2018 Diversity Conference
Overcoming the Invisible
Each year the Annual Diversity Conference brings together the University of Rochester and Greater Rochester communities, highlighting a theme to help guide the focus for the day. Diversity-related topics may involve but are not limited to race/ethnicity, class, gender, culture, sexuality or orientation, disabilities/abilities, religion, or age.

This year’s theme is “Overcoming the Invisible.” The conference aims to explore hidden identities, evolve beyond the social constructions that drive perception, and find pathways to create meaningful change.

**OUR BOX OF IDENTITIES**

Our identities shape our experiences in society and our interactions with each other. Regardless of how we are identified or choose to be identified, these identities speak to the ways in which we see and function in the world. Workshops within this category shall focus on any of the following questions:

- What are the social implications of being defined by our identities?
- How do we create inclusive environments that may not initially include us?
- How do we overcome others’ perceptions of our abilities and identities?

**OUR SOCIAL POLITICS**

The national and international landscapes impact our lived experiences. Our belief systems, values, and social groups are target points when dealing with our families, workspaces, and civic responsibilities. Workshops within this category shall focus on any of the following statements or questions:

- What cultural shifts have heightened the discomfort or attacks based on belief system?
- What type of civic engagement requires awareness of sociocultural values?

**OUR ABILITY TO TRANSCEND**

Our contributions to the world are varied. As we learn and grow from one another, we can find pathways to create meaningful change. Workshops within this category shall focus on any of the following statements or questions:

- What are new ways to examine our roles in education, health care, human resources, or any other industry that creates cultural shifts?
Welcome to the ninth annual University-wide diversity conference, “Overcoming the Invisible.” This conference aims to explore hidden identities and find pathways to deconstructing stereotypes and overcoming unconscious bias. Our keynote speaker, Ana Navarro, Republican strategist and political analyst respected on both sides of the aisle for her candor, will provide an insider’s view of the latest hot-button issues in politics and the upcoming midterm elections. I’m sure that you will be inspired by today’s discussions and encouraged by the commitment to diversity, equity, and inclusiveness demonstrated by our faculty, students, staff, and alumni. Today’s conference will build on our tradition of constructive dialogue as we continue strengthening our Culture of Respect.

Richard Feldman, PhD
Interim President and Chief Executive Officer

Your personal agenda has been emailed to you.

THE DIVERSITY CONFERENCE HAS GONE MOBILE

Download our Diversity Conference App powered by Guidebook!

This code is specific to your guide. To download the guide, scan this code using the scanner in the Guidebook App. Once the guide has successfully downloaded, it will open automatically—you do not need to search for it. If you already have the Guidebook App, you can search for our guide by typing: UR Diversity Conference 2018.

President's Welcome

AGENDA

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8–8:30 a.m.</td>
<td>Conference Check-In</td>
<td>Strong Auditorium</td>
</tr>
<tr>
<td>8:30–10 a.m.</td>
<td>Keynote with Ana Navarro</td>
<td>Strong Auditorium</td>
</tr>
<tr>
<td>10–10:15 a.m.</td>
<td>Conference Break</td>
<td></td>
</tr>
<tr>
<td>10:15–11:45 a.m.</td>
<td>Our Box of Identities Workshops</td>
<td>Various Locations</td>
</tr>
<tr>
<td>11 a.m.–1:45 p.m.</td>
<td>Poster Session</td>
<td>Feldman Ballroom, Douglass Commons</td>
</tr>
<tr>
<td>Noon–1 p.m.</td>
<td>Buffet Lunch</td>
<td>Feldman Ballroom, Douglass Commons</td>
</tr>
<tr>
<td>1:45 p.m.–3:15 p.m.</td>
<td>Our Social Politics Workshops</td>
<td>Various Locations</td>
</tr>
<tr>
<td>3:15 p.m.–3:30 p.m.</td>
<td>Conference Break</td>
<td></td>
</tr>
<tr>
<td>3:30 p.m.–5 p.m.</td>
<td>Our Ability to Transcend Workshops</td>
<td>Various Locations</td>
</tr>
</tbody>
</table>

Your personal agenda has been emailed to you.

