



Division of Diversity, Equity
& Educational Achievement
UNIVERSITY OF WISCONSIN-MADISON

DIVERSITY FORUM 2020

TUESDAY

OCTOBER 27

WEDNESDAY

OCTOBER 28

THE
PANDEMIC
EFFECT:

EXPOSING
RACISM &
INEQUITIES
A VIRTUAL CONFERENCE

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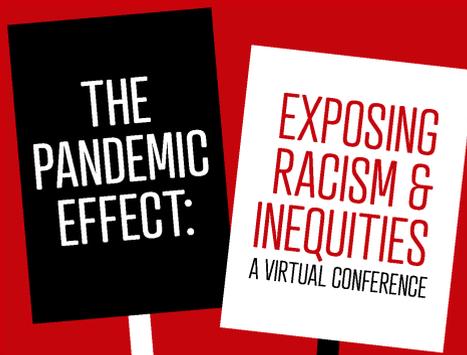
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ALL TIMES CDT

DAY 1 TUESDAY, OCTOBER 27

- 8:30 AM OPENING REMARKS BY INTERIM CHIEF DIVERSITY OFFICER
- 8:45 AM NATIVE NATIONS TRIBUTE
BROUGHT TO YOU BY PBS WI EDUCATION
- 8:50 AM REMARKS BY CHANCELLOR
- 9:00 AM KEYNOTE SPEAKER DR. ROBIN DIANGELO
- 10:30 AM Q&A WITH DR. ROBIN DIANGELO
- 11:00 AM NETWORKING VIRTUAL LOUNGE
- 1:00 PM BREAKOUT SESSIONS (3)
OPTION A: INEQUITIES DURING COVID-19
OPTION B: CAMPUS ACTIVISM
OPTION C: STRESS AS A PUBLIC HEALTH CRISIS
- 2:30 PM TOWN HALL DISCUSSION



ALL TIMES CDT

DAY 2 WEDNESDAY, OCTOBER 28

- 8:30 AM NATIVE NATIONS TRIBUTE
BROUGHT TO YOU BY PBS WI EDUCATION
- 8:40 AM OUTSTANDING WOMEN OF COLOR ANNOUNCEMENT
- 8:45 AM REMARKS BY PROVOST
- 8:50 AM FIRST WAVE SCHOLARS PERFORMANCE
- 9:00 AM KEYNOTE SPEAKER AUSTIN CHANNING BROWN
- 10:45 AM BREAKOUT SESSION BLOCK 1
OPTION A: WOMEN OF COLOR PURSUING STEM
OPTION B: MEDIEVAL STUDIES PERSPECTIVES
OPTION C: ABLEISM INTERRUPTED
- 12:30 PM BREAKOUT SESSION BLOCK 2
OPTION A: NICENESS IS NOT ANTI-RACISM
OPTION B: FRAGILITY OF ABILITY
OPTION C: INTENTIONAL & EQUITABLE HIRING PRACTICES
- 2:00 PM BREAKOUT SESSION BLOCK 3
OPTION A: WITNESSING WHITENESS
OPTION B: INCLUDING PEOPLE WITH DISABILITIES
OPTION C: LESSONS ON GENDER IDENTITY
- 3:30 PM BREAKOUT SESSION BLOCK 4
OPTION A: MENTAL HEALTH IN LATINX COMMUNITIES
OPTION B: DEMOCRACY, DIVERSITY, & THE AM. EXPERIMENT
OPTION C: THE POWER OF A STORY



Division of Diversity, Equity & Educational Achievement

UNIVERSITY OF WISCONSIN-MADISON

Celebrating 10 years of advancing diversity, equity,
inclusion and social justice at UW-Madison.



The Division of Diversity, Equity & Educational Achievement is proud to support the Americans with Disabilities Act (ADA) 30th Anniversary. We celebrate this important civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public.

