

MICHAEL TILFORD CONFERENCE ON DIVERSITY AND MULTICULTURALISM
Living Into Brown: Staying the Course Toward Inclusion and Belonging



THURSDAY, OCTOBER 5, 2023 | FRIDAY, OCTOBER 6, 2023

2023 Conference Agenda



Funding for this program is provided by Humanities Kansas, a nonprofit cultural organization connecting communities with history, traditions, and ideas to strengthen civic life.
www.humanitieskansas.org

September 27, 2023

Dear Michael Tilford Conference Participants,

Welcome to Washburn! For the second year, we are honored to host the Michael Tilford Conference on Diversity and Multiculturalism. Washburn is committed to diversity, equity, and inclusion in all aspects of university learning, programs, policies, and services. Our commitment to inclusion has remained steadfast, is aligned with our institutional values and has been essential since our founding as an institution of higher learning. We have been deliberate and intentional in meeting people where they are, with hopes that when our students graduate, they will be informed, educated and ready to help our communities thrive.

We appreciate the opportunity to gather our community partners and higher education colleagues who are also committed to diversity, equity and inclusion. At this year's Conference titled "Living into Brown: Staying the Course Toward Inclusion and Belonging," you will have the opportunity to tour the Brown v. Board of Education National Historic Park, participate in roundtable discussions, and hear from our keynote speakers including Cheryl Brown Henderson, Sarah Deer, Dr. Rodney Palmer, Ray Dempsey, Jr., and Dr. Nicole Hodges-Persley.

We welcome the opportunity to come together to share our success and creativity. I hope that you will explore new ideas (best practices), make connections, and be inspired. It is vital that we discuss and share our passion for the efforts that make all our institution's places where students, faculty and staff know that they belong.

A special thanks to our Kansas Board of Regents partners and the Tilford Steering Committee officers for organizing the Conference that continues to honor the memory and work of the late Dr. Michael Tilford.

Sincerely,



JuliAnn Mazachek, Ph.D.
President

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MICHAEL TILFORD CONFERENCE ON DIVERSITY AND INCLUSION



OCTOBER 5 - 6



DR. MICHAEL TILFORD

This conference is named in memory of the late Dr. Michael Tilford, who passed away on November 6, 1996. Dr. Tilford was the WSU representative on the Regents Diversity and Multiculturalism Committee from its onset in 1994 until his death.

In 1969, Dr. Tilford was one of 100 African-American educators from across the country who received Ford Foundation Grants for advanced graduate study. He received his doctorate from Oklahoma State University in 1970. Dr. Tilford also had a bachelor's degree from Langston University in mathematics/chemistry and a master's degree from Johns Hopkins University in science education. He was appointed Dean of the Graduate School of WSU in 1988 and Associate Vice President for Academic Affairs in 1994.



About the 2023 Michael Tilford Conference on Diversity and Multiculturalism:

The Michael Tilford Conference on Diversity and Multiculturalism is a regional conference guided by the Kansas Board of Regents' Council of Chief Diversity Officers established in 2018. The conference is an opportunity for critical work and discussion regarding educational equity, diversity and multiculturalism in Kansas.

The goal of the Tilford Conference in 2023 is to assess our progress towards greater diversity, and multiculturalism since the landmark legal decision in *Brown v. Board* that ordered the desegregation of public schools in the United States while declaring segregated schools “inherently unequal” and unconstitutional. It will also examine the many challenges and inequities that remain.

The conference will feature research and professional development to provide participants with tools to continue to advance diversity, equity, inclusion, and belonging in Kansas education and work environments so that the full promise of *Brown v. Board* may one day be realized.





FOR YOUR INFORMATION

CONNECTING TO WIFI

1. Open WIFI Settings on your wireless device
2. Choose the WU-Visitor network
3. Type passcode **W#shburn!B@ds10**
4. Your device should now say “connected to WU-Visitor”

Questions or concerns?

