

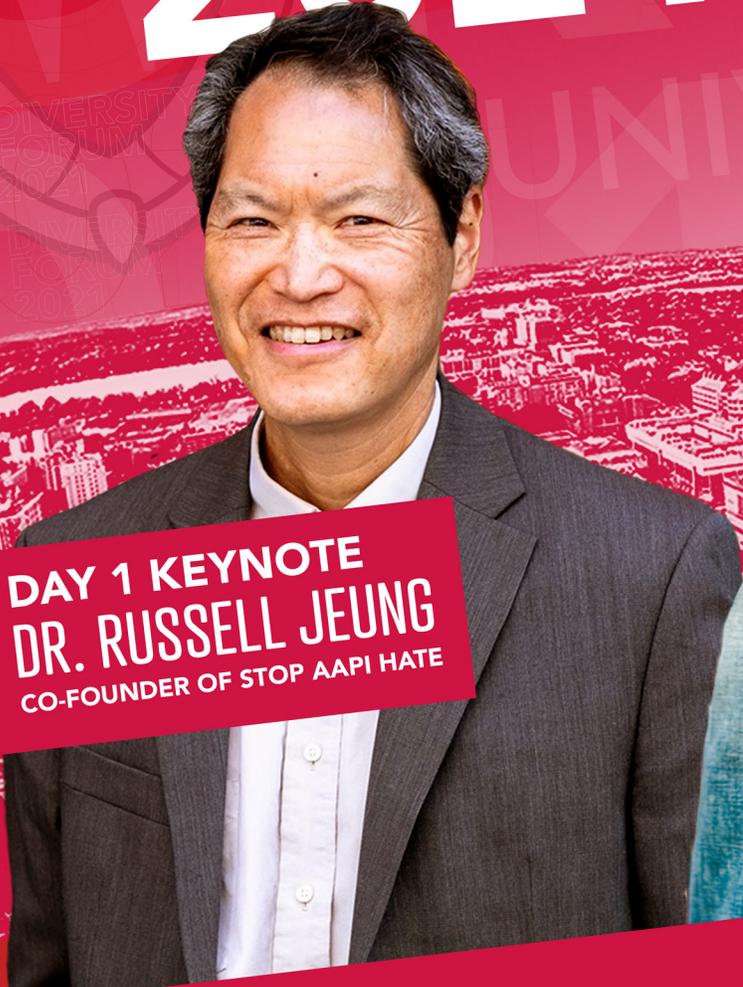


Division of Diversity, Equity  
& Educational Achievement  
UNIVERSITY OF WISCONSIN-MADISON

UW-Madison

# DIVERSITY FORUM 2021

RIISING ABOVE AND  
RESHAPING OUR WORLD  
IN THE IMAGE OF JUSTICE



**DAY 1 KEYNOTE**  
**DR. RUSSELL JEUNG**  
CO-FOUNDER OF STOP AAPI HATE



**DAY 2 KEYNOTE**  
**STEVEN CANALS**  
CO-CREATOR OF POSE

**NOVEMBER 2<sup>ND</sup> & 3<sup>RD</sup>**  
#UWDIVERSITYFORUM  
DIVERSITY.WISC.EDU

# DAY 1

- 8:45am Welcome, Land Acknowledgement and Native Nations Tribute
- 9:00am Keynote  
Ending Asian Hate: The Asian American Community Responds  
Dr. Russell Jeung
- 10:15am Break
- 10:30am The APIDA Community in Wisconsin: Our Lived Experiences on Campus and Beyond
- 11:45am Break
- 12:00pm Lunch & Outstanding Women of Color Awards Announcement
- 1:00pm Breakout Sessions Block 1  
Option A: Changing the Narrative of Policing in the Campus Environment:  
Exploring Intentional Campus Health and Safety Collaborations  
Option B: The Pandemics of COVID-19 and Racism:  
How to Transform Systems Built on Oppression to Systems Worthy of Trust  
Option C: Who Belongs? Who Matters?  
Connecting Racism and Health Equity to Belonging at UW–Madison
- 2:15pm Break
- 2:45pm Campus and Community Forum  
Mobilize, Legislate, and Engage: Securing Voting Rights in Wisconsin and Beyond

# DAY 2

- 8:45am Welcome and Native Nations Tribute
- 9:00am Breakout Sessions Block 1  
Option A: A Rubric For Anti-Racism In Campus Units  
Option B: Building A Wisconsin That Works For Everyone  
Option C: Healing And Harmony For The Socially Homeless  
Option D: Documenting And Learning From Our History
- 10:30am Breakout Sessions Block 2  
Option A: The Next 400  
Option B: Inequity in Higher Educational Access and Success  
in the Age of COVID-19  
Option C: The Secret Sauce Of Collaboration:  
How All-In Milwaukee and UW–Madison are Removing  
the Red Tape for Limited-Income Students of Color
- 12:00pm Lunch & Processing Space
- 1:00pm Breakout Sessions Block 3  
Option A: Indigenous Activism: Past & Present  
Option B: Digital Inclusivity  
Option C: The Discussion Project  
Option D: Microaggressions Ouch! When A Mosquito Bite Turns Into An Infection
- 2:30pm Keynote  
Centering and Uplifting Multiply Marginalized Voices:  
A Conversation with Pose Co-Creator Steven Canals Steven Canals
- 3:45pm Strike A Pose  
A Student Panel on Representations of Multiply Marginalized Identities

UW-Madison  
**DIVERSITY  
FORUM  
2021**



## **DAY 1, TUESDAY, NOV. 2, 2021**

8:40 to 9:00

### **Welcome, Land Acknowledgment and Native Nations Tribute**

#### **SPEAKERS:**

**Rebecca Blank, Ph.D.**, has served as chancellor of UW–Madison since 2013, bringing with her a deep commitment to educational excellence and innovation. Chancellor Blank is an internationally respected economist who also has spent time in Washington, D.C., working in three different administrations. She served as deputy secretary and acting Secretary of Commerce under President Barack Obama and was a member of the Council of Economic Advisers under President Bill Clinton. Chancellor Blank’s commitment to expanding and improving educational opportunities inside and outside the classroom to better prepare students to succeed in a rapidly changing economy has been a hallmark of her tenure at UW. At the same time, she has worked to maintain the university’s position as a global leader in innovation and research and has emphasized the role of the university in nurturing entrepreneurship and driving economic development.

**LaVar J. Charleston, Ph.D.**, is the deputy vice chancellor for diversity & inclusion at the University of Wisconsin–Madison. He serves as vice provost and chief diversity officer for the university as well as the Elzie Higginbottom director of the Division of Diversity, Equity & Educational Achievement (DDEEA). He provides overall leadership for the university’s efforts to create a diverse, equitable and inclusive learning and working environment for all students, faculty, staff, alumni and others who work with the university. Along with the staff of the DDEEA, he partners with leadership in the university’s schools, colleges and divisions, as well as shared governance groups, to create policies that promote equity and social justice while fostering a sense of belonging for all members of the UW–Madison community. As director of the DDEEA, Dr. Charleston oversees the administration of scholarship and service programs designed to increase diversity and foster equity and inclusion for students, faculty and staff at the university.

**Brian Waabishki-makwa McInnes, Ed.D** is an associate professor in the UW–Madison School of Human Ecology and the Leola R. Culver Professor in Nonprofits and Philanthropy. His work focuses on traditional environmental knowledge, community-based language revitalization, and education anthropology. As a member of the Ojibwe and Potawatomi Nations, he has a deep interest in the preservation of Indigenous cultures and languages and is an accomplished speaker, presenter, and writer in English and Ojibwe. Dr. McInnes is committed to helping build a strong and inclusive future for all members of the UW–Madison community.



9:00 to 10:15 Keynote

**Ending Asian Hate: Asian American Community Responds**

Dr. Russell Jeung will discuss the nationwide rise in anti-Asian hate incidents that led to his cofounding the Bay Area non-profit organization Stop AAPI Hate in 2020, for which he was recognized as one of Time magazine's 100 most influential people for 2021. He explores the causes of this troubling surge, which he links to a larger, and little-known, history of anti-Asian hate that first took root in the Western United States nearly two centuries ago. Looking to the future, Dr. Jeung shares how the Asian American community has organized and collaborated across linguistic, religious, gender, age, and ethnic lines to bring about an end to hate and bias incidents for all Americans, in the process helping to alter perceptions of what it means to be Asian American today.