UNIVERSITY OF ROCHESTER EMPLOYEES

University of Rochester employees seeking MyPath credit for attending the conference should indicate their registered sessions in MyPath.

PARKING AND SHUTTLE INFORMATION

Parking is available in Library Lot (reserved for workshop presenters only) and the Bloch Alumni and Advancement Center (BAAC Lot) for the conference. BAAC Lot shuttles will run continuously from the BAAC Lot to the IT Center on Library Road. Shuttles will begin at 7:30 a.m. beginning at the BAAC Lot and continue until 5:30 p.m. Use the map on the back of the conference booklet for additional details.
Beyond in+Visibility: Making the Practice Possible
Meliora Hall 221

This interactive seminar demonstrates how therapists’ community engagement with students and University stakeholders provided the opportunity for the creation of support groups for persons of color that go beyond the traditional framework of group therapy and were uniquely responsive to the expressed needs of the students.

Keywords: inclusion, empowerment, equity

Presenters: Felicia Reed-Watt, LCSW, MS, Health Administration, Assistant Director of Social Work Training at the University Counseling Center and Kwasi Boaitey, MSW Intern, University Counseling Center, Stress Management Specialist at the Center for Employee Wellness URMC School of Nursing

Creating Spaces to Serve a Rainbow of Identities through Letting Go and Listening: A Case Study
Lattimore Hall 201

How do you repair relationships when an LGBTQ organization has gained a reputation for focusing on white cisgender issues? We will explore this question using the Out Alliance, a nonprofit organization serving the LGBTQ community in Rochester, New York, as a case study.

Keywords: intersectionality, LGBTQ, community

Presenters: Colleen Raimond, LGBTQ Coordinator, University of Rochester; Dr. Jessica Guzmán-Rea, Director, Paul J. Burgett Intercultural Center, University of Rochester; and Chloe Corcoran, Associate Director in Alumni Relations, University of Rochester; Board Vice President, Out Alliance

From Me to Us: Identity, Community, and Place
May Room, Wilson Commons

This workshop explores identity, community, and place through a series of interactive movement dialogues. Via guided questions, participants investigate personal experience within the body and examine how the relationship of self contributes to the well-being and growth of community. Movement, self-reflection, observation, listening, and metaphor are used to promote inclusive community building.

Keywords: interactive, movement, dialogue

Presenters: Rose Pasquarello Beauchamp, MFA, Senior Lecturer, Program of Dance and Movement; Anne Harris Wilcox, MFA, Senior Lecturer, Program of Dance and Movement; and Missy Pfohl Smith, MFA, Director | Program of Dance and Movement

Ana Navarro is a well-known Republican strategist and political analyst for CNN and CNN en Español. She is also a political contributor on ABC’s The View. The Miami New Times named her a “Republican power-consultant,” and the Tampa Bay Times called her “a sought-after voice in Republican politics and an adviser for any presidential hopeful,” saying, “with confidants Jeb Bush and Marco Rubio she is poised to play a big role in the GOP response to immigration reform and Hispanic outreach.” Respected on both sides of the aisle for her straight shooting and candor, Navarro frequently appears in the media, sought after by Meet the Press, Bill Maher’s Real Time, Anderson Cooper 360, and The View, to name a few. “Ana speaks the truth, and she is willing to speak the truth to power without reservation...She has the ear of lots of elected officials,” said Republican consultant Brett O’Donnell. She is in touch with the political issues people are talking about, and in presentations, she discusses the latest hot button issues in politics, giving audiences an insider’s view of the upcoming elections and a roadmap for where the country is headed.

Political Expertise
Navarro most recently served as the national Hispanic co-chair for Governor Jon Huntsman’s 2012 campaign and the national co-chair of John McCain’s Hispanic Advisory Council in 2008, where she was also the national surrogate for the McCain 2008 campaign. She has played a role in several federal and state races in Florida. She served on Governor Jeb Bush’s transition team in 1998 and was his first director of immigration policy in the Executive Office of the Governor.