Contact Washburn ITS at support@washburn.edu or 785.670.3000

MEALS

All meals and snacks are included in your registration. If you notified us of a dietary need when you registered, you should have received a meal card at check-in. Please make your meal card visible at your place setting.

Questions or concerns?

Stop by the registration check-in if you have a dietary need that was not reflected in your check-in materials.

PERSONAL CARE SPACES

Accessible Restrooms

Accessible Restrooms are located on each level of the Memorial Union, and on the main floor level of the Bradbury Thompson Alumni Center (BTAC).

Gender Inclusive Restrooms

Gender Inclusive Restrooms are located on the lower level of the Memorial Union, just outside of the Ichabod Shop and on the lower level of the BTAC.

Keynote Speaker Green Room

The Crane Room, on the upper level of the Memorial Union, is designated Keynote Speaker preparation space.

Lactation Room

The Mosiman Room, on the upper level of the Memorial Union, is designated lactation room.

Reflection/Meditation Room

The Boswell Room, on the upper level of the Memorial Union, is designated reflection/meditation space.

Presenter Green Room

The Sunflower Room, on the upper level of the Memorial Union, is designated presenter preparation space.

WASHBURN UNIVERSITY CENTER FOR TEACHING EXCELLENCE AND LEARNING

Washburn University attendees: Sign-in at each session to attend in order to receive credit toward your CTEL badges.



ACKNOWLEDGEMENTS

Dr. Kelly Erby
Dr. JuliAnn Mazachek
Dr. Laura Stephenson
Michaela Saunders and Holly Broxterman
Chartwells
Ichabod Shop
MILS Student Interns
Mulvane Art Museum
Washburn Academic Diversity and Inclusion
Committee
Washburn Facilities Services
Washburn Information & Technology Services
Washburn Memorial Union
Washburn Public Relations
Washburn Public Safety
Washburn Student Government Association
Washburn University Scheduling
Washburn Wind Ensemble

Kansas Board of Regents
KBOR: Council of Chief Diversity Officers
KBOR: Council of Chief Academic Officers



Funding for this program is provided by Humanities Kansas, a nonprofit cultural organization connecting communities with history, traditions, and ideas to strengthen civic life. www.humanitieskansas.org

2023 TILFORD CONFERENCE STATEWIDE ADVISORY COMMITTEE:

Debra Bolten
Addison Keegan-Harris
Jorge Leon
Jaden Rahe
Ananda Jayawardhana
Mackie Moore

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Mumenah Brunshire
Maria Alonso Luaces
Kimberly Connelly

Kara Kendall-Morwick
Vinod Srivastava
Brady Marzolf
Debra English
Kathy Landwehr

2023 WASHBURN ADIC TILFORD PLANNING SUBCOMMITTEE:

Danielle Dempsey-Swopes
Kelly Erby

Erin Grant
Chaz Havens

Kelly McClendon
Tina Williams



MICHAEL TILFORD CONFERENCE ON DIVERSITY AND INCLUSION



OCTOBER 5 - 6

2023 TILFORD CONFERENCE SESSION | THURSDAY, OCTOBER 5

11 a.m. to
7 p.m.

CONFERENCE REGISTRATION

Memorial Union, Washburn Ballroom A/B Foyer

11 a.m. to
12:30 p.m.

Brown v. Board NHS Tours and Mulvane Art Museum Gallery Talk

National Historic Site tours at 1515 SW Monroe St. Learn more about the history of segregation in the United States, the Brown v. Board of Education decision, and the legacy of the case around the world.

Galery Talk and Tour with Elizabeth S. Humphrey, curator of *There's a Woman in Every Color: Black Women in Art*. Humphrey will conduct a tour of the exhibition at the Rita Blitt Gallery while discussing the circumstances that gave rise to it. Connie Gibbons, director of the Mulvane Art Museum, will moderate a Q & A session.