**SPEAKER:**

**Russell Jeung, Ph.D.**, is an accomplished sociologist and professor of Asian American Studies at San Francisco State University and co-founder of the Stop AAPI Hate reporting center. His research interests include the sociology of race, the sociology of religion, and social movements, and he is extensively engaged with his students in conducting community-based, participatory research with Asian American communities. In 2020, Dr. Jeung co-founded Stop AAPI Hate, which tracks COVID-19 related discrimination in order to develop community resources and policy interventions to fight racism. Since that time, he has emerged as a powerful advocate and voice in the media for revealing and countering racism, xenophobia and hate directed at people of Asian American and Pacific Islander (AAPI) descent in the United States. He is the author or coauthor of several books and articles on race and religion, including "Family Sacrifices: The Worldviews and Ethics of Chinese Americans" (Oxford University Press, 2019); "Mountain Movers: Student Activism and the Emergence of Asian American Studies" (UCLA AAS Center, 2019); and "At Home in Exile: Finding Jesus Among My Ancestors and Refugee Neighbors" (Zondervan, 2016).



10:30 to 11:45

### **The APIDA Community in Wisconsin: Our Lived Experiences on Campus and Beyond**

The last year has been an especially difficult one for members of the Asian, Pacific Islander, Desi American (APIDA) community, who have been forced to grapple with a surge in anti-Asian sentiment and violence during the COVID-19 pandemic against the backdrop of a long history of anti-Asian discrimination. This session brings together a panel of APIDA-identifying faculty, staff, and students who will shed light on the varied backgrounds and shared experiences of the APIDA community at UW–Madison and in Wisconsin. The panel will share about their lived experiences, discuss the need for stronger community amongst APIDA-identifying colleagues, and address how the university community can create a more inclusive and welcoming environment for all.

#### **SPEAKERS:**

**Assel Almuratova** is a Ph.D. candidate at UW studying Russian literature with a minor in Russian, Eastern European, and Central Asian Studies. Her dissertation discusses the representation of the Asiatic space in contemporary Russian novels and explores how this representation is connected to the negotiation of Russian identity.

**Natalie Chin, Ph.D.**, is the climate and tourism outreach specialist for the Wisconsin Sea Grant. She earned master's in public policy from George Mason University and her Ph.D. in agricultural and biological engineering from Purdue University. Dr. Chin is passionate about amplifying the voices of members of the APIDA community at UW–Madison and more broadly. Her professional work includes efforts to increase accessibility in outdoor spaces and to support equitable climate adaptation.

**Yangbum Gyal, DTM**, is a native of Tibet and a Tibetan translator, interpreter, and training officer for Cultural Linguistic Services at UW–Madison. Before emigrating to the United States, Gyal was a physician, researcher, and professor in Tibet, China, Nepal, and India. Prior to moving to Madison, he taught Tibetan language and health topics at Indiana University-Bloomington. Gyal is a traditional Tibetan medicine doctor and licensed acupuncturist.

**Yeshe Gyatso** is a second shift custodial staff member for Facilities Planning & Management at UW–Madison. He is originally from Tibet, and moved to India before emigrating to the United States. He has lived in Madison for the past 21 years.

**Rebecca Johnson** is a study abroad advisor and program manager with the UW–Madison College of Agricultural and Life Sciences. Before joining UW, she interned with the Yanapuma Foundation in Ecuador, worked as an advisor in Virginia Tech's Global Education Office and GWU's Elliott School of International Affairs, and completed a graduate fellowship with UNESCO in Santiago de Chile. She earned her master's in international education from George Washington University. She is interested in centering the needs and voices of marginalized students and developing environmentally and socially sustainable forms of international engagement.

**Tevelung "Tev" Lee** serves as the program coordinator for the APIDA Student Center within the Multicultural Student Center at UW–Madison. Understanding the intricacies that come with growth and life-long learning, he hopes to continue working with and expanding the support necessary to provide aide to students and the APIDA community at UW–Madison. (con't)

**Lori Kido Lopez, Ph.D.**, is a professor of media and cultural studies and director of the Asian American Studies program at UW–Madison. Her research examines the way that Asian Americans and other racial minorities use media in the fight for social justice. As a dedicated scholar-activist, Lopez has long focused on centering the voices of disenfranchised communities, as well as fostering collaborations between community organizations and academics. She is a board member at Freedom, Inc., the Center for Critical Race and Digital Studies, and the AAPI Victory Alliance Think Tank.

**Anjali P. Sridharan** is the business process improvement manager for the UW Office of Sustainability and earned her MBA in marketing from UW–Madison. Sridharan worked for a decade in the private sector before coming to work at UW in 2005. She worked at the Office of Corporate Relations for seven years, then moved into project and change management. She has managed large and small projects in Educational Sciences, Human Resources, Facilities Planning and Management, and the Office of Sustainability. She is proud of being an APIDA member and a true Wisconsinite.

**Kevin Wong** earned his bachelor's degree from UW–Madison in 2015, and after working for a few years as a paralegal, he's found himself back at UW working in the University of Wisconsin Survey Center where he helps train and supervise field staff conducting survey research and administering computer assisted personal interviews throughout the country. He hopes to serve as an advocate and partner for marginalized and underrepresented communities and identities, especially through his work as a member of the leadership team for the Our Wisconsin program in the Office of Inclusion Education and through serving as the president of the Wisconsin Alumni Association's APIDA Affinity Group.

**11:45 to 12:00 Break**

**12:00 to 1:00**

### **Lunch & Outstanding Women of Color Awards Announcement**

12:00 to 1:00 Lunch & Outstanding Women of Color Awards Announcement

The Division of Diversity, Equity & Educational Achievement will announce the honorees of the 2021-22 UW–Madison Outstanding Women of Color Awards. The annual award acknowledges and honors women of color among UW–Madison's faculty, staff, students, and in the greater Madison community who have made outstanding contributions in one or more of the following areas:

- Social justice, activism and advocacy on behalf of disadvantaged, marginalized populations;
- Community service;
- Scholarly research, writing, speaking and/or teaching on race, ethnicity, and indigeneity in U.S. society, and;
- Community building on- or off-campus, to create an inclusive and respectful environment for all.

**UW–Madison established the award in 2007 following in the footsteps of the UW System, which launched the Outstanding Women of Color in Education Awards in 1994.**



**Cat N. Burkat**

Professor (CHS), Ophthalmology & Visual Sciences,  
School of Medicine & Public Health



**Jennifer Gauthier**

Senior Outreach Specialist, Extension Institute of Community  
Development - Menominee County/Nation, Division of Extension



**Sheryl Henderson**

Associate Professor (CHS), Pediatrics,  
School of Medicine & Public Health



**Carola Peterson-Gaines**

Community Outreach Specialist, Pharmacy Practice Division,  
School of Pharmacy Badger Care Plus Community Liaison Manager, Quartz Community Research  
Associate, Community Academic  
Aging Resource Network



**Carolina Sarmiento**

Assistant Professor, Civil Society & Community Studies,  
School of Human Ecology  
(Recommended to receive UWS Outstanding Women of Color in Higher Education Award)



**Danielle Yancey**

Director, Native American Center for Health Professions,  
School of Medicine & Public Health



**1:00 to 2:15 BREAKOUT OPTION A**

**Changing the Narrative of Policing in the Campus Environment:  
Exploring Intentional Campus Health and Safety Collaborations**

College and university campuses are communities with many of the needs of any contemporary community. However, the unique characteristics of these communities make campus policing a parallel yet nuanced service that, at its best, seeks to support the maintenance of a safe learning environment and atmosphere to promote social development and wellness for all. In this light, campus policing is about more than public safety; it is part of the academic endeavor. A moderated panel of specialists in campus policing and members of the University of Wisconsin campus Police Advisory Council (PAC) will discuss the leading national role UWPD has in the innovative development and emerging practices of policing in contemporary campus settings. Attendees will increase their knowledge of UWPD philosophies, best practices, and current issues related to maintaining a safe and healthy campus community at UW–Madison.