In 2001, she served as ambassador to the United Nation’s Human Rights Commission, devoting much of her energy to condemning human rights abuses in Cuba. In 1999, she worked in the private sector, representing private and public clients on federal issues, particularly related to immigration, trade, and policy affecting Central America. In 1997, she was a special advisor to the government of Nicaragua and was one of the primary advocates for NACARA (Nicaraguan Adjustment and Central American Relief Act).

Education and Immigration
Navarro is a graduate of the University of Miami. In 1993, she obtained her BA in Latin American studies and political science. She obtained a Juris Doctorate in 1997. She was born in Nicaragua, and in 1980, as a result of the Sandinista revolution, she and her family immigrated to the United States.
Transforming the Cultural Landscape in the Workplace
Gowen Room, Wilson Commons

Our presenters are prepared to engage participants with strategies to navigate diversity, and lack thereof, in the workplace. Our approach is engaging as we expose the problems being faced throughout companies in America and, more importantly, the solutions that will help them overcome those issues.

Keywords: workplace, transformation, diversity

Presenter: Glenys Montero Wynn, Inspired Global Resources, and Inspired Global Resources Staff Members

Coffee stations will be available in the Wilson Commons Bridge Lounge and on the third floor of Gleason Hall adjacent to Gleason 318/418.

Image Alive: Using Interactive Theater to Explore the Social Implications of Identity
Havens Lounge, Wilson Commons

Our identities shape our experiences and interactions. This workshop uses theater-based activities to encourage participants to reflect on their own identities and share thoughts and feelings about times they were treated differently because of who they are. Together, the group will examine the assumptions we make and explore the social implications of being defined by our identities.

Keywords: theater-based, interactive, self-exploration

Presenters: Jodi Beckwith and Allison Roberts, Codirectors of Impact Interactive, LLC; with Performance Educators Adriana Riano, Esther O’Leary Winter, Jonathan Ntheleletho, and Shawn Gray

Racial Equity: Where Do We Start?
Gleason Hall 318/418, Simon Business School

This workshop will provide a frame that supports Understanding the System of Racial Inequity. It is a starting place for those new to structural racism. This interactive workshop will include identifying stories of legacy, meaning, and wisdom and deepening our individual and collective capacity toward understanding history, identity, and culture.

Keywords: racial, equity, identity

Presenters: Yvette Conyers MSN, RN, FNP-C, CTN-B, Instructor of Clinical Nursing, University of Rochester School of Nursing; Rebecca Tucker PhD, ACNPC, MEd, RN, Assistant Professor of Clinical Nursing, University of Rochester School of Nursing; and Jonathan Wetherbee, Staff Diversity Officer, University of Rochester School of Nursing

What’s Wrong with Me? No, What’s Wrong with You?!
Room 207, Schlegel Hall, Simon Business School

Disability is often left out of our national conversation on diversity. Disability is seen as a physical condition best dealt with by the medical industry or as an inspirational afternoon special. Disability is held as a positive identity and culture by many and can inform a more comprehensive understanding of diversity in America.

Keywords: disability, representation, identity

Presenter: Chris Hilderbrant, President, Chris Hilderbrant Consulting; Adjunct Faculty, Monroe Community College; and Captain, WNY Wreckers, Wheelchair Rugby Team
Richard Feldman Ballroom, Frederick Douglass Commons

Please join us in the Douglass Ballroom for a poster session. Presenters will be nearby to discuss their posters with conference attendees. Posters can provide an opportunity for much more feedback than a presenter would receive during a traditional breakout session. We encourage conference attendees to stop by to discuss the important work going on throughout the University and the Greater Rochester Community.