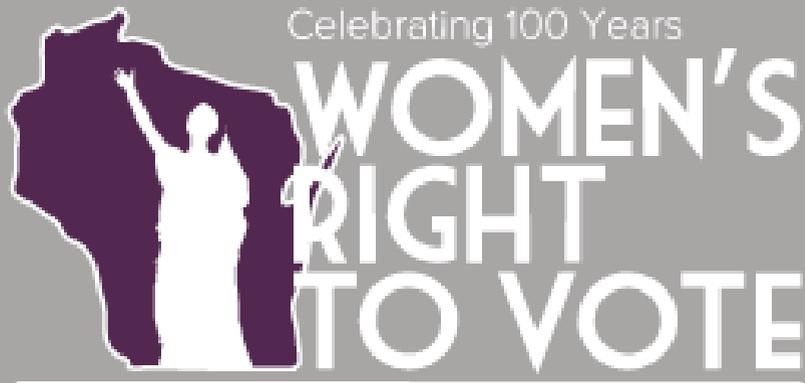
The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else.

#ADA30 #ThanksToTheADA

FOR INFORMATION ON WORKPLACE ACCOMMODATIONS AT
UW-MADISON PLEASE VISIT
EMPLOYEEEDISABILITIES.WISC.EDU

CREDIT: ADA NATIONAL NETWORK (ADATA.ORG) 1-800-949-4232

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womenvotewi.wi.gov

On June 10, 1919, Wisconsin made history by becoming the first state to ratify the 19th Amendment to the United States Constitution granting national suffrage to women. This early and important vote would pave the way for other states to follow suit.

The year 2020 marks the 100th anniversary of the passage of the 19th Amendment, guaranteeing and protecting women's constitutional right to vote. This historic centennial offers an unparalleled opportunity to commemorate a milestone of democracy and to explore its relevance to the issues of equal rights today.

DAY 1

MORNING SESSION SPEAKERS

Tuesday, October 27th, 8:30-11am



Welcome Message by
Dr. Cheryl B. Gittens, Interim
Deputy Vice Chancellor for
Diversity & Inclusion



Remarks by
CHANCELLOR REBECCA BLANK



Master of Ceremonies
DR. L LESTON



KEYNOTE ADDRESS

Dr. Robin Di Angelo

AUTHOR OF

**"WHITE FRAGILITY: WHY IT'S
SO HARD FOR WHITE PEOPLE
TO TALK ABOUT RACISM"**

KEYNOTE ADDRESS

Tuesday, October 27th, 9-11am

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Dr. Robin DiAngelo



Seeing the Racial Water

What does it mean to be white in a society that proclaims race meaningless yet is deeply divided by race? Dr. DiAngelo will describe the way race shapes the lives of white people, explain what makes racism so hard for white people to see, and the concept of white fragility that prevents us from moving towards greater racial equity. Weaving information, analysis, stories, images, and familiar examples, she provides the framework needed to develop white racial literacy. Although the focus is on white racial identity development, people of color may also find the analysis valuable as it is one that is rarely affirmed or provided in mainstream society.

DAY 1 BREAK-OUT SESSIONS

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OPTION A

Tuesday, October 27th, 1pm-2:15pm

Moderator



**Angela
Byars-Winston**

OUR NEW INEQUITIES: RECOGNIZING THE EFFECTS OF HISTORIC RACIAL DISPARITIES DURING COVID-19

Moderator: Dr. Angela Byars-Winston

*Panelists: Dr. Jennifer Young Edgoose, Gina Green-Harris,
Mariela Quesada Centeno, Melissa Metoxen*

Scientific evidence shows minority populations, especially Black and Latinx communities, are experiencing a higher incidence of COVID-19 contraction and death. What appears to be a racial connection is linked to inequity in employment, healthcare access, pre-existing conditions and other disparities driven by poverty. This discussion will examine how historic disparities in every aspect of life for minority populations from food deserts and racism to immoral medical experiments and environmental contamination have resulted in increased vulnerability to disease and a growing gap in mortality rates for Black and brown people.