**SPEAKERS:**

**Ida Balderrama-Trudell** is the inaugural director of student engagement in the UW School of Education’s Office of Equity, Diversity, and Inclusion. She has more than 20 years of higher education experience, ranging from her own graduate education, to student services, academic administration, advising, teaching, and health and wellness. She practices a socio-ecological approach to her work at UW–Madison and is a fierce social justice practitioner and advocate. She holds a master’s degree in human development & family studies from UW–Madison and is currently an Ed.D. candidate at UW–La Crosse in their Student Affairs Administration Program. She enjoys making meaningful connections with students and being a small part of their life journey. She is committed to life-long learning, self-care, and advocacy and is a proud Chicana, born in California, raised in Texas, and living in Wisconsin.

**Louis Macias, Ph.D.**, serves as executive director of recruitment, diversity and inclusion for the UW Police Department. In this role, he leads various functions within the department including recruitment and hiring, onboarding and support for new employees, diversity, equity and inclusion training, workplace climate, and micro-and-macro-level efforts to build positive relationships between the department and the UW–Madison campus community it serves. Dr. Macias began his career as a middle and high school social studies teacher. For the last 13 years, he has held formal leadership roles at universities in Florida and Wisconsin in academic advising, pre-college programs, admissions and enrollment management, fundraising and diversity, equity and inclusion, and other areas. He earned his master’s degree in K-12 educational leadership from Nova Southeastern University and his doctoral degree in higher education from Florida State University.

**Nalah McWhorter** is a senior undergraduate student at the Wisconsin School of Business majoring in marketing. She was born and raised in Racine, Wisconsin. McWhorter is former president of the Wisconsin Black Student Union, a member of the vice chancellor’s Cabinet of Student Leaders, and a member of the inaugural cohort of the Business Emerging Leaders program. She has used her respective platforms to push for racial equity on campus, such as advocating for the removal of Chamberlin Rock and the creation of a multicultural center within the Wisconsin School of Business. (cont.)

**Kristin Roman** has served as associate vice chancellor and chief of police of the UW–Madison Police Department since 2017. She holds a master’s degree in criminal justice from Boston University and is an undergraduate alumna of UW–Madison. While a student at UW, she was a member of the women’s volleyball team. Prior to her appointment at UW, Roman served for 26 years with the Madison Police Department. A defining feature of her career is her extensive work in the area of improving police services for people with mental illness. A past board member of the National Alliance on Mental Illness in Dane County and Journey Mental Health Center, she has conducted multiple local, statewide, and national trainings/presentations on police-mental health response and collaboration.

**Andrew Shaw** is a first-generation college student pursuing his master’s degree at the Wisconsin School of Business, where he is specializing in risk management and insurance. Prior to becoming a graduate student, he spent 10 years working as a health and safety professional in Washington, D.C. He has a passion for empowering members of underserved and marginalized communities through education, business development, and social justice in addition to increasing his knowledge on matters impacting these communities. A member of the UW Police Department’s Police Advisory Council, Shaw is also the son of a retired Pennsylvania Capitol Police lieutenant. He is committed to making UW–Madison a safer and more inclusive community for all students.

**Nikki Smith-Kea, Ph.D.**, serves as a Stoneleigh Fellow and an executive in residence with the Philadelphia Police Department, where she works towards developing internal accountability, officer support and wellness practices, and focusing on better community engagement. A scholar-practitioner with deep experience in policy, research, and analysis at the international, national, and local levels, she is the founder and principal of Smith-Kea Consulting. She has expertise in gender equity in policing; policing at the intersection of mental health, substance use, and homelessness; community policing; violent crime reduction; and policing reform. Most recently, she served as the criminal justice manager of the Policing team at Arnold Ventures, overseeing a diverse portfolio and managing a variety of stakeholders including law enforcement practitioners, policymakers, research institutes, national membership organizations, and advocates. She earned her Ph.D. in leadership and change from Antioch University.



1:00 to 2:15 BREAKOUT OPTION B

## **The Pandemics of COVID-19 and Racism:**

### **How to Transform Systems Built on Oppression to Systems Worthy of Trust**

Racism is enmeshed in all our country's key systems: healthcare, education, criminal justice, agriculture and beyond. Many systems struggle to build trust with historically oppressed communities. The refrain repeats: "How do we get communities to trust us?" But what if we instead asked, "How do we create a system that is worthy of trust?" Using the healthcare system as an example, with special attention to the inequity displayed during the COVID-19 pandemic, this panelist will explore this question from the perspectives of health leadership, education, research, clinical care, and community engagement. Attendees will leave empowered to transform their own system, whatever their field, through developing critical consciousness; creating accountability; challenging the status quo; and embodying a spirit of humility, respect, and willingness to listen. The use of storytelling and an action-oriented approach will provide ideas and tools for all, within and outside of healthcare.

#### **SPEAKERS:**

**Vivek Balasubramaniam, M.D.**, is a pediatric pulmonologist, member of the Department of Pediatrics Anti-Racism Task Force Education Committee, past chair of the Society for Pediatric Research Advocacy Committee, and member of the American Academy of Pediatrics Section on Minority Health, Equity, and Inclusion. He conducts research on lung disease of prematurity.

**Shiva Bidar-Sielaff** serves as Vice President and Chief Diversity Officer at UW Health, where she leads the overall vision, coordination and strategy for UW Health's diversity, equity, and inclusion initiatives, and works with other organizations to better connect and serve communities of color and LGBTQ+ communities. In addition, she served as an elected member of the Madison Common Council from 2009 to 2021 and holds leadership positions with many community organizations.

**Yolanda N. Evans, M.D.**, is the clinical director of adolescent medicine at Seattle Children's Hospital. She is a member of the American Academy of Pediatrics Executive Council on Communications and the Media and the Washington American Academy of Pediatrics Equity & Diversity Taskforce, and current president of the Northwest Pacific Society for Adolescent Health and Medicine. Her research expertise is in digital technology communication.

**Sheryl Henderson, M.D., Ph.D.**, is a pediatric infectious disease specialist and member of the UW-Madison Department of Pediatrics Anti-Racism Task Force and Pediatrics Strategic Workgroup for Diversity, Equity, and Inclusion. She has a Ph.D. in molecular biology and was a sub-investigator for COVID-19 vaccine trials at UW Health, where worked diligently with others to develop the most appropriate response to the virus within UW Health and throughout the greater community.

**Briane Roberts**, is a medical assistant in the UW-Madison Department of Pediatrics. She has been with UW Health for six years, starting in Environmental Services then transferring to Central Services. In 2019 she became a frontline worker as part of the first UW Health cohort medical assistant program.

**Emily Ruedinger, M.D.**, is an adolescent medicine specialist, pediatric residency associate program director, and head of the Anti-Racism Task Force Education Committee in the UW-Madison Department of Pediatrics. Her expertise is in educational interventions related to provider biases and attitudes.



1:00 to 2:15 BREAKOUT OPTION C

### **Who Belongs? Who Matters?**

#### **Connecting Racism and Health Equity to Belonging at UW–Madison**

A sense of belonging is the psychological feeling of connectedness to a social, spatial, or cultural group or community. Mattering and seeing oneself as part of an institution is an important topic within higher education. Research shows that certain students are denied belonging due to structural barriers reinforced through campus culture. At UW–Madison, students with the lowest sense of belonging hold marginalized identities (race/ethnicity, disability, first-generation, sexual orientation, gender identity, transfer status, nationality). COVID-19 and racial injustices further eroded belonging; therefore, addressing belonging is a necessary component to creating an inclusive and healthy campus. This session will share data regarding belonging at UW–Madison, address the interconnectedness between racism and belonging, and share promising practices from peer institutions. Participants will interact with the data, discuss their experiences, and explore strategies for structural change.

#### **SPEAKERS:**

**Reonda Washington** is a substance abuse prevention specialist at UW–Madison. Her work involves helping students to make healthy choices around alcohol, researching alcohol culture, collaborating with campus partners to build capacity, implementing alcohol prevention programs, and data analysis. She has been a member of the UHS Healthy Campus staff since July 2013. She earned her master's in public health promotion, education and behavior from the University of South Carolina-Columbia and is a certified health education specialist. In August 2020, she was dually appointed to the Office of Inclusion Education in Student Affairs. In this role, she helps to infuse health equity into the inclusion education assessments, and assess campus diversity, equity, and inclusion education efforts for students.