1 - 3 p.m.

CAUCUS MEETINGS

Caucus meetings are intended for members of the respective communities to dialogue and build community with one another.

LGBTQ+ Kansas Higher Education Caucus

- Memorial Union, Lincoln Room | Moderator, Dr. Joseph DeSota, Washburn University

Kansas Academic Women Caucus

- Memorial Union, Kansas Room | Moderator Dr. Maria Stover, Washburn University

Indigenous Nations/Pacific Islanders in Kansas Higher Education Caucus

- Memorial Union, Cottonwood Room | Moderator Dr. Debra Bolton, Kansas State University

3 - 5 p.m.

CAUCUS MEETINGS

Caucus meetings are intended for members of the respective communities to dialogue and build community with one another.

Latine in Kansas Higher Education Caucus

- Memorial Union, Vogel Room | Moderator Dr. Jorge Leon, Pittsburg State University

Asian American in Kansas Higher Education Caucus

- Memorial Union, Cottonwood Room | Moderator Linda Un, Kansas City, Kan. Public Schools

African Americans in Kansas Higher Education Caucus

- Memorial Union, Kansas Room | Moderator Dr. Nicole Hodges Persley, University of Kansas

2023 TILFORD CONFERENCE SESSION | THURSDAY, OCTOBER 5

5 - 6:30 p.m.

POSTER PRESENTATIONS

Memorial Union, Washburn Ballroom B

Sherri Camp and Michael Kates - Our Stories: Before and After Brown

Rhonda Peterson Dealey and Jenny Lamb - Social Injustice of Professional Self-Care: Lessons on Diversity and Disparity from Social Work Students

D. Nicole English - Teaching Hispanic Culture Through Hispanic Dances and Music (Tango Flamenco & Rumba Caribeña): A Session for People with Intellectual and Developmental Disabilities for Integration and Inclusion

Nicole Miller - Psychometric Evidence of the Purity Culture Beliefs Scale (PCBS)

Lydia Shontz and Cindy Turk - Sexual and Gender Minority Groups: Application of a Novel Resilience-based Integrated Therapy Approach

Danielle F, Edith Gaines, Brandi Turner, and Kathlene Marker - Racism is a Public Health Crisis

Angie Williams - Intersectionality and Inequity in STEM: Assessing the Impact of LGBTQ Identities with Intersectional Moderators on Adolescent STEM Inequality

WELCOME RECEPTION

Memorial Union, Washburn Ballroom A/B

6:30 p.m.

WELCOME KEYNOTE ADDRESS

Memorial Union, Washburn Ballroom A/B

Cheryl Brown Henderson

One of the three daughters of the late Rev. Oliver L. Brown, who in the fall of 1950 along with 12 other parents, led by attorneys for the NAACP, filed suit on behalf of their children against the local Board of Education. Cheryl is the Founding President of the Brown Foundation for Educational Equity, Excellence and Research, and owner of Brown & Associates, educational consulting firm.

With introduction by the Honorable Mike Padilla, Mayor, City of Topeka

Mayor Michael Padilla served as a city council member before seeking the mayor's seat. He is a second-generation Mexican American and one of five sons to parents born in Kansas. After attending Washburn University, Michael began a career with the Topeka Police Department. Michael is excited to continue to serve Topeka, Kansas with a vision of a holistic approach to public safety, growth of the small business sector, affordable housing and a deliberate effort to expand diversity, equity and inclusion in how we serve our community.



2023 TILFORD CONFERENCE SESSION | FRIDAY, OCTOBER 6

8 a.m. to
2 p.m.

CONFERENCE REGISTRATION

Memorial Union, Ballroom A/B Foyer

7:30 - 8 a.m.

LIGHT BREAKFAST

Memorial Union, Ballroom A/B

8:15 - 8:30 a.m.