Panelists



**Jennifer Young
Edgoose**



**Gina
Green-Harris**



**Melissa
Metoxen**



**Mariela Quesada
Centeno**

DAY 1 BREAK-OUT SESSIONS

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OPTION B

Tuesday, October 27th, 1pm-2:15pm



Michael Thornton



Kacie Lucchini Butcher



John Roach

ACTIVATING THE COMMITMENT TO CHANGE: HISTORY OF CAMPUS ACTIVISM

Panelists: Michael Thornton, Kacie Lucchini Butcher, John Roach

All the stages of social change have a purpose from protests and marches to voting. Converting emotions and commitment to the next steps of change is essential to lasting impact and long-term solutions, but the work in between can be hard to define. This session address student activism; successes & challenges including the 1969 Protest which led to Afro Am Dept and its 50th anniversary; Halloween costumes, Latinx, Pride, current SIC and other key times on campus. It will delineate ways to get involved with hands-on, real-time projects and grassroots steps essential to building toward the long-term change many of us have committed to making.

OPTION C



Claudia Marte



Alia Stevenson



Carl Wesley

STRESS AS A PUBLIC HEALTH CRISIS: THE DAILY GRIND OF DISCRIMINATION AND RACISM ON CAMPUS AND BEYOND

Panelists: Claudia Marte, Alia Stevenson, Carl Wesley

Originally termed Post Traumatic Slave Syndrome, the differential impact of landmark events, systemic racial disparities and daily micro-aggressions on Black and brown people has been declared a public health crisis by Dane County. Emerging science shows the economic, psychological and emotional stresses suffered by people of color, especially Black people, is contributing to disparities in every realm of health and wellness from focus in the classroom to mortality rates. The intricate ways these stresses are manifested and create “triggers” that can block full social and intellectual engagement, as well as cause physiological responses, will be discussed from historic and contemporary contexts.

TOWN HALL DISCUSSION

Tuesday, October 27th, 2:30pm-4pm

Special Guest



Christy Clark-Pujara

HISTORY OF POLICING

Speaker: Christy Clark-Pujara

"RACIAL INJUSTICE IN AMERICA: THE EVOLUTION WAS NOT TELEvised"

Moderator: Dr. Jerlando F.L. Jackson

Panelists: Lt. Gov. Mandela Barnes, Dr. Ruben Anthony, Joshua Hargrove, Elizer Darris

Discuss the struggles of Black Americans, especially Black men, and launch the discussion on changes needed to begin correcting quality of life and opportunity options for all of the individuals, families and communities caught in the current dysfunctional reality. We plan for this discussion to focus on the impact disparities in justice and surviving systemic racism has on the lives of Black men.

Moderator



**Dr. Jerlando F.L.
Jackson**

Panelists



**LT. Gov. Mandela
Barnes**



**Dr. Ruben
Anthony**



**Joshua
Hargrove**



**Elizer
Darris**

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DAY 2

MORNING SESSION SPEAKERS

Wednesday, October 28th, 8:30-10:30am



DR. ERIC WILLIAMS

NATIVE NATIONS INTRODUCTION



TRACY WILLIAMS-MACLIN

ANNOUNCEMENT OF
UW-MADISON OUTSTANDING WOMEN
OF COLOR AWARD



REMARKS BY

PROVOST KARL SCHOLZ



Performances by

FIRST WAVE SCHOLARS
ALPHA STOKES
CORINA ROBINSON



KEYNOTE ADDRESS

*Austin Channing
Brown*

AUTHOR OF

**"I'M STILL HERE: BLACK
DIGNITY IN A WORLD
MADE FOR WHITENESS"**

Sponsored in part by:



KEYNOTE ADDRESS

Wednesday, October 28th, 9:00-10:30am

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A Conversation with

Austin Channing Brown



By using an intentional mix of humor, pop-culture, story-telling, and audience engagement, she awakens people to the current realities of systemic racism and the everyday actions which make it possible. Whether she is being interviewed, lecturing, preaching or leading a workshop, Austin is sure to evoke thought, feeling and action as she celebrates Blackness and the possibility of justice in our organizations, teams and communities.