1. Community-based intergenerational dialogue to reduce racial and social isolation among inner-city African American youth and suburban Caucasian seniors. Authors: Jamil H. Lane, MPH, and Kate Kondolf, MA

2. Evaluating LGBT health clinician trainings on HIV/STD prevention conducted throughout New York State. Authors: Monica Barbisius, Beatrice Aladin, Yaelisa Rivera, Kyan Lynch, Marguerite Urban, Terri L. Wilder, Cheryl Smith, Timothy Dye

3. Using interactive theatre to challenge assumptions about participation in group work: a pilot study. Authors: Maria Cecilia Barone, Robin Frye, Nicholas Hammond, Kyle Trenshaw, Vicki Roth and Joe Dinnocenzo

4. Using interactive theatre to challenge assumptions about participation in group work: a pilot study. Authors: Robin Frye, Nicholas Hammond, Kyle Trenshaw, Vicki Roth, and Joe Dinnocenzo

5. Clinical characteristics of individuals using prescription opioids by county type: Cross-sectional analyses of supported by LAPHDIR lab members

6. Our vision, our values. Authors: Christine Federation, Vivian Lewis and Maggie Cousin

7. Writing personal history with grandparents: Spiritual care in POSTER SESSION

8. Health profession opportunity grants: Providing eligible University of Rochester employees with support and opportunities to advance their careers in health care. Author: Caitlin Baker-Ciccuennoi

9. Perceptions of lifetime adversity and unrealistic optimism (PILOT). Authors: Shufang Dong, Xujin Zhang, Dr. Silvia Sorensen (supervisor), and supported by LAPHDIR lab members

10. “Dry” research labs as a space for diversity and inclusion: An example at the Warner School. Authors: Shufang Dong, Xujin Zhang, Dr. Silvia Sorensen (supervisor), and supported by LAPHDIR lab members

11. University of Rochester’s THSP program: Supporting local high school students’ success through employment. Authors: Annabelle Kleist, Alyssa Jasper, and Jane Woods

12. Student engagement at the Susan B. Anthony Center. Author: Kirsten Buscetto

13. Foster parent and provider perspectives on the mental health needs and treatment barriers of unaccompanied refugee minors and undocumented children. Authors: Michelle Atto and Christie Petrenko, PhD

14. Assessing familiarity with acute complications of sickle cell disease among school nurses in the Rochester City School District. Authors: Erin Schikowski and Suzie Noronha, MD

15. Cultural conversations and coffee. Authors: Alisa Hathaway and Donna Walck, PhD


17. Graduate international teaching assistants’ social and cultural navigation of the American university classroom. Authors: Nicholas Knopf, Hoang D. Pham, and Dr. Hairong Shang-Butler

18. Asian academic success in context of acting White theory. Author: Hoang Pham

19. How music teacher education programs prepare teachers to work with diverse populations. Authors: Mara Culp and Karen Salvador

20. Lawful immigrants. Authors: Sherrif Bashir and Patrick Single

21. Providing technical support in job skills development through an ASD job club. Authors: Valerie Smith; Kaitlyn Richardson, MPP; Jennifer Ward; Suzannah Iadarola, PhD, BCBA-D; and Susan Hetherington, PhD

Richard Feldman Ballroom, Frederick Douglass Commons

The annual diversity conference is excited to offer a great meal and performances by PASApella and SALTERS. PASApella PASApella is a student-run a cappella group that was founded in 2015 by members of the Pan-African Students Association (PASA). PASApella is composed of members from 10 different African countries and aspires to attain an intercontinental body of members. This is because PASApella believes in the sharing of cultural attitudes and values that are portrayed in the songs they sing.

Spanish and Latino Students Expressing Rhythm on Stage (SALTERS)
The members of the Spanish and Latino Students Expressing Rhythm On Stage recognized a need to express the Latino culture through dance on campus. Founded in 2006, they pride themselves on fulfilling the principles of family, dance, and cross-cultural inclusion through the social integration of the campus community through Latin dancing. They rally on the idea of a family of dancers learning, teaching, and voluntarily performing together.

