**
DIVERSITY

CONFERENCE 04.07.2017



THEME:
CHANGE...

2017 DOD COMMITTEE

Nubia Bennett, Bellarmine University
Tamekka Cornelius, Bellarmine University
Pam Nettle Curtis, University of Louisville
Patrick Englert, Bellarmine University
Patricia Dillon, Spalding University
Ali Lake, University of Louisville
Dr. Gary Petiprin, Bellarmine University
Janelle Rae, Spalding University
Ryan Simpson, University of Louisville

SPECIAL THANKS TO

Gina Patrick, Bellarmine University
Dr. Carole Pfeffer, Bellarmine University
Dr. Helen-Grace Ryan, Bellarmine University
Louisville Water Company

BIAS AV O E S T E F N

SCHEDULE OVERVIEW

8 - 9 A.M.

Registration and Breakfast, Frazier Hall

9 - 9:20 A.M.

Welcome and Opening

Performance by SpreadLovEnterprise, Brandon
"B. Shatter" Harrison and Rheonna Nicole

9:30 - 10:20 A.M.

Concurrent Sessions

10:30 - 11:20 A.M.

Concurrent Sessions

11:30 A.M. - 1:20 P.M.

Lunch, Keynote, Book purchase & signing

1:30 - 2:20 P.M.

Concurrent Sessions

2:30 - 3:20 P.M.

Concurrent Sessions

3:30 - 4 P.M.

Closing, Frazier Hall



BELLARMINE
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UNIVERSITY OF
LOUISVILLE.
COLLEGE OF ARTS & SCIENCES



FEATURED ARTISTS



Lance Newman

Lance G. Newman II, has been writing and performing since he was 13 years of age. Born in California, but raised between Detroit, MI and Louisville, KY, this poet defines versatility. As the founder of SpreadLovEnterprise and the 'slam master' for the adult poetry slam team, Loohavull Lip; Lance uses his long standing relationship with the city, to teach, encourage, and facilitate creative writing workshops and spoken word events all around.

Also known as Mr. SpreadLove, Lance uses his platform to bring attention to various social abnormalities within Louisville and afar. With 'love,' he travels to different cities and towns to spread awareness and act as an ambassador for his city.

Mr. SpreadLove is also a founder of the Louisville based, multifaceted theater company called RootsAndWings. This group is one of the recipients of an 'ArtPlaceAmerica' grant, that will be used to expose, teach, and preform various forms of performing art within the city of Louisville's most impoverished neighborhoods.

Lance Newman is a father, a teacher, an activist, and a poet. His main goal in life is to #SpreadLove, because he knows... If you show love at every stop in life, you will receive love around every corner.



Brandon Harrison

Brandon "B. Shatter" Harrison is a spoken word artist and educator currently located in Louisville, KY. When not debating the possibilities of literature's most revered characters being persons of color or somewhere lost on an anime binge, B. Shatter can be found actively engaging in the booming arts scenes around the country performing on numerous stages. More than your average poet, B. Shatter has found a way to take his early

slam career training from Texas to new and amazing heights in making a name for himself. He is the creator and host of Kentucky's largest yearly poetry competition the "Winter Soul-Spit Slam," coaches the youth team known as the Young Poets of Louisville, regularly teaches Street Academy, a literacy program for fourth and fifth grade black boys all while continuing to host a variety of slams and nationwide events. He's released three chapbooks, "Losing My Mind", "Striving for Greatness" and "Notes to Self," with more to come in the future. This is just the beginning, there will always be stories that need telling and B. Shatter aims to give those tales a voice.



Rheonna Nicole

Rheonna Nicole is a natural born poet, artist, spoken word competitor and entrepreneur. A native Louisvillian, she graduated from Valley High School and studied commercial arts at Murray State University. She has been a visual artist since high school—working in clay, charcoal, oil, creative writing and poetry.