Featuring UW-Madison Students
Nalah McWhorter, Jared Biddle & Tamia Fowlkes

DAY 2 BREAK-OUT SESSIONS

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BLOCK 1 OPTION A

Wednesday, October 28th, 10:45am-12pm

Opening Remarks



Dr. Cheryl B. Gittens

HERSTORY: VOICES FROM WOMEN STUDENTS OF COLOR PURSUING CAREERS IN STEM FIELDS

Opening Remarks: Dr. Cheryl B. Gittens

Panel Facilitator: Desiree Bates

Panelists: Kudirat Alimi, Eryne Jenkins, Baila Khan, Olubukola (Bukky) Leonard, Angelica Lopez, Alexandra Valencia Villa, Jazmin Washington

The conditions for women of color to thrive in STEM involve a recipe of student success strategies that are culturally relevant and intentional. For example, research shows positive mentoring lowers attrition, increases GPA, and advances academic goals. The right environment or interventions develop student identity and promote advanced education in STEM. While there are many well-intentioned programs aimed to support women of color in STEM fields, often they are developed without input from the students they serve. This session will provide a unique opportunity to get a student's perspective. Learn from students' promising practices and opportunity areas for increasing and retaining women of color in STEM fields. Learn what makes students feel welcome and reduce feelings of alienation and isolation. Undergraduate and graduate women of color will share their experiences and offer recommendations for broadening participation and creating belonging for women of color in STEM.

Panel Facilitator



Desiree Bates

Panelists



Kudirat Alimi



Eryne Jenkins



Baila Khan



**Olubukola (Bukky)
Leonard**



Angelica Lopez



Alexandra Valencia Villa



Jazmin Washington

DAY 2 BREAK-OUT SESSIONS

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BLOCK 1 OPTION B

Wednesday, October 28th, 10:45am-12pm

Moderators



Thomas Dale



Andrew Cade Barrow

MEDIEVAL STUDIES PERSPECTIVES ON CONTEMPORARY RACISM AND CULTURAL ENCOUNTER

Moderators: Thomas Dale, Andrew Cade Barrow,

Panelists: Holly McArthur, Tirumular (Drew) Narayanan, Özlem Eren, Alex Kohler

Medieval images and symbols have increasingly been harnessed by alt-right groups to promote fantasies of pure white races in the past and present. In response, Medieval Studies scholars have emphasized how much more culturally diverse medieval culture was, but an emphasis on medieval globalism and cultural interchange often masks underlying racist narratives and structures that reveal fundamental continuities. The proposed workshop discussion will draw on lessons from a current seminar (Visualizing Race from Antiquity to Early Modernity) to explore how teaching classes on the pre-modern past can be used to shed light on current structures of racism, and how narratives of the past still underlie much of the scholarship of the history of premodernity in the present. Discussion will focus on short readings that connect medieval and contemporary racism. We will promote inclusive discussion following strategies recommended by the Mellon-sponsored Discussion Project.

Panelists



Holly McArthur



**Tirumular (Drew)
Narayanan**



Özlem Eren



Alex Kohler

DAY 2

BREAK-OUT SESSIONS

BLOCK 1 OPTION C

Wednesday, October 28th, 10:45am-12pm

ABLEISM INTERRUPTED

Presenters: Mari Magler, Kate Lewandowski, Patty Cisneros Prevo

This session will explore the definition of ableism and how it has been institutionalized in higher education. Attendees will learn about the different forms of ableism that exists on college campuses and how this affects disabled students, staff, and faculty. Participants will have the opportunity to engage in discussion and ask questions related to able-bodied privilege. Finally, attendees will also learn actionable steps to address ableism. This is an introductory level session that is recommended for administrators, faculty, staff and students.

Presenters



Mari Magler



Kate Lewandowski



Patty Cisneros Prevo

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DAY 2

BREAK-OUT SESSIONS

BLOCK 2 OPTION A

Wednesday, October 28th, 12:30pm-1:45pm

NICENESS IS NOT ANTI-RACISM: HOW WHITE WOMEN CAN (AND MUST) STEP UP THEIR GAME

Presenters: Jessi Corcoran, Nestic Morris

It's not a secret that White women have continually failed Black women as allies. In this workshop, we will encourage White woman-identified participants to think more deeply about their allyship, discuss their failings honestly to overcome white fragility, and decide on some actions to improve. Presenters will deliver content and provide space for discussion around two main themes: 1) Intersections of White Supremacy and Patriarchy and 2) Anti-blackness.