Diversity Conference Lunch Menu

Coleslaw* VG
Egg Rolls* V
Cornbread

Chaat Station* VG, GF with diced tomatoes, cucumbers, onions, peppers, spices, crisps, and sauces
Buttermilk Fried Chicken Drumsticks
Baklava* V
GF = gluten free

Diversity Conference Lunch Menu

The annual diversity conference is excited to offer a great meal and performances by PASApella and SALTERS. PASApella PASApella is a student-run a cappella group that was founded in 2015 by members of the Pan-African Students Association (PASA). PASApella is composed of members from 10 different African countries and aspires to attain an intercontinental body of members. This is because PASApella believes in the sharing of cultural attitudes and values that are portrayed in the songs they sing.

Spanish and Latino Students Expressing Rhythm on Stage (SALTERS)
The members of the Spanish and Latino Students Expressing Rhythm On Stage recognized a need to express the Latino culture through dance on campus. Founded in 2006, they pride themselves on fulfilling the principles of family, dance, and cross-cultural inclusion through the social integration of the campus community through Latin dancing. They rally on the idea of a family of dancers learning, teaching, and voluntarily performing together.

Other Lunch Options
If you did not preorder lunch or a seat at the lunch event, you are welcome to visit Douglass Dining Hall (lower level of Douglass Commons) or Wilson Commons (next door). The options available are Starbucks, Blimpie, Panda Express, and others.

1. Community-based intergenerational dialogue to reduce racial and social isolation among inner-city African American youth and suburban Caucasian seniors. Authors: Jamil H. Lane, MPH, and Kate Kondolf, MA

2. Evaluating LGBT health clinician trainings on HIV/STD prevention conducted throughout New York State. Authors: Monica Barbisius, Beatrice Aladin, Yaelisa Rivera, Kyan Lynch, Marguerite Urban, Terri L. Wilder, Cheryl Smith, Timothy Dye

3. Using interactive theatre to challenge assumptions about participation in group work: a pilot study. Authors: Maria Cecilia Barone, Robin Frye, Nicholas Hammond, Kyle Trenshaw, Vicki Roth and Joe Dinnocenzo

4. Using interactive theatre to challenge assumptions about participation in group work: a pilot study. Authors: Robin Frye, Nicholas Hammond, Kyle Trenshaw, Vicki Roth, and Joe Dinnocenzo

5. Clinical characteristics of individuals using prescription opioids by county type: Cross-sectional analyses of supported by LAPHDIR lab members

6. Our vision, our values. Authors: Christine Federation, Vivian Lewis and Maggie Cousin

7. Writing personal history with grandparents: Spiritual care in POSTER SESSION

8. Health profession opportunity grants: Providing eligible University of Rochester employees with support and opportunities to advance their careers in health care. Author: Caitlin Baker-Ciccuennoi

9. Perceptions of lifetime adversity and unrealistic optimism (PILOT). Authors: Shufang Dong, Xujin Zhang, Dr. Silvia Sorensen (supervisor), and supported by LAPHDIR lab members

10. “Dry” research labs as a space for diversity and inclusion: An example at the Warner School. Authors: Shufang Dong, Xujin Zhang, Dr. Silvia Sorensen (supervisor), and supported by LAPHDIR lab members

11. University of Rochester’s THSP program: Supporting local high school students’ success through employment. Authors: Annabelle Kleist, Alyssa Jasper, and Jane Woods

12. Student engagement at the Susan B. Anthony Center. Author: Kirsten Buscetto

13. Foster parent and provider perspectives on the mental health needs and treatment barriers of unaccompanied refugee minors and undocumented children. Authors: Michelle Atto and Christie Petrenko, PhD

14. Assessing familiarity with acute complications of sickle cell disease among school nurses in the Rochester City School District. Authors: Erin Schikowski and Suzie Noronha, MD

15. Cultural conversations and coffee. Authors: Alisa Hathaway and Donna Walck, PhD


17. Graduate international teaching assistants’ social and cultural navigation of the American university classroom. Authors: Nicholas Knopf, Hoang D. Pham, and Dr. Hairong Shang-Butler

18. Asian academic success in context of acting White theory. Author: Hoang Pham

19. How music teacher education programs prepare teachers to work with diverse populations. Authors: Mara Culp and Karen Salvador