She began to recite her poetry at churches, funerals, weddings and youth events. Soon she became admired and enjoyed by many people around the city. Her aggressive and rhythmic style of poetry has made her stand out in the crowd. Rheonna has been a featured speaker at The National Council of Negro Women's Martin Luther King Jr. brunch, Girls IdeaFest, World Festival, Kentucky Women's Writers Conference, Louisville Literary Arts reading series and Indiana University Poetry Festival. Featured articles in Today's Woman Magazine, Leo Weekly, Insider Louisville, Courier Journal, Spalding University Art & Literary Hotel and the featured performer for other poetry events. Not to mention winning multiple poetry slams while competing in Lexington, Ky, Indianapolis, IN, Cincinnati, OH and Brooklyn, NY. Most recently, the Women of the World Poetry Slam ranked Rheonna sixth place amongst 96 other female spoken word artists in the nation.

Now she has created her own organization called Lipstick Wars Poetry Slam (partnership with ArtsReach of Kentucky Center for the performing arts) which is an all-female competition where she offers a platform for poets to speak out against the injustices and celebrations of womanhood through the art of poetry slamming.

KEYNOTE SPEAKER



Clint Smith

Clint Smith believes we all share a story, the human story. It's in the telling, he believes, that we emerge as individuals and celebrate what we have in common. His two TED Talks, *The Danger of Silence* and *How to Raise a Black Son in America* have been viewed more than four million times. Using his experience as an award-winning teacher and poet to share personal stories of justice, community, and education, his customizable art-form il-

luminates how we can all find the courage to create change, overcome challenges, and unite ourselves through the power of the collective voice.

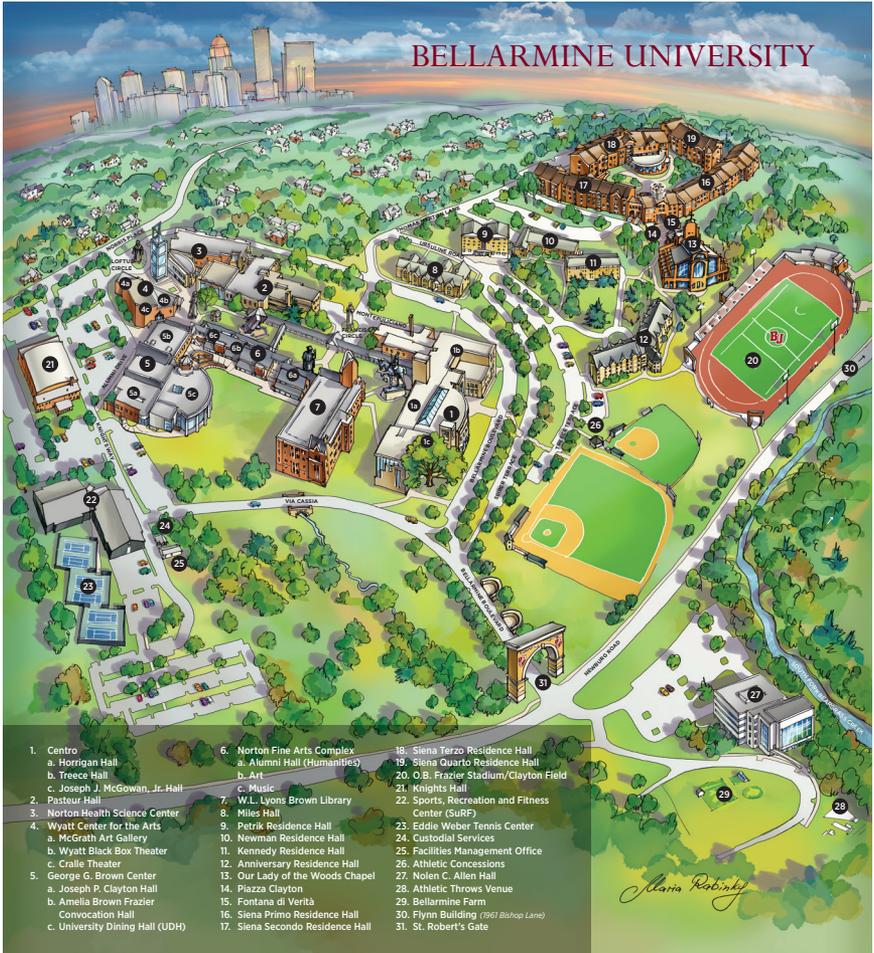
Clint Smith is a writer, teacher, and doctoral candidate in Education at Harvard University with a concentration in Culture, Institutions, and Society. He is a recipient of the National Science Foundation's Graduate Research Fellowship with research interests that include mass incarceration, the sociology of race, and the history of U.S. inequality. Previously, he taught high school English in Prince George's County, Maryland where, in 2013, he was named the Christine D. Sarbanes Teacher of the Year by the Maryland Humanities Council.