**Paris Wicker** is a fourth year Ph.D. student in the Department of Educational Leadership and Policy Analysis and a sociology doctoral minor at UW–Madison. She studies the intersections of well-being, racialized experiences, social identities, and educational outcomes for Indigenous and Black women in higher education. Before her doctoral journey, Wicker worked for 10 years as a higher education practitioner within admissions and student affairs and is currently a graduate project assistant for University Health Services Prevention and Campus Health Initiatives. In this role, Wicker supports initiatives at the policy and structural level to advance health equity and cultivate well-being, especially in academic settings.

2:15 to 2:30 Break



### 2:45 to 4:15 Campus and Community Forum

## **Mobilize, Legislate, and Engage: Securing Voting Rights in Wisconsin and Beyond**

A diverse panel of Wisconsin scholars, activists, and community leaders joins us to discuss why voting rights are at a critical juncture both statewide and nationally. What role do demographics play in driving efforts to restrict voter mobilization? How are communities in Madison, Milwaukee, and outlying areas responding to ongoing legislative efforts to limit who votes and when? What can neighborhood activists do to encourage robust turnouts in marginalized communities? And how can the media help to educate our electorate on critical questions facing them at the ballot box?

### **SPEAKERS:**

**Dr. LaVar J. Charleston**, see bio on p. 3

**Tamia Fowlkes** is a UW–Madison senior majoring in journalism and political science. On campus, she serves as the Big 10 Voting Challenge intern for the Morgridge Center of Public Service, as an Andrew Goodman Ambassador for the Andrew Goodman Foundation, and as a video production intern for University Communications. She is a student representative for The National Association of Black Journalists and has previously written for the Milwaukee Journal Sentinel, the Wisconsin State Journal, Isthmus, and the Madison Commons news publications. Driven by her passions for politics, education and youth activism, Fowlkes co-created The Student Civic Immersion Program, which aids high school students in crafting service projects centered around civic engagement and policy issues like environmental justice, racial equity, and voter suppression. She also co-hosts a podcast called Pod-Cast Your Vote which aims to mobilize and empower youth voters.

**Dr. Kenneth Mayer**, is a professor of political science in the College of Letters & Science and an affiliate faculty member in the La Follette School of Public Affairs. His teaching and research interests are in American government and institutions, campaign finance, and election administration. His current research focuses on evaluating the effectiveness of recent state-level campaign finance reforms and election administration. He is active as an expert witness in campaign finance, redistricting, and voter ID litigation. His presentation will provide an overview of recent voter suppression tactics in Wisconsin and nationwide.

**Oscar Mireles** is the executive director of Omega School, which educates young adults and helps them earn their GED. A published poet, Mireles served as Poet Laureate of the city of Madison from 2016 to 2020 and is editor of three poetry anthologies titled “I Didn’t Know There Were Latinos in Wisconsin.” He serves on the board of directors of several community organizations and has received numerous awards for his service to the community, including the Dane County Martin Luther King Jr. Community Service Award, the Wisconsin Friend of Education Award, the Believe and Succeed Award from the Hispanic Leadership Luncheon, the Outstanding Educator Award from the 100 Black Men of Madison, and the Distinguished Community Service Award from the Madison Chapter of The Links.

**Dr. Saemyi Park**, is an assistant professor of political science at the University of Wisconsin–Stevens Point. She received a Ph.D. in political science from UW–Madison and holds two master’s degrees in from American University in Washington, D.C. and from Sookmyung Women’s University in South Korea. Her research centers broadly on studying the politics and policies of differences and commonalities in racial and ethnic groups in the United States. Dr. Park’s research interests include political representation, political participation and civic engagement, and public opinion of Asian Americans. She is a recipient of UW–Madison’s Outstanding Women of Color Award.



## **DAY 2, WEDNESDAY, NOV. 3, 2021**

### **Welcome and Native Nations Tribute**

#### **SPEAKERS:**

**8:45 to 9:00**

**LaVar J. Charleston, Ph.D.**, see bio on page 3.

**Laura Hiebing** is the Indigenous Student Services Coordinator in the UW–Madison Academic Coaching and Tutoring Services program. She brings a wealth of knowledge and experience working with Native American students through tribal, K-12, and college settings, and has demonstrated success working to provide support services to students and clients of many diverse backgrounds. Hiebing is a lifelong Madison resident who received her bachelor’s and master’s degrees from UW–Madison. Her career and passion working with students and former student experience has helped her connect more deeply with her Metis heritage. These experiences drive her passion to support students for success in higher education and career development.

**John Karl Scholz, Ph.D.**, has served as UW–Madison provost since 2019 after six years as the dean of the College of Letters & Science. He is also the Nellie June Gray Professor of Economic Policy in the Department of Economics, which he joined in 1988. From 1997-98, Provost Scholz was the deputy assistant secretary for tax analysis at the U.S. Treasury Department, and from 1990-91 he was a senior staff economist at the Council of Economic Advisors. He directed the Institute for Research on Poverty at UW–Madison from 2000-04. Provost Scholz is an internationally respected economist whose work on household saving, low-wage labor markets, financial barriers to higher education, and bankruptcy has appeared in leading economics journals.



**9:00 to 10:15 Breakout Option A**

**A Rubric for Anti-Racism in Campus Units**

This workshop will introduce attendees to an ongoing project to create an anti-racist, liberatory rubric specifically for UW–Madison departmental use. The aim of the project is to help those who populate and guide our departments to organize themselves when asking the questions: How are we perpetuating racism and oppression right here in our workplace, and what can we do to change that? During this workshop, attendees will be given an opportunity to provide feedback on an outline of the current project and share ideas on additional aspects of anti-racist work that should be taken on by individual departments and units. The three guiding beliefs of this rubric are (1) shared power and mutual respect, (2) transparency and intentional communication, and (3) equitable distribution of resources.

**SPEAKERS:**

**Aaron Fai** is assistant director of public humanities at UW–Madison Center for the Humanities where he supports community-university partnerships. During the COVID-19 pandemic, he co-created the Humanities Responder initiative to fund and mentor students recognizing the invisible crises left off the front pages and collaborating with local leaders to build resilience for the future. He advocates for free and accessible literary arts in the community through his work with The Bubbler and Monsters of Poetry. Fai previously worked at the Wisconsin Academy of Sciences, Arts & Letters and served in Peace Corps Kyrgyzstan. He is a graduate of the creative writing programs at UCLA, UC Davis, and the University of Oregon.

**Gavin Luter, Ph.D.**, is the managing director of the UniverCity Alliance, a network of leaders at UW–Madison serving as the front door for local governments who want to leverage teaching, research, and service to improve their communities. His expertise is in developing and growing university/community partnerships and creating models and frameworks for achieving sustainable, equitable, and democratic partnerships. He has a special interest in K-12 education partnerships, and earned his doctorate in education administration from University at Buffalo. Dr. Luter also spent time as the education projects coordinator at United Way of Greater Knoxville after working at the University of Tennessee-Knoxville’s Howard Baker Center for Public Policy as Student Civic Engagement Coordinator.

**Haley Madden, Ph.D.**, is the assistant director of community-engaged scholarship at the Morgridge Center for Public Service at UW–Madison, which supports community-university partnerships to build a thriving democratic society. Previously, she served as community-engaged scholarship graduate assistant and community-engaged scholarship specialist. In her time with the Morgridge Center, Dr. Madden has focused on providing professional development and institutional support to faculty, staff, and graduate students who want to do high-quality, mutually beneficial work with community partners. She received her undergraduate, master’s and doctoral degrees from UW–Madison.



**9:00 to 10:15 BREAKOUT OPTION B**

**Building a Wisconsin That Works for Everyone:  
Prioritizing Diversity, Equity, and Inclusion**

State government protects the safety and well-being of Wisconsinites and creates conditions that allow individuals, businesses, and communities to thrive. Everyone should benefit equally from this work but not all of us do. The Evers administration has made diversity, equity, and inclusion a priority. This session will explore the ways his administration is building not just a better state government but a better state where diversity is celebrated, different perspectives are heard and respected, needs of all communities are addressed and met, and all are welcome to be a part of positive change.