20. Lawful immigrants. Authors: Sherrif Bashir and Patrick Single

21. Providing technical support in job skills development through an ASD job club. Authors: Valerie Smith; Kaitlyn Richardson, MPP; Jennifer Ward; Suzannah Iadarola, PhD, BCBA-D; and Susan Hetherington, PhD

Other Lunch Options
If you did not preorder lunch or a seat at the lunch event, you are welcome to visit Douglass Dining Hall (lower level of Douglass Commons) or Wilson Commons (next door). The options available are Starbucks, Blimpie, Panda Express, and others.
Necessary Evil: Privileged History in America and Its Consequence
May Room, Wilson Commons
What are the invisible foundations of segregation in America? What are the consequences that exist in 2018? Socioeconomic disparities between race didn’t just occur overnight—it took centuries of development. Amen Ptah, Office of Mental Health Promotion’s senior health project coordinator, will recite his spoken word piece “Necessary Evil,” followed by breakout discussions and a breakdown of the poem.

Keywords: privilege, race, de jure segregation
Presenter: Amen Ptah, Activist, Senior Health Project Coordinator, University of Rochester

Not a Lawyer: Intersections between Latinx Culture and Disability Self-Advocacy
Gleason Hall 119, Simon Business School
Led by Jeiri Flores and Jensen Caraballo, dynamic disability advocates, this session will introduce key moments in disability history and cultural aspects of the growing disability self-advocacy movement. We will integrate discussion of Latinx culture and how these cultural values intersect with disability self-advocacy in health care education and political settings.

Keywords: disability, Latinx, self-advocacy
Presenters: Jeiri Flores, Self-advocacy faculty, UR LEND; Jensen Caraballo, Self-advocate and Peer Specialist, Center for Disability Rights; and Melissa Pennise, MPH, Senior Health Project Coordinator, Strong Center for Developmental Disabilities

Reducing Health Care Disparities through Telemedicine
Schlegel Hall 301, Simon Business School
Striking socioeconomic disparities in access to children’s health services remain. Well-designed telemedicine models can reduce these disparities. This has been known for well over a decade, yet scale-up and spread of telemedicine-enabled care has been limited. Barriers to dissemination are characteristic of barriers to adoption of disruptive technology.

Keywords: telemedicine, access to primary care, equity
Presenters: Kenneth McCann, MD, MPH, Professor of Pediatrics, Division of General Pediatrics and Nancy Wood, MS, CCRC, Emergency Medicine Research, University of Rochester

Cross-Institutional Collaboration for Native American Student Resources
Schlegel Hall 207, Simon Business School
Along with small student populations, institutions often lack curricula that represent Native experiences and cultures. Many universities have Native student groups or Native studies programs, but rarely both. Thus, cross-institutional collaboration is vital for our socio-educational resources. Panelists will detail personal experiences with this work, recognizing potential transferability for student and community organizers in our local area.

Keywords: Native American studies, partnership, capacity-building
Presenters: Mary Rutigliano, Junior at SUNY Geneseo; Andie Burkey, Community Ally; Ruth D. Doan, President of the Native American & Indigenous Student Association; and Grant Clinecki, Vice President of the Native American & Indigenous Student Association

Displaced (North) Americans?: Dreamers, Deportees, and Detainees Reclaiming the Land They/We Once Called Home
Meliora Hall 221
In McCullough v. Maryland, John Marshall declared, “[T]he power to [define] is the power to destroy.” How do official labels (e.g., deportees, illegal aliens, undocumented immigrants, etc.) reinforce/reproduce inequality and marginalization? This session explores how redefining Mexicans/Mexican Americans as “displaced (North) Americans” would empower them to transform their local communities, the Americas, and the world.

Keywords: Mexicans/Mexican American, displacement, reclaiming home
Presenter: Signithia Fordham, PhD, Department of Anthropology, University of Rochester

Engaging Religious Diversity in a Polarized World
Havens Lounge, Wilson Commons
Engaging religious diversity is critical to creating a world where people of different religions and worldviews can live together in peace while maintaining their distinctiveness. Our political climate presents challenges to those desiring to achieve pluralism. This workshop offers tools for proactive engagement of worldview diversity to a positive end.