CONFERENCE WELCOME

Memorial Union, Ballroom A/B

Dr. JuliAnn Mazachek, President, Washburn University



Dr. JuliAnn Mazachek is the 15th President of Washburn University and the first woman to serve as University President. Dr. Mazachek received her Bachelor of Science from the Missouri University of Science and Technology, Master of Business Administration from the University of Kansas, and Doctor of Philosophy from the University of Kansas.

Prior to her appointment as University President, Dr. Mazachek served as the vice president for academic affairs. Dr. Mazachek has also served as president & CEO of Washburn University Foundation, dean of the Washburn University School of Business, and as assistant and associate professor of accounting, receiving tenure in 1998.

Dr. Mazachek currently serves on the St. Francis Health Center board of directors, chairing the finance committee; the Kansas Hospital Association; the Kansas District Lutheran Church Missouri Synod, Junior Achievement, and the Executive Board of the Boy Scouts – Jayhawk Area Council. She previously served as a member of the board of directors of the Greater Topeka Chamber of Commerce and as treasurer, vice chair, and by-laws committee member for Faith Lutheran Church.

Dr. Blake Flanders, President and CEO, Kansas Board of Regents



Dr. Blake Flanders serves as President and CEO for the Kansas Board of Regents. Before serving in his current position, Dr. Flanders served as the Vice President for Workforce Development for the Kansas Board of Regents and provided executive leadership for the Kansas Postsecondary Technical Education Authority. In this role, he was the state leader for issues involving the state's postsecondary education and training system, including targeted expansion of engineering and nursing programs. Dr. Flanders also led the state-level evaluation of research proposals within the Experimental Program to Stimulate Competitive Research.

Born in Edson, Kansas, Dr. Flanders is a graduate of Colby Community College and Kansas State University where he earned a Bachelor of Science in Animal Science, Masters of Science in Animal Science, and Doctorate of Philosophy in Curriculum and Instruction. Before serving as Vice President, Dr. Flanders served as the liaison between the Kansas Board of Regents and the Kansas Department of Commerce (2004-2007), Vice President of Instructional Services at Manhattan Area Technical College (1998-2004), and as a member of the faculty at Butler Community College (1988-1998).

8:30 - 9:15 a.m.

OPENING KEYNOTE ADDRESS

Memorial Union, Ballroom A/B

Sarah Deer

Action in Academe: Moving Toward Native Visibility and Equality

Sarah Deer is a University Distinguished Professor at the University of Kansas and Chief Justice for the Prairie Island Indian Community Court of Appeals. Professor Deer is an enrolled citizen of the Muscogee (Creek) Nation. Her legal scholarship focuses on the challenges facing Tribal Nation in the United States, particularly criminal justice. She was named a MacArthur Foundation Fellow in 2014. In 2019, she was inducted into the National Women's Hall of Fame. As a tribal jurist and scholar, Justice Deer's scholarship focuses on the intersection of federal Indian law and victims' rights, using indigenous principles as a framework. Deer is a coauthor of four textbooks on tribal law and has been published in a wide variety of law journals, including the Harvard Journal of Law and Gender, the Yale Journal of Law and Feminism, and the Columbia Journal of Gender and Law.



9:30 - 10:15 a.m.

MORNING KEYNOTE ADDRESS

Memorial Union, Ballroom A/B

Dr. Rodney Palmer

Fostering Thriving and Inclusive Campus Communities through Trauma-Informed Practices

Dr. Rodney Palmer is the Chair of the Department of Religion and Biblical Languages and an Associate Professor of Religion, specializing in Homiletics and Practical Theology at Andrews University (AU). He is an ordained minister, a Formative Dialogue on Teaching Faculty Colleague, a Certified Trauma Support Specialist, and an AU Advisory Board member for the International Center for Trauma Education and Care.

Dr. Palmer holds a Bachelor of Arts in Religion from Northern Caribbean University, Jamaica; a Master of Arts in Theological Studies and a Master of Divinity in Leadership from Liberty University, and a Doctor of Ministry Degree in Prophetic Preaching and Praxis from United Theological Seminary, OH. He is also a candidate for the Ph.D. in Higher Education Administration at AU.