**SPEAKERS:**

**Joel Brennan** is the secretary of the Wisconsin Department of Administration. With 25 years of experience in and around public policy in Wisconsin, Brennan has held numerous leadership roles across boards and commissions that impact the state, including the State of Wisconsin Investment Board, and the Wisconsin Economic Development Corporation. Brennan also works closely with the Governor's Equity and Inclusion Advisory Council and serves on the executive committee for the National Association of State Chief Administrators. Prior to joining state service, Brennan served as president & chief executive officer of Discovery World in Milwaukee, as head of Milwaukee's Redevelopment Authority, and as vice president of development and government affairs for the Greater Milwaukee Convention & Visitors Bureau.

**Dawn Crim, Ph.D.**, serves as the secretary for the Wisconsin Department of Safety and Professional Services and a member of the governor's cabinet. She is the chair of the Governor's Advisory Council on Equity and Inclusion. Prior to joining the governor's administration, Dr. Crim was the assistant state superintendent for student and school success at the Wisconsin Department of Public Instruction. She spent more than 25 years in higher education, most recently as associate dean for external relations in UW-Madison School of Education. She has a Ph.D. in educational leadership from UW-Madison and a master's in education counseling from Penn State University.

**Malika Evanco** serves as an appointed member of Governor Evers's administration as the administrator of the Division of Personnel Management. As the state's chief human resources officer, she provides oversight and direction of the state's civil service system, classification and compensation, payroll and benefit administration, training and development, equity and inclusion programs, and workforce relations matters. She has extensive experience in these areas from her work at UW-Madison and the Sun Prairie School District, as well as prior human resources leadership roles at Agrace Hospice Care and Madison College. Evanco holds a master's in public administration and is a certified senior professional in human resources.



**9:00 to 10:15 BREAKOUT OPTION C**

**Healing and Harmony for the Socially Homeless:  
Asian Women Scholars in the U.S. Academy**

This session will present the history of Asian Women Scholars, with specific information on the group's unique blend of academic conferences and workshops (with a few distinctive features) and social gatherings featuring diverse Asian foods. A series of individual presentations will focus on mental health care and emotional resilience, social work and vulnerable populations, restorative justice and racial awareness in law school, human emotion and self-expression through the arts, and music therapy and Asian identity. The session will conclude with a panel discussion on the challenges faced by Asian women scholars, balancing academic success with advocacy and activism, and maintaining an infrastructure of caring in times of crisis and beyond.

**SPEAKERS:**

**Yeohyun Ahn** is an award-winning typographer, design educator, and researcher, and an assistant professor of graphic design and interaction design at the UW–Madison. Her work integrates typography, creative coding, and diversity into visual communication education. She leads several multi-disciplinary research projects, including the TYPE + CODE series, Social Homelessness on U.S. Campuses, and TYPE Portrait. Her Social Homelessness on U.S. Campuses project brings awareness to Asian female faculty being marginal and isolated in professional areas of American society. She received graduate fellowship from Maryland Institute College of Art. She previously taught at the School of the Art Institute of Chicago, Chicago State University, and Valparaiso University.

**Michelle Batacan Alexander** has been a therapist in private practice since 1988, providing individual, couple, family and group psychotherapy. In clinical practice she also provides in-service training and workshops to local business and school organizations. She is a former visiting faculty clinician for the intercultural emerging leadership development Executive Education Program for Columbia University, and former limited term professor at the Purdue University Northwest Social Work program. She also serves on the Advisory Board of Catholic Charities and the Asian Catholic Commission of the Diocese of Gary. Additionally, Michelle is a liturgical musician, and serves as a choir director, pianist, guitarist, or solo cantor for English and Spanish assembly with special interest in intercultural ministry and composing intercultural liturgical music. She serves in the above capacities in English, French, Spanish and Tagalog.

**Stacy Hoult-Saros, Ph.D.**, is a professor of Spanish at Valparaiso University, where she teaches all levels of language, literature, and culture. She holds a doctorate in romance languages from the University of Chicago and a graduate certificate in humane education from Valparaiso University. During her 20-year career at Valpo, she has chaired numerous committees and task forces focused on equity, diversity, and inclusion; advised four multicultural student organizations; and received the Martin Luther King, Jr. Award in 2014. While much of her recent scholarship focuses on intersections between humane education and language teaching, she has also published work on Latin American poetry and narrative and on representations of Latinx culture. Her first book, "The Mythology of the Animal Farm in Children's Literature: Over the Fence," was published by Lexington Books in 2016, and she is currently at work on a book about animals in narratives of the conquest of the Americas. Dr. Hoult-Saros also serves on the board of directors of the Institute for Humane Education. (cont.)

**Pam Saylor, MSW**, is a clinical assistant professor at Purdue University Northwest, serving as social work program director. She was instrumental in the accreditation of the program and has been actively engaged with students, colleagues, the region, and at the international level as she developed a social work global diversity course, "Service Learning in Guatemala." Recognizing these achievements, she was awarded the university's Outstanding Faculty Engagement Award and Social Worker of the Year from The National Association of Social Workers Indiana Region 1. Saylor was awarded a Purdue University Service-Learning Fellowship for fall 2021. She earned her master's in social work from Indiana University Northwest.

**Sangeeta Swamy, Ph.D.**, is assistant professor and director of music therapy at Valparaiso University, where she developed and accredited the inaugural music therapy degree. An award-winning violinist, licensed psychotherapist, and board-certified music therapist, she has worked with children, teens, and adults for more than 25 years. She has been active presenting, publishing, and serving around diversity, equity, and inclusion in the American Music Therapy Association for many years, currently serving on the DEI committee, co-editing the first social justice issue in Music Therapy Perspectives, and launching the first sensory friendly concerts on campus to bring students and disabled communities together to fight ableism. Dr. Swamy currently runs a small private practice where she works with Asian American women struggling with depression, anxiety, post-traumatic stress and identity development, based on her research with culturally centered music and imagery.

**Mary Szto, J.D.**, is a teaching professor at the Syracuse University College of Law. She is the daughter of Chinese immigrants to the U.S. and grew up in Queens in New York. She is a graduate of Wellesley College, Westminster Theological Seminary, and Columbia Law School. Prior to entering teaching, she practiced law in New York City and co-founded a legal aid organization specializing in immigration law. She teaches contracts, business associations, and Asian Americans and the law. She writes about property discrimination, and ritual and law in China and the U.S.

**Shin Yeon Jeon** has taught art for 14 years as an adjunct faculty and assistant professor of art in higher education, teaching courses including ceramics, introduction to photography, elementary and secondary art education, 3D design, and sculpture. She has written more than 60 articles published in journals and magazines such as Monthly Ceramic Art in Korea, Ceramics Technical in the U.S., Ceramics: Art and Perception in Australia, and New Ceramics: The European Ceramics Magazine in Germany. She is a recipient of the Individual Artist Award in Visual Arts from the Maryland State Arts Council (MSAC) in 2015. She received her Master of Fine Arts in studio art from Towson University in 2007.



**9:00 to 10:15 BREAKOUT OPTION D**

**Documenting and Learning from Our History: Archives as Sites of Social Change**

The COVID-19 pandemic and the uprising of 2020 revealed deep fissures in the way our society understands and thinks about its history. These historical understandings and misunderstandings are not separate from UW–Madison. Our campus histories are deeply ingrained in how we understand the university and ourselves as members of this community, yet they are often under-recognized in discussions of diversity and equity on campus. The UW Archives and the Public History Project are working to expand the university’s history with a focus on centering underrepresented communities. This panel discussion will detail these efforts including the Archives’ student historian, a role designed to empower students of color to document their communities’ history, and the Public History Project, a multi-year effort to uncover histories of discrimination on campus. Panelists will reflect on the challenges of this work and provide direction for how others may contribute to these efforts.