He has spoken at the 2015 TED Conference in Vancouver, British Columbia, the U.S. Department of Education, the IB Conference of the Americas, the Aspen Summit Ideas Festival. He has been profiled in *The Washington Post*, *Vox*, *The Huffington Post*, *The Root*, *NBC News* and the book, "American Teacher: Heroes in the Classroom." His two TED Talks, *The Danger of Silence* and *How to Raise a Black Son in America*, collectively have been viewed more than 5 million times.

Clint is a 2014 National Poetry Slam champion, an Individual World Poetry Slam Finalist, a Cave Canem Fellow, a Callaloo Fellow, and has served as a cultural ambassador for the U.S. Department of State.

His writing has been published or is forthcoming in *The New Yorker*, *The Guardian*, *Boston Review*, *American Poetry Review*, *Harvard Educational Review* and elsewhere. He is the author of *Counting Descent*, which won the 2017 Literary Award for Best Poetry Book from the Black Caucus of the American Library Association and was a finalist for an NAACP Image Award. He was born and raised in New Orleans.

BELLARMINE UNIVERSITY



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| <ol style="list-style-type: none"> 1. Centro <ol style="list-style-type: none"> a. Horrigan Hall b. Treece Hall c. Joseph J. McGowan, Jr. Hall 2. Pasteur Hall 3. Norton Health Science Center 4. Wyatt Center for the Arts <ol style="list-style-type: none"> a. McGrath Art Gallery b. Wyatt Black Box Theater c. Cralle Theater 5. George G. Brown Center <ol style="list-style-type: none"> a. Joseph P. Clayton Hall b. Amelia Brown Frazier Convocation Hall c. University Dining Hall (UDH) | <ol style="list-style-type: none"> 6. Norton Fine Arts Complex <ol style="list-style-type: none"> a. Alumni Hall (Humanities) b. Art c. Music 7. W.L. Lyons Brown Library 8. Miles Hall 9. Petrik Residence Hall 10. Newman Residence Hall 11. Kennedy Residence Hall 12. Anniversary Residence Hall 13. Our Lady of the Woods Chapel 14. Piazza Clayton 15. Fontana di Verità 16. Siena Primo Residence Hall 17. Siena Secondo Residence Hall | <ol style="list-style-type: none"> 18. Siena Tarzo Residence Hall 19. Siena Quarto Residence Hall 20. O.B. Frazier Stadium/Clayton Field 21. Knights Hall 22. Sports, Recreation and Fitness Center (SuRF) 23. Eddie Weber Tennis Center 24. Custodial Services 25. Facilities Management Office 26. Athletic Concessions 27. Nolan C. Allen Hall 28. Athletic Throws Venue 29. Bellarmine Farm 30. Flynn Building (1967 Bishop Lane) 31. St. Robert's Gate |
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CAMPUS MAP

THE DOD CONFERENCE WILL TAKE PLACE IN:

- Frazier Hall (5b) Check-in and All Meals
- Centro (1a, 1b), Pasteur (2), GBCH (5a), Wyatt (4), W.L. Lyons Brown Library (7), Miles (8), Concurrent Sessions
- Parking is available in Frazier lot, and lot behind the SuRF Center (22) in Lot R