Dr. Palmer is the lead faculty for the teaching vocational exploration initiative at AU. He is also on the team awarded a grant focused on infusing innovative pedagogical methods and trauma-informed practices into AU's curricular offerings. His research agenda and published peer-reviewed articles focus on trauma-informed approaches.



10:30 - 11:30 a.m.

MORNING SESSIONS

Various; details begin on page 13

**MICHAEL TILFORD CONFERENCE
ON DIVERSITY AND INCLUSION**



OCTOBER 5 - 6

2023 TILFORD CONFERENCE SESSION | FRIDAY, OCTOBER 6, 2023

11:45 a.m. to
12:45 p.m.

CONFERENCE LUNCHEON LUNCHEON KEYNOTE ADDRESS

Memorial Union, Ballroom A/B
Memorial Union, Ballroom A/B

Ray Dempsey, Jr. Preparing for Work in a Global Workforce



Ray Dempsey Jr. is Group Chief Diversity Officer, Barclays Bank, charged with development and implementation of a strategic approach to driving measurable progress in diversity and inclusion globally. Prior to joining Barclays, Dempsey was Chief Diversity Officer for BP America and the President of the BP Foundation, where Dempsey led a broad portfolio, including national strategic relationships and initiatives, supplier diversity, workforce diversity, and philanthropy.

Dempsey is Chairman Emeritus of the Board of Directors for the National Action Council for Minorities in Engineering (NACME) and a member of the Executive Leadership Council (ELC). Additionally, he sits on the board of the Kansas State University Foundation and is on the Board of Trustees for Ford's Theatre in Washington, D.C. Dempsey holds a Bachelor of Science degree in Industrial Engineering from Kansas State University, and an MBA from Northwestern University's Kellogg Graduate School of Management.

1 - 2 p.m.

EARLY AFTERNOON SESSIONS

Various; details begin on page 16

2:15 -
3:15 p.m.

MID-AFTERNOON SESSIONS

Various; details begin on page 19

3:30 -
4:30 p.m.

LATE-AFTERNOON SESSIONS

Various; details begin on page 22

4:30 -
5:15 p.m.

CLOSING KEYNOTE

Memorial Union, Ballroom A/B

Dr. Nicole Hodges-Persley Staying the Course Toward Equity, Inclusion and Belonging



Nicole Hodges Persley was named Vice Provost of Diversity, Equity, Inclusion, and Belonging and Professor at the University of Kansas in October 2022 after serving as interim vice provost in January 2022. She is an award-winning professor, artist, and community leader with over fifteen years of experience in diversity, equity, and inclusion work creating intentional equity pathways between academic and creative communities. She is the former Associate Dean of Diversity, Equity and Inclusion in the KU College of Liberal Arts and Sciences.

5:15 -
6:30 p.m.

CLOSING RECEPTION

Memorial Union, Ballroom A/B

7:30 -
9 p.m.

WASHBURN OPERA STUDIO

Neese Gray Theatre

Washburn Opera Studio presents the Kansas premiere of *As One*, by Laura Kaminsky, Mark Campbell, and Kimberly Reed. This chamber opera is the story of Hannah, a transgender woman, told from two simultaneous perspectives- Hannah Before (sung by a baritone) and Hannah After (sung by a mezzo-soprano). Through empathy and humor, the singers trace the transformative experiences in Hannah's life, leading to eventual peace in herself.

Your conference registration includes a free ticket to this event.

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

10:30 -11:30 a.m.