Presenters



Jessi Corcoran



Nestic Morris

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DAY 2 BREAK-OUT SESSIONS

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BLOCK 2 OPTION B

Wednesday, October 28th, 12:30pm-1:45pm

THE FRAGILITY OF ABILITY: DISABILITY IN THE DIVERSITY CONVERSATION

Lead Presenter: Jennifer Gipson

Co-Presenters: Sarah Gamalinda, Clai Schlichting, Brigitte Fielder, William Winters, III

**Lead
Presenter**



Jennifer Gipson

Fragility, stamina, and discomfort: just as talking about race in America can induce fear in many and shut down channels to access to communication and empathy, these three concepts are also ones we can understand in a very physical, bodily way, begging the question of how we include disability in the diversity conversation. This panel and workshop invites attendees to reexamine their conceptions of diversity and asks how to make these extant conversations fundamentally inclusive of disability. Together, we'll work to deconstruct the rhetoric surrounding disability and the social and psychological aversions to how we encounter human fragility. In the community, the clinic, and the classroom, we reflect on how these forces drive physical and organizational architecture and our everyday interactions.

Presenters



Sarah Gamalinda



Clai Schlichting



Brigitte Fielder



William Winters, III

DAY 2

BREAK-OUT SESSIONS

BLOCK 2 OPTION A

Wednesday, October 28th, 12:30pm-1:45pm

Presenters



Alex Mok



Megan Armstrong



Brian Bischel



Jonathon Ferguson



Kala Grove



Gayle Viney-Goers

DESIGNING AN INTENTIONAL & EQUITABLE HIRING PROCESS

Presenters: Alex Mok, Megan Armstrong, Brian Bischel, Jonathon Ferguson, Kala Grove, Gayle Viney-Goers

To build an inclusive, streamlined hiring process, the Career Exploration Center (CEC) and Cross-College Advising Service (CCAS) engaged in an in-depth review of its hiring practices to implement a process that: reduces bias, maximizes the candidate experience, and aligns with office values of promoting & fostering diversity and inclusion. We will share our concrete steps and systematic approach in this multi-faceted session (lecture, workshop, and Q&A). Participants will leave with a hiring practice toolkit to apply to their own organization's hiring practices.

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BLOCK 3 OPTION A

Wednesday, October 28th, 2:00pm-3:15pm

Presenters



Emily Dickmann



Annette McDaniel

WITNESSING WHITENESS AT UW-MADISON

Presenters: Emily Dickmann, Annette McDaniel

Studying how white racial identity influences our thinking and behavior is often overlooked in our pursuit to build cultural literacy of faculty, staff, and students. This session will share information about a workshop series called "Witnessing Whiteness: The need to talk about race and how to do it", which seeks to help white participants explore their personal relationship to race, notice and respond to interpersonal and institutional racism, and improve relationships and collaboration across race to foster a more inclusive teaching and learning environment. The workshop will highlight why the facilitators decided to offer the "Witnessing Whiteness" community of practice at UW-Madison and how it has impacted past participants. Activities and resources will be shared to help session attendees reflect on their own white racialized identities and ways to continue learning in the future.

BLOCK 3 OPTION B

Wednesday, October 28th, 2:00pm-3:15pm

Presenters



Julie Johnson



Laura Ogle

INCLUDING PEOPLE WITH DISABILITIES BASED ON THEIR ABILITIES

Presenters: Julie Johnson, Laura Ogle

As disabled individuals, we will discuss our strengths as well as the challenges we have faced. Yet the focus is not on ourselves, but on removing barriers for people with many different disabilities so they can succeed and thrive in work and in our communities.

The format will be an introductory presentation, followed by a small-group discussion. We will encourage attendees to reflect on their own experiences and those of people they know. We will provide a safe space for attendees to ask disability-related questions.

DAY 2

BREAK-OUT SESSIONS

BLOCK 3 OPTION C

Wednesday, October 28th, 2:00pm-3:15pm

Presenter



Julie Minikel-Lacocque

LIARS, CHEATERS AND SHORT-HAIRED GIRLS: LESSONS ON GENDER IDENTIFY, DISCRIMINATION, MICROAGGRESSIONS AND BEYOND

Presenter: Julie Minikel-Lacocque

This presentation is based on a qualitative study that explored gender identity discrimination as experienced by four “gender non-conforming” children who play soccer on the same competitive, all-girls’ team. Through the lens of Critical Theory and Critical Feminist Theory, this presentation examines the misgendering, gender identity denial, and accusations of cheating that these young players have endured both on the field and in other aspects of their life. This presentation explores the perspectives of these children as well as of their coaches, teammates, and families. Analyses of in-depth interviews with the athletes, their coaches, teammates, and families, as well as observations will be discussed. This study calls for a deeper understanding of gender identity, misgendering, and gender identity denial. Implications for institutions of higher education, sport management, coaches, referees, and fans are discussed.