CONCURRENT SESSIONS

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

ROUNDTABLE

Millennials, students of color in the workplace

Centro-Horrigan, Fireplace Room • Presenters: Anthony E. Jones, Director of Multicultural Affairs, Eastern Kentucky University • Conference Track: Best practices/current research in diversity, inclusion and/or social justice

Abstract: Millennials are the cohort of individuals born in the early 80s (1984) ranging to the late 90s, early 2000s (2002). In an interview with world renowned author and public speaker, Simon Sinek, he spoke about 4 obstacles that Millennials face in today's work force including parenting, technology, impatience and environment.

The purpose of this roundtable discussion is to identify the relationship between millennials in the workforce, as defined by Simon Sinek, and millennials that we work with. Our task is to take this perspective and analyze it with the thought process of working with our student of color population. The anticipated outcome of this roundtable discussion is the identification of best practices, sharing personal stories and create action plans to better support and prepare our millennial students of color for the workforce.

WORKSHOPS

Cultural humility in the workplace

Library, Frazier Board Room • Presenters: Dr. DeDe Wohlfarth, Faculty, Spalding University; Truman Harris, Doctoral Student, Spalding University • Conference Track: Diversity, inclusion and/or social justice based techniques that can be utilized in the workplace.

Abstract: Developing cultural competence is a multi-step process that involves: a) self awareness (exploring our own biases, taking steps on our cultural journeys); b) cultural knowledge (learning about diverse worldviews); and c) skills (creating opportunities to engage with those we identify as "others.") Regardless of our employment settings, our efforts to become more culturally competent are vital to challenging societal "isms" including institutional racism/sexism/genderism/classism. Developing cultural competence is never ending journey that is enhanced when accompanied by a parallel search for cultural humility. Cultural humility encompasses values such as not knowing, being other-oriented, and always being open to new learning. In this workshop, practical strategies are shared that can be used in diverse employment settings to build cultural competence and strengthen cultural humility.

What my father taught me: Learning and unlearning masculinities

Centro-Horrigan, Hilary's • Presenters: Brian Hamilton, Graduate Assistant Affiliate Housing - Student Life, University of Louisville • Conference Track: Diversity, inclusion and/or social justice based techniques that can be utilized in the workplace.

Abstract: Rigid, toxic and hyper-masculine definitions of masculinity are harmful for men. "What My Father Taught Me" combines engaging activities and thoughtfully, guided discussion to encourage participants to think critically about masculinity, the ways they perform gender, and how society polices other men's gender representation. What would men do if they didn't have to listen to the things their father, classmates, or society taught them? Attendees will walk away with helpful strategies and tips to actively challenge the toxic beliefs about masculinity they carry with them.

Healing from racial trauma using expressive arts

Wyatt Hall, McGrath Art Gallery • Presenters: Dr. Sarah Tallentire, Staff Psychologist, ECU Counseling Center • Conference Track: Overview of diversity, inclusion and/or social justice in business, education, health, international affairs, media, religion and politics

Abstract: When people of Color experience racism, discrimination, oppression, as well as witnessing these events in the news/media or having them occur to family and close friends, corresponding symptoms arise: fear and hypervigilance, headaches, insomnia, body aches, memory difficulty, self-blame, confusion, shame, numbness, and guilt. These symptoms are real, valid, and have a name: Racial Trauma. As a result, one's mental health can decline if not addressed. Unfortunately there is still a huge stigma in seeking mental health services. This workshop will discuss the both impact of Racial Trauma and ways to cope with/defend against it. There will also be an experiential activity to facilitate healing from Racial Trauma using different types of expressive art media.