MORNING PAPER PANELS, ROUNDTABLE DISCUSSIONS & WORKSHOPS MORNING ROUNDTABLE DETAILS:

022 - COMMUNITY OF CONNECTION: BUILDING AN INFRASTRUCTURE FOR BIPOC STUDENT SUCCESS

Memorial Union, Ballroom A/B

Like many universities, Kansas State University is taking action to improve outcomes for students who have been historically underrepresented in higher education. As part of our Community of Connection project, a cross-functional team is working on making visible our resources designed to support underrepresented students and building infrastructure to close equity gaps. Join us for a Family Feud style interactive discussion framed around four topics: disaggregating data on student outcomes, setting goals to close equity gaps, programmatic support, and role of central administration in supporting underrepresented student success. Participants will share ideas, laugh, and be energized.

Jeannie Brown Leonard, Vice Provost for Student Success, Kansas State University; Graciela Berumen, Assistant Director of Diversity and Multicultural Student Engagement, Kansas State University; Rebeca Paz, Assistant Director, Office of First-generation Students, Kansas State University.

002 - WEAVING DIVERSITY AND INCLUSION INTO FIRST YEAR SEMINARS

Memorial Union, Shawnee Room

Session will present an overview of the ways in which we have integrated Diversity and Inclusion into our First Year Seminar. Afterwards there will be brainstorming and group discussion about ways to weave Diversity and Inclusion into First Year Seminars.

James Barraclough, Director of Undergraduate Initiatives, Washburn University and Steve Hageman, Student Success Lecturer, Washburn University.

003 - HOW TO HOST A RAGE PARTY: REFLECTIONS ON CELEBRATING AND MAGNIFYING VOICES OF COLOR IN AN INTRODUCTION TO CRITICAL RACE AND ETHNIC STUDIES COMMUNITY EVENT

Bradbury Thompson Alumni Center, Forum Room

In Spring 2023, an Introduction to Critical Race and Ethnic Studies class put theory into action. We held an event magnifying voices of color, building on the legacy of five lawsuits brought together in *Brown v. Board* which told how children experienced the separate but unequal education system. Discussion will include how the class created the event and participants' experiences at the event. Additionally, we will illustrate the pedagogical and communitybuilding value of critical race theory's activism tenet through sharing some authentic expressions (lived experience) in poetry, music, and speeches from the Rage Party.

Muffy Walter, Assistant Professor and Director of Composition at Washburn University; Samarii Berry, student at Washburn University; SJ Hazim, student at Washburn University; Desiree Cain, student at Washburn University; Raven Petty, student at Washburn University; Pateue (Pat) Moore, student at Washburn University; Bridget King, student at Washburn University; Tonyce Jackson, coach of Top City Step Team; Hannah Hull, Former Member of Top City Step Team; Dasaya Matlock, member of Top City Step Team; T'Karah Lucas, member of Top City Step Team; Latrice Hysten; member of Top City Step Team; Tierra Patterson; and Eric Patterson Jr.

013 - HOW CAN WHITE EDUCATORS BE BETTER ALLIES? A ROUNDTABLE DISCUSSION TO HELP US DO THE RIGHT THING

Memorial Union, Thomas Room

The Tilford Conference reaches a variety of people across Kansas' university campuses. Some have been working on diversity for decades. Some just want to Do the Right Thing and treat people well. Among the second group, many may still be following old-school practices that do not actually promote diversity and inclusion. For attendees new to the conversations related to Anti-Racism, Privilege, and White Fragility, this roundtable will be a chance to get basic definitions and discuss why the concepts are important. Ginger Loggins, Fort Hays State University

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

MORNING WORKSHOP DETAILS:

004 - CONSIDERING THE FIRST-GENERATION PLUS RURAL STUDENT IDENTITY

Bradbury Thompson Alumni Center, Martin Room

The first-generation student experience has been and continues to be a primary focus for many institutions of higher education. The 2018 NASPA report “First-Generation Student Success: A Landscape Analysis of Programs & Services at Four-Year Institutions” encourages institutions to consider the intersectionality of identities of first-generation students (firstgen plus LGBTQIA+, first-gen plus limited income, etc.). With a disproportionate number of rural students who are more likely to identify as first-generation students than their suburban, urban, and metro peers (Byun et al., 2012; Hardy, 2021), institutions should consider this intersectional identity as we strive to improve access to quality higher education in rural areas throughout the state of Kansas. This workshop will assist institutions in exploring this identity and examine practices for policies, programs, and services to support inclusion of rural, first-generation students.