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BLOCK 4 OPTION A

Wednesday, October 28th, 3:30pm-4:45pm

CENTRO-HISPANO-SCHOOL OF EDUCATION PARTNERSHIP: LINGUISTICALLY AND CULTURALLY RESPONSIVE TRAINING TO INCREASE MENTAL HEALTH AND WELL-BEING OF LATINX COMMUNITIES

Moderator



Stephen Quintana

Moderator: Stephen Quintana

Panelists: Evelyn Cruz, Gabriella Gaus Hinojosa, Alyssa Ramirez Stege

The panel will describe the specific components of the grant that is to adapt state-of-the-art (and science) training for preparing heritage language students to provide mental health and community services to Spanish-speaking and bilingual members of the Dane County Latinx community. This partnership based in mutual beneficial and mutual respect, is a model for other community-university partnerships and for other communities of color. The partnership is also one of the first to provide specific use of multiple languages in mental health services for a Latinx community experiencing significant cultural and linguistic isolation and in a context of oppression, cruelty, and racism. Working together, the partnership will increase the quality of service currently available to serve Latinx populations, address social determinants of health present in Dane County, and increase the workforce equipped with fully bilingual and bicultural skills.

Panelists



Evelyn Cruz



Gabriella Gaus Hinojosa



Alyssa Ramirez Stege

DAY 2 BREAK-OUT SESSIONS

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BLOCK 4 OPTION B

Wednesday, October 28th, 3:30pm-4:45pm

Presenters

DEMOCRACY, DIVERSITY, AND THE AMERICAN EXPERIMENT

Presenters: Chris Walker, James Gavins



Chris Walker



James Gavins

First Wave (FW) Artistic Director, Professor Chris Walker and FW Creative Director, James Gavins, will co-facilitate a performance dialogue created and presented by scholars of the First Wave Hip Hop & Urban Arts Scholarship Program at UW-Madison. They will explore ethical dilemmas that surround the idea of The American Experiment, in conjunction with OMAI/First Wave's 11th Annual Passing the Mic Intergenerational Hip Hop Theater Festival (to register for free events, visit omai.wisc.edu/passing-the-mic).

This session will prompt conversations around the complexities that come with existing in the American Experiment. Who does this experiment serve and is it equitable for all who exist within this space? The session will break in and out of performance, prompting the audience to discuss how they would handle the situation that has played out before them. The audience will participate through "call & response" with the performers and discuss prompts in their breakout rooms.

BLOCK 4 OPTION C

Wednesday, October 28th, 3:30pm-4:45pm

Presenters

THE POWER OF A STORY: BRIDGING OUR DIFFERENCES THROUGH PERSPECTIVE GIVING, PERSPECTIVE TAKING AND EMPATHY

Presenters: Tamie Klumpyan, Sheridan Blanford



Tamie Klumpyan



Sheridan Blanford

Think of a story that hooked your emotions; a story that may have altered your worldview, even just a little. When we lean in and listen, the power of story improves our emotional intelligence through awareness and experience of varied emotions, and the practice of empathy for others; particularly those with lived experiences different than our own. Empathy is a muscle we can build to understand what others are feeling. And, we need to build additional muscles to understand why the feelings are experienced. Research suggests a one-two punch of perspective-giving and perspective-taking is an effective way to build bridges that ignite social change across communities. Join us as we introduce you to - and provide space to practice - skills that build emotional intelligence capacity to share in story; give and take in differing perspectives; and bridge our differences for the purpose of moving beyond fragility and othering into the creation of authentic relationships and experiences.

Thank You

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Speakers and Presenters

Diversity Forum Call for Proposals Selection Committee

Campus Diversity & Climate Committee

PBS Wisconsin Education

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