T.R.U.T.H. TALKS: True racial understanding through honest talks

Centro-Horrigan, 075 • Presenters: Nana Boateng, Diversity Peer Education Team Coordinator, Carter G. Woodson Center for Interracial Education; Marissa Morales, Carter G Woodson Center for Interracial Education; Ben Christson, Carter G Woodson Center for Interracial Education. • Conference Track: Overview of diversity, inclusion and/or social justice in business, education, health, international affairs, media, religion and politics

Abstract: Truth Talks are an opening for dialogue that does not aim to provide a concrete solution for issues in the world. This truth talk session will specifically focus on Environmental Violence and the toll it takes on minority communities. The Diversity Peer Education Team will presentation on the role extractive industries like mining, fracking, and drilling impact the health of the environment and the people who inhabit those spaces. We will look at how indigenous lands and urban communities have chosen to responded against this violence and discuss ways allies can mobilize themselves to advocate. After the brief presentation, workshop participants will have the chance to discuss the topic by anonymously texting in questions and reactions through Poll Everywhere. The workshop will conclude by reiterating the value of Truth Talks at educational institutions. The workshop will model how participants from other institutions and businesses can establish a forum like Truth Talks.

PRESENTATIONS

Equitable student staff recruitment and selection for higher education

Pasteur Hall, 10 • Presenters: Jake Jensen, Campus Housing, University of Louisville; Justin Leibowitz, Campus Housing University of Louisville • Conference Track: Best practices / current research in diversity, inclusion and/or social justice

Abstract: This presentation is focused on methods to reduce bias, barriers to entry/application, and creating equity in a student staff recruitment and selection processes at Higher Education Institutions. Some of the areas discussed will include written applications, rating scales, rubrics for scoring interviews, the formulation of interview questions, the release of interview questions before the interview, and the process for discussing candidates during the selection process.

The skin I'm in: An exploration of bi-racial and multi-racial experiences

Pasteur Hall, 255 • Presenters: Kira Munoz, Residence Hall Coordinator, Eastern Kentucky University • Conference Track: Overview of diversity, inclusion and/or social justice in business, education, health, international affairs, media, religion and politics

Abstract: This presentation will explore the experiences of belonging to two or more ethnic backgrounds. We will discuss the intersectionality of identity based on self-perception and the perceptions of others; implications these perceptions have on those we work with; how we can better serve our population of multi-racial students and bring awareness of the multi-racial experience to others on our campuses. The Skin I'm In: An Exploration of Bi-racial and Multi-racial Experiences will be based off of the presenter's interactions with balancing intersecting identities and how the presenter has been able to utilize their knowledge while working in student affairs.

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

ROUNDTABLE

Am I the youngest person in the room again? Young faculty perspectives in higher education

Miles Hall, 123 • Presenters: Andrew McCart, Continuing Lecturer, Purdue Polytechnic; Dr. Rustin Weber Purdue Polytechnic • Conference Track: Overview of diversity, inclusion and/or social justice in business, education, health, international affairs, media, religion and politics

Abstract: Diversity is a topic that is often talked about in terms of gender, race, religious beliefs, or socioeconomic status. Multi-generational workforce is another interesting topic, yet those studies often seem to pit generations against one another. This study is unique, as it looks at three young faculty member's perspectives as minorities in higher education. Their departments have been established for decades and they are newcomers looking for mentorship, guidance, partners to collaborate on projects, or even just advice on navigating the bureaucracies related to their benefits package. The study also looks at national trends in academia, reviewing the literature on the issue of the age gap in academia, and interviews three early career faculty on their experiences in the first few years of this industry.

WORKSHOPS

Cultural humility in the workplace (Continued)

Library, Frazier Board Room

What my father taught me (Continued)

Centro-Horrigan, Hilary's

Healing from racial trauma using expressive arts (Continued)

Wyatt Hall, McGrath Art Gallery

T.R.U.T.H. TALKS: True racial understanding through honest talks (Continued)

Centro-Horrigan, 075

PRESENTATIONS

Living solidarity: Helping students with learning differences develop dignity for all humanity

Miles, 234 • Presenters: Dr. Beatriz Pacheco, Learning Differences Coordinator, Saint Xavier High School; Thomas Malewitz, Teacher, St. Xavier High School • Conference Track: Overview of diversity, inclusion and/or social justice in business, education, health, international affairs, media, religion and politics