**SPEAKERS:**

**Sophia Abrams**, a UW–Madison senior, is a student historian in residence for the UW Archives. Originally from Minnesota, she is a member of the Wisconsin Black Student Union and a DJ for WSUM, UW’s student-run community radio station. She began her position as student historian in residence last academic year, when she engaged in a project to conduct oral histories of Black artists at UW–Madison. Through her work, Abrams works to share Black artists’ experiences with the UW community. She is excited to continue learning about archival processes and bringing underrepresented stories to students in an accessible and engaging way.

**Kacie Lucchini Butcher** is a public historian whose work is dedicated to building empathy, advancing social justice, and helping marginalized communities reclaim their historical narratives. She is the director of the UW–Madison Public History Project, a multi-year effort to uncover and give voice to the histories of discrimination, exclusion, and resistance on campus. Prior to coming to UW, Butcher was the co-curator of the award-winning exhibit “Owning Up: Racism and Housing in Minneapolis,” which documented the history of racial housing discrimination and its effects on the city today. She is active in the public history community — hosting events and community conversations, attending trainings, and editing publications — and holds two committee positions for the National Council on Public History.

**Cat Phan** has been the digital and media archivist at the UW–Madison University Archives since 2016, where she cares for and manages the digital, image and audiovisual collections of the Archives, leads digitization projects, manages the Student Historian program, and heads the Archives’ social media efforts.

**10:15 to 10:30 Break**



10:30 TO 11:45 BREAKOUT OPTION A

### **The Next 400: Completing the Dream of Dr. King**

Dr. Martin Luther King Jr's dream didn't stop at social, civil, or voting rights, but advanced to economic inclusion and financial justice before his murder. Black Millennials & Generation Z know what the last 400 years looked like in America. What will we do differently to remix Black Life for the next 400? Join an international conversation focusing on vibrant, intergenerational and an educational environment for Black professionals. Our goal is to inspire organic, new connections amongst the emerging working young professional Black culture.

#### **SPEAKER:**

**Martinez White** is an Emmy award recipient, UW–Madison graduate, founding member of the Wisconsin Association of Black Men, and chief executive officer of Intuition Productions. White's mission is to empower one billion people to join his dream circle by achieving their dreams. Living in Mombasa, Kenya, and volunteering at Alicia Keys' Keep a Child Alive campaign's BOMU Medical Center, fighting the HIV/AIDS pandemic changed White's world perspective. As a licensed investment advisor, White teaches how to create intergenerational financial freedom, regardless of socioeconomic class, and believes entrepreneurship — the monetization of artistic gifts — is the best defense against institutionalized racism.



**10:30 to 11:45 BREAKOUT OPTION B**

**Inequity in Higher Educational Access and Success in the Age of COVID-19: Emerging Research and Collaborative Efforts to Bolster Outcomes for Black and Brown Students**

COVID-19 has laid bare and exacerbated systemic inequities and injustices across our society. Black and brown youths have faced increasing challenges that threaten to extend college access gaps and connected career and life outcomes. In this breakout session, we bring together professionals from various roles in higher education in the southeastern Wisconsin region to discuss the ways that immigrant, Latino/a, Black and first-generation students' educational trajectories have been affected. We will offer emerging research about these impacts and identify concrete needs and actions to address inequity and the differential impacts of COVID-19, including financial burdens, mental health concerns, and logistics like FAFSA completion. We will engage the audience in a conversation about how data and networks can be harnessed for collective action to intervene and develop effective supports for these young people.

**SPEAKERS:**

**Walter Lanier** is the senior pastor of Progressive Baptist Church of Milwaukee and is the founder and director of the Student Resource Center at Milwaukee Area Technical College, where he also created the college's Men of Color Initiative. He is a husband, father, lawyer, pastor, teacher, educator, and social entrepreneur. In 2012, Pastor Lanier founded MIRACLE (Mental Illness – Raising Awareness with Church and Community Leaders Everywhere). MIRACLE works with faith-based and community leaders, mental health organizations, and advocates to raise awareness and decrease stigma around mental illness. He serves on a variety of community boards including the Milwaukee Community Justice Council, Milwaukee Inner City Congregations Allied for Hope, Marquette University's Center for Urban Research, Teaching and Outreach, the Milwaukee County Mental Health Board and Housing Ministries of the American Baptist Churches of Wisconsin.

**Alberto J. Maldonado** is the chief executive and administrative officer of the Roberto Hernández Center at UW–Milwaukee. In that capacity, Maldonado co-leads the chancellor's Committee for Hispanic Student Initiatives, areas of engagement with the community, and implementation of commitments made by the chancellor. In his 23-year trajectory at UWM, he has championed numerous initiatives in the areas of pre-college, community outreach, multicultural admissions, recruitment, and retention.

**Eva Martinez Powless** serves as Milwaukee Area Technical College's chief diversity, equity, and inclusion officer. She is a seasoned diversity, equity, and inclusion practitioner with more than 18 years of combined experience in higher education and nonprofit administration. She has served as Marquette University's assistant dean of admissions/multicultural outreach, director of intercultural engagement, and most recently as director of diversity and inclusion. Martinez Powless earned her master's degree in public service (leadership specialization) from Marquette University. She currently is a doctoral candidate in Marquette's interdisciplinary educational policy and leadership doctoral program. As a first-generation and low-income college student and the proud daughter of Mexican immigrants, her personal mission is to lead authentically and do work que valga la pena (that matters). (cont.)

**Brian Troyer** is dean of undergraduate admission at Marquette University. In addition to his professional commitment to supporting access and retention of students historically underrepresented in American higher education in his 15 years working in a variety of admissions roles at public and private institutions, Troyer recently completed his coursework in Marquette's Ph.D. program in educational policy and leadership. His research focuses on disparities in college access, and on centering each student's lived experience within the college search and selection process. He received his master's in higher education from the University of Kentucky. At Marquette, Troyer serves on the Hispanic Serving Institution Steering Committee, the Committee on Equity and Inclusion, the Committee for Black Student Initiatives, and the Executive Committee for Marquette's Center for Peacemaking.

**Vicki Turner** earned her master's in organizational management and leadership at Springfield College. She is based at UW-Milwaukee as a project manager supporting three community initiatives to increase urban student success: (1) Milwaukee Public Schools, Milwaukee Area Technical College, and UW-Milwaukee formed M-cubed in 2015 to transform Milwaukee through education. (2) To meet diverse workforce needs, the Higher Education Regional Alliance, 18 institutions of higher education and ten community-based workforce and cultural CBOs was established in 2018 to focus on increasing college completion, innovative programming, and workforce connections for all students in SE Wisconsin. (3) The Milwaukee region was the first region to sign on to technology company EAB's Moon Shot for Equity challenge. This multi-year effort with four IHEs (Carthage College, MATC, UWM and UW-Parkside) seeks to eliminate equity gaps through best practices and equity leadership.

**Gabriel Velez, Ph.D.**, is an assistant professor and developmental psychologist in the Department of Educational Policy and Leadership in the College of Education at Marquette University. His research focuses on identity development in adolescents, particularly in relation to civic attitudes, human rights, and peace, including young people's understandings and responses to peace education and restorative practices in their schools. His work also involves supporting access and retention of students of color in higher education through a focus on meaning making, belonging, and identity. In this work, he serves as the faculty director of the Black and Latino/a Ecosystem and Support Transition Hub housed in Marquette's Center for Urban Research, Teaching and Outreach. He also serves on Marquette's Hispanic Serving Institution Steering Committee, Student Success Initiative, and as the co-principal investigator on peace education and restorative justice programming out of Marquette's Center for Peacemaking. He received his master's and Ph.D. from the University of Chicago.



10:30 to 11:45 BREAKOUT OPTION C

### **The Secret Sauce of Collaboration: How All-In Milwaukee and UW-Madison are Removing the Red Tape for Limited-Income Students of Color**

All-In Milwaukee is a college completion program that provides financial aid, advising, program, and career support to high potential, limited-income, diverse Milwaukee students to complete college, build meaningful careers and transform the Milwaukee community. All-In Milwaukee operates from the belief that coordination and collaboration drive superior outcomes. UW-Madison's Office of Student Financial Aid has played a critical role in supporting scholars on their college journey, and has worked diligently to help foster relationships across campus. Thus far, the program has supported 39 scholars at UW-Madison and even after a tough pandemic year, 100% of those matriculated are still enrolled. The strong relationship between the program and the university enabled it to help tackle the challenges students faced in the pandemic in a swift and coordinated way.