Keywords: pluralism, interfaith, worldview
Presenters: The Rev. Dr. C. Denise Yarbrough, Director, Religious and Spiritual Life, University of Rochester; Anjanaa Bhairo, Interfaith Chapel Intern; Gabrielle Henry, Interfaith Chapel Intern; and Rachel Ito, Interfaith Chapel Seminary Intern
Building Blocks or Bridges: A Conversation around Disability
Havens Lounge, Wilson Commons

Do you crave knowledge and awareness and want to help build a better community (and play a fun game while doing it)? Explore social obstructionism as it relates to people with disabilities, learn key concepts to increase your understanding, and take home a piece of our activity with you.

Keywords: dis/ableism, enlightenment, barriers

Presenters: Amy Wight, Director, Office of Disability Resources; Pam Spallacci, Access Coordinator, Office of Disability Resources; and David Cota-Buckhout, Career Advisor, Gwen M. Greene Center for Career Education and Connections (all University of Rochester)

Commission of Women and Gender Equity in the Academy
Meliora Hall 221

The University of Rochester Commission on Women and Gender Equity in Academia looks forward to engaging with the community at the Annual Diversity Conference. In addition to reviewing the policies related to sexual harassment, we are addressing the topic of gender equity, including reviewing all University policies, procedures, and practices that contribute to a culture of gender inequity, such as compensation, support, hiring practices, and career advancement. The Commission includes faculty, students, and trainees from across campuses and schools and reports directly to the University community through a website dedicated to the Commission’s activities.

Keywords: women and gender, equity, University policies

Presenters: Mary G. Carey, PhD, RN, FAAN; Associate Professor School of Nursing; and Katherine Ciesinski, MM, Artist Certificate, Professor of Voice, Eastman School of Music

The Effects of Black Teachers and Their Culturally Relevant Pedagogy on Black Students
Gowen Room, Wilson Commons

The presentation will analyze not only the effects that black teachers have in the classroom but also how black teachers’ culturally relevant approach to teaching affects black students.

Keywords: Black teachers, Black students, culturally relevant approaches

Presenter: Rashad A. Moore, BA, Candidate for MS in Education Policy, University of Rochester

Coffee stations will be available in the Wilson Commons Bridge Lounge and on the third floor of Gleason Hall adjacent to Gleason 318/418.
Diversity at the University

Presidential Diversity Awards
Start thinking about the Presidential Diversity Awards now! Our nomination period is from early October until mid-November, and all faculty, staff, students, units, departments, and graduates of the University who contribute to diversity and inclusion through exemplary leadership are eligible. The awards recognize those who demonstrate a commitment to diversity and inclusion through recruitment and retention efforts, teaching, research, multicultural programming, cultural competency, community outreach activities, or other initiatives.

Learn more about the application process and past recipients at rochester.edu/diversity/awards/.

Dr. Martin Luther King, Jr. Commemorative Address
Presented annually, the commemorative address was instituted in 2001 to promote issues of diversity, freedom, civil rights, and social justice in order to commemorate King’s legacy. The Office of Minority Student Affairs (OMSA) and the Office of the President host the commemorative address, a kickoff event of Black History Month. The 2019 commemorative address will be held on Friday, January 25 in Strong Auditorium. Presidential Diversity Award nominees and recipients are acknowledged at this signature event.

Growing Together: Helping Our Students Explore Their Identities while Exploring Our Own
Gleason Hall 318/418, Simon Business School
As teachers, it’s our responsibility to help students with not only academic growth but personal growth as well. We’re helping our students discover who they are—and how can we do that when we’re still discovering ourselves? Hear from educators who created an Identity Expedition to begin the year, setting the stage for a year of self-discovery.