Abstract: Through *Evangelii Gaudium* (2013) and *Laudato si'* (2015) Pope Francis has approached contemporary culture head-on with a call for Catholics to engage, and not retreat from, the changes and challenges of the 21st century. One purpose of the lesson described in this paper was to increase social awareness and empathy for the marginalized. The theoretical frameworks applied to this lesson included Brain-Based Learning Theory, Systems Theory, and Social Justice. Participants were members of a reading class in a large, Midwestern Catholic high school who fell below the 16th percentile in reading on the Closed High School Placement Test. This lesson was aimed at helping students identify stereotypes and then, through systems theory, identify the flaws in the system that allowed these stereotypes to continue.

ABC's of LGBTQ

Miles Hall, 233 • Presenters: Tanner Mobley, President of BUKnighted, Bellarmine University • Conference Track: Overview of diversity, inclusion and/or social justice in business, education, health, international affairs, media, religion and politics

Abstract: Are you seeking a better understanding of topics relating to sexuality and gender identity? This presentation will walk you through some basic LGBTQ+ terminology, and provide you with guidelines on being a good LGBTQ+ ally. This session will give participants the skills they need to provide support and to create environments that are safe, welcoming and inclusive for LGBTQ+ folks.

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

WORKSHOPS

Religious diversity and student identity development: How ought student affairs engage in issues of religious diversity?

Centro-Horrigan, 081 • Presenters: Dr. E. Gerome Stephens, Director of Student Engagement, Georgia Tech • Conference Track: Best practices / current research in diversity, inclusion and/or social justice

Abstract: Exploring our different worldviews can be very challenging. Join us to learn about developing rich, courageous dialogue by creating common language. We will explore the topic of religious and non-religious student identity development. Highlights of some of the work that is happening on college campuses nationally and at Georgia Tech around interfaith leadership and dialogue will be shared. The session will reflect on how student affairs may engage around the issue of religious diversity and examine how religious diversity impacts the college experience. This session will include a review of past relevant research, introduction of common language, activities resources, and best practices for campus facilitation.

Global competence: Perceptions and future directions

Centro-Horrigan, 103 • Presenters: Dr. Stacy Shipman, Global Competence Researcher and Trainer, Bellarmine University; Karen Loper, Bellarmine University • Conference Track: Best practices / current research in diversity, inclusion and/or social justice

Abstract: Global Competence is simply defined as the ability to be at home anywhere in world. As increased exposure to diversity in a globalized world intensifies interactions, it also serves as an invitation to expand who we know ourselves to be. This session is an exploration of that invitation. The definition and understanding of Global Competence will be nuanced and discussed; results of a current study of various community members on Global Competence will be shared; highlights impacting business, education, and governance will be considered; and training methods and strategies will be explored.

Re-thinking diversity through mind shifting dialogue

Centro-Horrigan, 104 • Presenters: LaNeeca Williams, Diversity and Equity Officer, University of Evansville • Conference Track: Diversity, inclusion and/or social justice based techniques that can be utilized in the workplace.

Abstract: The session will discuss the benefits and challenges of diversity on a university or college campus. We will discuss how diversity and inclusion can impact the power, output and scholarly make-up of the faculty, staff, and students. Re-thinking diversity through mind shifting dialogue explores ways to offer ideas that help constitute a dynamic intellectual community. The session will provide activities that help campus members to learn to respect and appreciate each other's cultural and stylistic differences all while becoming aware of unconscious assumptions and behaviors that may affect our interactions that empower us to diminish the challenges and maximize the benefits of becoming a diverse and inclusive campus. The presenter will discuss how she used activities on her campus to encourage dialogue to change minds and behaviors in order to improve collaborative thought as well as diversity and inclusivity in and out of the classroom.