#### **SPEAKERS:**

**Lauren Gilbert** is one of the scholar advisors for All-In Milwaukee. Her passion in life is to uplift and advise limited income students of color on how to blaze new paths, and chart new territory in their careers and in their communities. She prides herself on being a validating agent, a cultivator of diverse leadership, a purpose pusher, and advocate for inclusive ways to best serve students like herself. After losing her mother to pancreatic cancer when she was 18 years old, Gilbert decided that obtaining a higher education was her way to find purpose and meaning out of her life. Navigating higher education as a student of color with limited resources is truly a journey that equipped her to be able to mentor other young adults like herself.

**Greg Offerman** serves as the associate director for advising & outreach in the Office of Student Financial Aid at UW-Madison. In this role, he serves a team that is passionate about supporting student access to higher education through financial aid advising and outreach with campus and community partners. A native of Iowa and graduate of the University of Northern Iowa, Offerman has been serving the UW-Madison since 2011. Outside of work, he enjoys being involved in the Madison area community and spending time with his wife Kelsey, family, and friends.

**Tiffany Tardy** is the program director for All-In Milwaukee. She is responsible for the overall program including student advising, university partnerships, career training and career placement. Prior to joining All-In Milwaukee, she was the director of the Grace Scholars Program at Mount Mary University in Milwaukee and worked at UW-Whitewater for almost 10 years in various capacities related to minority student retention and graduation, including the coordinator for the King/Chavez Scholars Program, and assistant director of the McNair Scholars Program. Tardy is a firm believer in the transformative power education, passionate about issues of equity and access for minority students in higher education and works diligently to support students on their educational journeys. She earned her master's in business administration from UW-Whitewater.



**11:45 to 12:00 Break**

**12:00 to 1:00**

**Lunch & Processing Space**

Join the Learning Communities for Institutional Change and Excellence (LCICE) team for an interactive session over lunch to process your experiences this year at the Diversity Forum – your thoughts, feelings, insights, and challenges. This session will provide space to integrate your new learning in community with others, including small and large group dialogue, reflection, and somatic engagement. You will leave with more insight about your experiences, and more clarity about how you want to use your learning in your work/role.

**1:00 to 2:15 BREAKOUT OPTION A**

**Indigenous Activism: Past & Present**

This panel, composed of American Indian Studies Program faculty, provides an overview of historic and contemporary Indigenous activism across what is now the United States. As Indigenous activism has garnered local and national attention in recent years, particularly with widespread coverage of the Dakota Access Pipeline, Missing and Murdered Indigenous Women, and boarding schools in the US and Canada, this panel seeks to historicize the many ways Native communities have worked to assert their sovereignty while working to protect tribal members, homelands, and cultural practices and simultaneously ensuring a better world for future generations. Building on each faculty members expertise, this timely panel pays particular attention to Alaska Natives, environmental concerns, Native women, urban Indians, access to housing, and boarding schools. Taken together, this panel offers UW community members with important information and the tools to contextualize media portrayals of Indigenous activism and to better understand what is at stake for Native people across the US.

**SPEAKERS:**

**Susan Dominguez, Ph.D.** came to UW–Madison with 15 years of experience teaching interdisciplinary courses within American Indian Studies. She is honored to be at UW–Madison, where the shaping of her activism, both in the community and academy began while she was an undergraduate student. Prior to joining American Indian Studies in 2020, Dominguez taught Indigenous environmentalism and Native literature at Case Western Reserve University, where she served as the Social Justice Institute’s coordinator to Northeast Ohio’s Native American Community and faculty advisor to the Indigenous Alliance. Dominguez has also taught American Indian History, Federal Policy, and courses on Indigenous film and women at the University of Iowa and UW–Milwaukee. A former Newberry Library Fellow, Dr. Dominguez holds a Ph.D. with honors in American studies from Michigan State University with concentrations in American Indian studies and women’s studies. (cont.)

**Kasey Keeler, Ph.D.**, is an assistant professor with a joint appointment in the American Indian Studies Program and the Department of Civil Society and Community Studies at UW–Madison. She is an enrolled member of the Tuolumne Me-Wuk Tribal Community in California and a direct descendant of the Citizen Potawatomi Nation in Oklahoma. Her research examines the intersections of federal Indian policy and federal housing policy throughout the 20th century and into the 21st century. Her first book, “American Indians and the American Dream: Policies, Place, and Property in Minnesota,” is under contract with the University of Minnesota Press and due out in fall 2022. Dr. Keeler received her Ph.D. in American studies in 2016 at the University of Minnesota and spent two years as the Native American studies postdoctoral fellow at the University of Virginia before joining the UW–Madison faculty in 2018.

**Jen Rose Smith (dAXunhyuu [Eyak]), Ph.D.**, is an assistant professor in the Geography Department and American Indian Studies Program at the UW–Madison. Her current book project, “Icy Matters: Race, Indigeneity, and Coloniality in Ice-Geographies,” foregrounds an analysis of colonialism in relation to ice in Alaska and the Arctic. She argues that Arctic climate and ice as a non-normative terrain shape how race and indigeneity are conceptualized in culture, geological and anthropological sciences, and concretized in law. She serves on an all-Native women advisory board for the Eyak Cultural Foundation, a nonprofit that organizes annual language and cultural revitalization gatherings and directs a Cultural Mapping Project in their homelands of Eyak, Alaska. Dr. Smith is an editor of the journal *ACME: An International Journal for Critical Geographies* and was a University of California president’s postdoctoral fellow at UC Davis.

**Sasha Maria Suarez, Ph.D.**, a White Earth Ojibwe descendant, is an assistant professor with a joint appointment in the Department of History and American Indian Studies at UW–Madison. Her research centers Indigenous women, urban Indigenous communities, and the multiple forms of activism Indigenous peoples perform in pursuit of sovereignty, self-determination, and well-being. Her current project examines the culturally informed community organizing work of Ojibwe women in 20th century Minneapolis. Her work is featured in the forthcoming edited book “Indian Cities: Histories of Indigenous Urbanism,” slated for publication in Spring 2022 with University of Oklahoma Press. Dr. Suarez has also worked on curatorial and exhibition teams at the University of Minnesota and the Minnesota History Center to construct public history exhibitions.

**Matt Villeneuve, Ph.D.**, a Turtle Mountain Chippewa descent, is an assistant professor of U.S. History and American Indian Studies at UW–Madison, where he teaches courses in American Indian History, Native education, and environmental history. His research focuses on Native histories of education and schooling. His current book project, “Instrumental Indians: John Dewey and the Problem of the Frontier for Democracy in Indian Education, 1884-1959,” is an intellectual history of America’s most prominent philosopher of education and democracy and his relationship to the anti-democratic nature of federal Indian schooling.



**1:00 to 2:15 BREAKOUT OPTION B**

**Microaggressions Ouch! When a Mosquito Bite Turns into an Infection**

Microaggressions are defined as brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color. Often the impact of microaggressions is minimized to a mosquito bite or paper cut. But left untreated or undressed mosquito bites can become infected. Microaggressions cause harm that impacts the health of the person. At UW–Madison, 62% of undergraduate students of color report experiencing a microaggression. This session will be a workshop that examines UW–Madison campus data around microaggressions, the impact microaggressions have on the individual, and action and awareness participants can take to address intervening in microaggressions. This will be an interactive workshop with quotes of UW students virtually and physically posted in the space, as well as worksheets and action steps to address microaggressions.

**SPEAKERS:**

**Caitlyn LoMonte** serves as the director for the Office of Inclusion Education in Student Affairs at UW–Madison. She served as an AmeriCorps VISTA at the University of Florida providing resources, support, and outreach to first generation college students and high-risk high school students in the Gainesville, Florida community before moving to Chicago to pursue a master’s in women’s and gender studies from DePaul University. LoMonte is passionate about social change, education, empowerment and building a more inclusive campus together.