Keywords: self-discovery, unity, growth

Presenters: Heather Watts, MA; Kristen Nowakowski, Jessica Cordova, and Erika Dooley, Discovery Charter School

MOSAICS. Activists for Resiliency
Lattimore Hall 201
The Mosaics program has expanded and grown the past four years not only in our district but throughout our county. This student-designed course maintains student voice, which drives the directions of the class’s curriculum. This year, students have maintained a focus on building resiliency. Students will demonstrate what trauma and hardships look like to many teens by sharing their life stories. This presentation will demonstrate what obstacles many of our youth face and how they have overcome these obstacles. Equally important, they will offer suggestions for supporting youth of trauma so that students can get back to the job of focusing on their education. Through their discussions, the need to build an inclusive community where all feel they can belong and be safe will also become evident.

Keywords: resilience, adversity, community

Presenters: Saly Brothers, NBCT, Mosaics Teacher | Greece Central School District | Greece Arcadia High School, Israel Ortiz, Mosaics Student AFR Founder, Salena Miller, Mosaics Student, AFR Member; Monica Marr, Mosaics Student, AFR Member; Alessia Campbell, Mosaics Student, AFR Member; Sharquasia Davis-Flagg, Mosaics Student, AFR Member; Bridget Carey, Mosaics Student, AFR Member; and Kimberly Fuller, Mosaics Student, AFR Member

Translation Unbound: Designing Community-Engaged Research to Foster Partnerships in Brooks Landing
May Room, Wilson Commons
The success of community-engaged research requires transparency and a reciprocal relationship between the community and researchers. In this workshop, participants will explore the principles of community-engaged scholarship: communication through Course Design, collaboration through Community Partnerships, and creativity through Transcreation Projects. Featuring the course WRT 263 Translation: Interpreting and Adapting.

Keywords: community-engaged research, undergraduate education, collaborative partnerships

Presenters: John DeMatt, 25th Ward Community Association; Mario Furgiuele, Executive Director, Community Design Center of Rochester; Liford Hamilton, Owner, D&L Groceries; Wayne Lung, Owner, The Wok; Dana Miller, Director of Development Services, City of Rochester; Sara Kowalski and Stella Wong, Writing, Speaking, and Argument Program, University of Rochester; Fawzi Ali, Lily Deng, Lisa Kim, Monica Nair, Matthew Pugsley, and Diana Rodriguez, Students of WRT 263
Office of Faculty Development and Diversity

Vision
The University of Rochester strives to reflect and celebrate the richness of diversity among individuals and groups and the opportunities it creates.

Mission
The mission of the Office of Faculty Development and Diversity and the Faculty Diversity Officers is to collaborate with University leadership and faculty to develop strategies that foster the hiring and retention of underrepresented faculty.

We would like to thank the Diversity Initiative of the Meliora Campaign for allowing us to create impactful programming that continues to help us create a more inclusive community.

The Office of Faculty Development and Diversity is extremely grateful for the support from the many individuals and offices that help make this event “Ever Better.”

• Creative Services, University Communications

• Diversity and Inclusion Committee

• Events and Classroom Management

• Faculty Diversity Officers

• Susan B. Anthony Center

• University of Rochester Public Safety

• St. Vincent Press

And special thanks to the Diversity Conference Planning Committee:

Adele Coelho  John Cullen
Adrienne Morgan  Jonathan Wetherbee
Arberetta Bowles  Joseph Latimer
Ashley Campbell  Kara Finnigan
Catherine Lewis  Kye Vaughn-Henry
Christine Federation  Maggie Cousin
Claudia H. DeLeon  Monica Barbosu
Frederick Jefferson  Nate Kadar
Indrani Singh  Patricia Mendez
Ivelisse Rivera  Sara Miller
Janice Holland  Vivian Lewis
Jessica Guzmán-Rea  Yosra Helal
We truly appreciate your presence at today’s diversity conference. We hope the conference contributed to your exploration of hidden identities, gave you new approaches to seeing things beyond your initial perceptions, and inspired pathways to create meaningful change.

We value your feedback; please complete the quick evaluation survey:

surveymonkey.com/r/2018DivConFB

Office of Faculty Development and Diversity
149 Wallis Hall
(585) 273-5664