The use of restorative communication in justice, academic, and community organization settings

Centro-Horrigan, 105 • Presenters: Mariya Tarshish, M.A., Doctoral Student, Spalding University; Dr. Ida Dickie, Forensic Psychologist, Spalding University, Officer Jeffery Horn and Officer Andrew Young, Louisville Metro Department of Corrections; Erin Herbert, Director of Programming Muhammad Ali Center • Conference Track: Diversity, inclusion and/or social justice based techniques that can be utilized in the workplace.

Abstract: A pressing need exists to discuss issues pertaining to diversity within the criminal justice system. However, thoughtful and instructive communication is often lacking within correctional settings. Crime can be viewed as a violation of relationships and therefore, it is essential to develop a way of communicating with justice involved individuals that restores and builds reciprocal relationships with the individuals, families, communities, and the greater society. Restorative communication is a technique that may be utilized in correctional settings as a way to build respectful relationships and foster communication around sensitive topics pertaining to issues of diversity. A panel reflective of justice involved, correctional officer and treatment perspectives will highlight how restorative communication can help correctional staff talk with diverse groups of individuals about difficult topics in a way that considers the well-being of all involved.

PRESENTATIONS

More than chicken & spades: cultivating a positive black student experience at predominantly white institutions

Clayton Hall, 234 • Presenters: Dominique McShan, Coordinator for Multicultural Programming and Organizations, University of Louisville; Brian Hamilton, Graduate Assistant, University of Louisville • Conference Track: Best practices/current research in diversity, inclusion and/or social justice

Abstract: There have been many discussions about the experiences of Black students at Historically Black Colleges and Universities (HBCUs) and Predominantly White Institutions (PWIs) alike. While vastly different experiences, there is a unique Black student experience at PWIs that can lead to an increased sense of belonging, identity development and overall student success. By examining this concept through Cross & Fhagen-Smith's Model of Black Identity Development, Baxter Magolda's Theory of Self-Authorship, and Astin's Theory of Involvement, presenters will provide valuable insight to equip higher education professionals with the tools needed to assess, support and enhance a positive Black student experience at PWIs.

Applied critical leadership: Implications for social justice in education

Clayton Hall, 230 • Presenters: Dr. Ashley Hopkins, TRIO Program Coordinator, University of Louisville • Conference Track: Best practices/current research in diversity, inclusion and/or social justice

Abstract: Applied critical leadership, also called culturally-responsive leadership, engages in place-based and culturally-relevant education and embraces the principles of critical pedagogy, critical race theory, and transformative leadership (Horsford, Grosland, & Gunn, 2011; Johnson & Reynolds, 2011; Santamaria & Santamaria, 2015). Applied critical leadership promotes social justice, educational equity, and inclusive teaching and learning through analysis and disruption of structural inequality (Davis & McCarther, 2015; Fraise & Brooks, 2015; Horsford et al., 2011;

Santamaria & Santamaria, 2015). Critical leaders are mindful of context, diversity, and intersectionality and recognize their relationship to social justice in education (Horsford et al., 2011; Santamaria & Santamaria, 2015). I conducted a qualitative case study in which I collected data from six students and an instructor participating in a place-based literature course. Best practices for applied critical leadership emerged from the data: student-focused learning experiences, appreciation of diversity, subversion of marginalization, and place as a context for learning.

College Personnel Association of Kentucky business meeting

Centro-Horrigan, Fireplace Room • Presenters: Hannah Piechowski, President, ACPA Kentucky CPAK • Conference Track: Diversity, inclusion and/or social justice based techniques that can be utilized in the workplace.

Abstract: Please join us at the College Personnel Association of Kentucky business meeting! We have exciting resources to share including ACPA's new Compliance U Certificate program and Racial Justice Strategic Initiative. Meet your Regional Representative, volunteer for involvement, and learn about our free professional development opportunities. CPAK is designed to support higher educational professionals in Kentucky. Questions? Contact Kentucky@acpa.nche.edu

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

ROUNDTABLE

Self-care in a time of change

Centro-Horrigan, Fireplace Room • Presenters: Nubia Bennett, Student Success Coordinator, Spalding University • Conference Track: Diversity, inclusion and/or social justice based techniques that can be utilized in the workplace. Action oriented workshops.