**Agustina Marconi, M.D.**, serves as the UHS staff epidemiologist. A trained physician, Marconi is experienced in infectious disease surveillance, infectious disease outbreak management, population health, health promotion and prevention, and health data analytics. Prior to coming to UHS, Marconi worked at the Instituto de Efectividad Clinica and the Argentinean Health Ministry. Dr. Marconi was drawn to working with the college-age population because it provides an opportunity to develop early interventions. She has a particular interest in substance abuse, mental health, and violence prevention.

**Reonda Washington**, see bio on page 10



1:00 to 2:15 BREAKOUT OPTION C

**Digital Inclusivity: Best Practices in Digital Accessibility to Create Inclusive Work, Teaching, and Learning Environments**

The COVID-19 pandemic required a quick and significant transition from onsite in-person work, learning, or social interactions, to working, learning, or socializing remotely and through digital means. The university's collective efforts were successful in maintaining its operations and fulfilling its mission, but the experience uncovered digital inequities for individuals with disabilities. As we continue to recover from the pandemic, we realize that operating through digital modes of communication offers many benefits and flexibility and is likely to continue to be a mainstay of how we live, work, and learn. In line with our values of diversity and inclusion, this presentation focuses on the need to be intentional in valuing the diverse needs of individuals with disabilities. We will share best practices, practical applications, and campuswide resources for creating and delivering accessible digital resources and technology for students, faculty, staff, and the broader community.

**SPEAKERS:**

**Sandi Arendalkowski** is the Digital Accessibility Program coordinator at the UW–Madison Center for User Experience in the Division of Information Technology. She works with campus partners to raise university capacity to support digital accessibility at all levels of the university. She has been an inclusive designer for more than six years, was a business analyst for seven years, and worked in a compliance area for 10 years. She holds a master's in interaction design & information architecture from the University of Baltimore and a graduate certificate in information accessibility design & policy from the University of Illinois Urbana-Champaign.

**Jess Jones** is interim director for the Center for User Experience, a unit within the Division of Information Technology that works with campus partners to understand and take informed action on the needs of their constituents, including digital accessibility. Through evaluation, research, and strategy, the program's goal is to make our digital campus more human-centered and inclusive. Jones is also co-lead for the UW Women+ in IT committee. Prior to joining the Center for User Experience, she worked as a user experience designer, and for the Department of Engineering Professional Development in the UW–Madison College of Engineering. She holds a master's in Human-Computer Interaction from DePaul University.

**Ruben Mota, Ph.D.**, serves as the Americans with Disabilities Act Coordinator for UW–Madison, collaborating and coordinating with campus partners to ensure UW is continually striving for access and inclusivity for individuals with disabilities. Prior to joining the Office of Compliance, Dr. Mota worked on campus at the McBurney Disability Resource Center as an associate director for student services and assistant director of accommodation services from 2013 to 2020. Previously, he was the head of student support services and director of learning support at two international schools in Switzerland. He holds master's in teaching with special education endorsement from the University of Washington-Seattle and a doctorate in leadership and educational administration from Capella University.



#### 1:00 to 2:15 BREAKOUT OPTION D

### **The Discussion Project: Successful Discussion Requires Diversity, Equity, and Inclusion**

Participants will be introduced to the work and research findings of The Discussion Project at UW–Madison. Presenters will offer a definition of discussion and why discussion is an integral part of a student’s educational experiences. We will focus on the ways in which high quality discussion requires that instructors take responsibility to build inclusive and equitable learning environments that draw strength from the diversity of students in the classroom. The presenters will detail methods for building classroom community and explain how instructors can cultivate and maintain a classroom climate that helps produce a “discussion class.”

#### **SPEAKERS:**

**Mariana Castro, Ph.D.**, is a curriculum designer and instructor for The Discussion Project. As deputy director at the Wisconsin Center for Education Research, she brings more than 28 years of experience in education as a former science teacher, a language specialist, and a bilingual educator. In her research, Dr. Castro integrates her background as an educator, her passion for working with multilingual children, youth and their teachers, and her commitment for social justice. Over the last 14 years, her work has also involved policy work related to the education of multilingual learners, including the development of language proficiency standards in Spanish and English. Dr. Castro holds a Ph.D. in curriculum and instruction from UW–Madison and a master’s degree from UW–Whitewater. She serves as principal investigator for research related to the language practices of multilingual students, curriculum and instruction in dual language immersion programs, teacher professional learning and family engagement.

**Lynn Glueck** is the program director for The Discussion Project. After more than 25 years in K-12 education, she brings a diverse array of skills to The Discussion Project. She started her career as a bilingual elementary school teacher in a high-poverty school and has since played several roles in teaching and administration. She was a high school English teacher and then a library media instructor, after which she went into educational leadership and administration. Glueck has been professional development coordinator and school improvement administrator for the Madison Metropolitan School District and later an instructional coach for secondary teachers. She holds a master’s in English literature and library sciences from UW–Madison and is certified as a director of instruction and instructional coach

#### **2:15 to 2:30 Break**

UW-MADISON  
**DIVERSITY  
FORUM  
2021**

**KEYNOTE ADDRESS**  
**Centering and Uplifting Multiply Marginalized Voices:**  
A Conversation with 'Pose' Co-Creator Steven Canals

# STEVEN CANALS

Screenwriter, producer, and co-creator of 'Pose' on FX



2:30 to 3:30 Keynote

## **Centering and Uplifting Multiply Marginalized Voices: A Conversation with 'Pose' Co-Creator Steven Canals**

Steven Canals, who co-created the groundbreaking FX show "Pose," joins us for a conversation about how the critically acclaimed show came to be, his personal journey as a queer Afro-Puerto Rican in higher education and the entertainment industry, and how the show worked to center the voices and experiences of multiply marginalized people. "Pose" tells the story of the struggles and triumphs of Black, Latine, gay, trans and nonbinary performers in the New York drag ball scene in the '80s and '90s. Over three seasons the show featured the largest transgender cast ever assembled in a scripted series, revolutionizing the landscape of transgender representation in Hollywood. Joining Canals for this conversation is Warren Scherer, assistant dean and director of the UW-Madison Gender and Sexuality Campus Center.

### **SPEAKERS:**

**Steven Canals** is a screenwriter and producer best known for co-creating and executive producing the FX drama series "Pose." Hailing from the Bronx, Canals is a 2015 graduate of UCLA's MFA screenwriting program. He began his journey as a storyteller in high school, producing a documentary short about Turf Violence. While attending UCLA, Canals served as a research assistant at Hungry Jackal Productions for Oscar-winning screenwriter Dustin Lance Black. Canals was a staff writer on Freeform's "Dead of Summer," the same year his short film, "Afuera," premiered at the 2016 LA Film Festival. Variety magazine named Steven a "TV Writer to Watch" in 2018. His original drama series, "Pose," debuted in 2018 and over three seasons has featured the largest LGBTQ+ cast ever assembled for a scripted series. Beyond its diverse casting, "Pose" has won acclaim for its daring themes and perspectives. Canals is of Afro-Puerto Rican heritage and identifies as queer. He resides in Los Angeles.

**Warren Scherer** is the director of the Gender and Sexuality Campus Center at UW-Madison. Scherer previously worked at the UW-Milwaukee LGBT+ Resource Center and at Project Q, the Milwaukee LGBT Community Center's youth program. Scherer also served for four years on the board of the Consortium of Higher Education LGBT Resource Professionals, including two as co-chair.

3:45 to 4:30

## **Strike A Pose: A Student Panel on Representations of Multiply Marginalized Identities**

A panel of UW-Madison students for a conversation about "Pose," representation, and the lived experience of people with multiple intersecting marginalized identities.

### **MODERATOR:**

**Gabe Javier** is associate vice chancellor for student affairs in identity and inclusion at UW-Madison. Javier arrived at UW-Madison in 2011 as assistant dean of students and director of the Lesbian, Gay, Bisexual and Transgender Campus Center, now called the Gender and Sexuality Campus Center. He began serving as the interim director of the Multicultural Student Center in June of 2016 and became the center's director in August of 2017. Originally from St. Louis, Javier earned a bachelor's degree in communication and English from Rockhurst University in Kansas City and a master's degree in higher education administration from the University of Michigan. He previously served as assistant to the dean of students and the assistant director of the Spectrum Center at the University of Michigan-Ann Arbor.



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