Abstract: This workshop centers around the self-care of professionals who do diversity work in their respective fields. In our various person-centered professions (Student Affairs, Academic Affairs, counseling etc.) we often talk about "self-care" in ways that emphasize how we encourage our students/clients to care for themselves, often forgetting the ways our work takes a psychological and emotional toll on us. This program aims to look at this phenomenon and suggest accessible self-care tactics for "change agents" of various professions.

WORKSHOPS

Religious diversity and student identity development (Continued)

Centro-Horrigan, 081

Global competence: Perceptions and future directions (Continued)

Centro-Horrigan, 103

Re-thinking diversity through mind shifting dialogue (Continued)

Centro-Horrigan, 104

The use of restorative communication in justice, academic, and community organization settings (Continued)

Centro-Horrigan, 105

PRESENTATIONS

The benefits of Latino peer mentoring

Clayton Hall, 234 • Presenters: UofL Hispanic Latino Initiative Ambassadors and REACH Mentors- Eileen Marquez, Leo Salinas, Juliana Reyes, Nely Sepulveda; REACH Director- Geoff Bailey and REACH mentee- Maria Martinez; UofL HLI Staff- Nora Atkins and Sarah Nunez • Conference Track: Overview of diversity, inclusion and/or social justice in business, education, health, international affairs, media, religion and politics

Abstract: Peer mentoring is essential in empowering a person's academic, emotional and personal lifestyle. When it comes to Latino students, one could say that if they were to get support from somebody who can relate to them; then their chances of an improved lifestyle increases. That would mean that for every Latino student in a school or college, another Latino student could become their mentor and share that relationships in a way that is meaningful. At the University of Louisville, we have created that very scenario into a program called the "REACH Latino Peer Mentor Program". With this program now one year in the making, we have personal accounts and statistics of the positive effect it has had on not only the mentees involved but the mentors. These benefits include: improvement of academic performance (GPA's are higher), improvement in social skills and personal skills, as well as a sense of belonging.

Socio-cultural factors impacting educational outcomes

Clayton Hall, 203 • Presenters: Rose Glasser, University of Louisville • Conference Track: Overview of diversity, inclusion and/or social justice in business, education, health, international affairs, media, religion and politics

Abstract: This session looks at socio-cultural factors that impact K-12 students. A look into how stereotype threat and perceptions of diverse cultures and practices can create possible barriers in education. Session includes activity, lecture, and concludes with discussion.

Diversity in business: The case for intersectionality

Clayton Hall, 230 • Presenters: Demetria Miles, Founder & CEO, Decide Diversity • Conference Track: Overview of diversity, inclusion and/or social justice in business, education, health, international affairs, media, religion and politics

Abstract: When talking about diversity, the conversation usually leads to racial, gender, or disability status. Leaders are rarely focused on individuals who belong to more than one of these groups. To be an effective leader, the focus must shift from single traits, such as 'woman', to multiple traits, such as 'African American, lesbian woman with autism'. Intersectionality refers to the unique experiences people have, who belong to more than one marginalized group. The intersectional traits are crucial in organizations, but even more essential is leadership. The success of your workforce is dependent on your ability to attract, retain, and engage intersectional employees.

CONNECT WHILE AT THE DOD

Tag your social media posts on Facebook, Instagram and Twitter with #DOD17 to engage in virtual conversations during the conference!



Bellarmine Office of Identity & Inclusion



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For more information about our conference, please visit www.bellarmino.edu/diversity/diversityconference or contact us at identityandinclusion@bellarmine.edu.

We value and appreciate your feedback.

A CONFERENCE EVALUATION WILL BE SENT TO YOU AT THE EMAIL ADDRESS YOU USED TO REGISTER, PLEASE COMPLETE THE SURVEY SO THAT WE MAY USE YOUR INPUT IN THE PLANNING PROCESS OF THE SEVENTH DIALOGUE ON DIVERSITY CONFERENCE.