Brett Bruner, Wichita State University and Matt Newlin, Founder & Principal, Matt Newlin Consulting

005 - BEYOND CHECKING THE BOX: SUPPORTING, ADVOCATING AND PROMOTING WOMEN OF COLOR IN ACADEMIA

Memorial Union, Vogel Room

Women of color working with historically white institutions navigate the challenges of the often-treacherous terrain of higher education. These experiences are often filtered through intersections that are raced and gendered. Thus, as institutions recruit and hire women of color, there must be an understanding that goes beyond checking the metaphorical box. Unless these efforts are intentional to provide resources and support, it will only be performative. The objective of this session is to provide purposeful strategies to support women of color as they maneuver the realm of historically white institutions.

Valerie J. Thompson, Assistant Professor Educational Leadership/Educational Psychology, Wichita State University; Sara Mata, Executive Director of Hispanic Initiatives and Assistant Teaching Professor, Intervention Services & Leadership in Education, Wichita State University; Rhonda K. Lewis, Professor & Graduate Coordinator, Department of Psychology and Service-Learning Faculty Fellow, Society for Community Research and Action Fellow (Division 27) APA; Wichita State University

006 - CLARIFYING THE PROBLEM BEHIND MALE ENROLLMENT DECLINE IN HIGHER EDUCATION

Memorial Union, Cottonwood Room

Male enrollment decline has become front-page news post-pandemic with the decline in college enrollment. However, the whole story is not being articulated. Media has minimized a larger, layered problem. Evidence shows that male higher education attendance has not significantly changed for decades. This perceived decline in male enrollment is only in comparison to female enrollment in college. The reversal of the gender gap within education is more aligned with how men perceive themselves, how men perceive higher education, and how society perceives men within the context of societal changes that have happened over the last century among men and women.

Lee Miller, Director of Innovation & Compliance, Barton Community College

007 - INTERNATIONAL PROGRAMS AND ALUMNI ASSOCIATION COLLABORATIONS

Memorial Union, Lincoln Room

A productive relationship between international programs offices and alumni associations can benefit incoming and current students and alumni. This session will illustrate Kansas State University’s successful partnerships between these offices in all aspects including information sharing and program development. After hearing our session, participants will be able to share the information they have learned with other staff members in their office as well as be ready to approach their alumni association about specific ideas for collaborations.

Sara Thurston Director, International Student and Scholar Services, Kansas State University and Brandon Moreno, Assistant Director of Alumni and Diversity Programs, K-State Alumni Association

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

031 - SHARING OUR STORIES: A DOCUMENTARY SHORT FILM SERIES PROGRAM TO DOCUMENT AND SHARE QUEER AND TRANS STORIES AND BUILD COMMUNITY ON CAMPUS

Memorial Union, Kansas Room

This program will share the perspective of the University of Kansas as one university that implemented a film project in collaboration with Queer and Trans faculty and staff with the purpose of increasing various forms of QT representation and enhance a sense of belonging for QT students on campus. Participate in an interactive presentation and conversation with the students leading the project, along with the staff who guide the students through ethical considerations.

Ash Wilson, Director Center for Sexuality and Gender Diversity, University of Kansas; David Mai, Assistant Teaching Professor, Department of Film and Media Studies

032 - POETRY AS GOOD TROUBLE: HOW POETRY CAN BE PART OF EVERY COURSE

Bradbury Thompson Alumni Center, Bible Room

Poetry is one of the most personal, engaging forms of writing. Yet, it is often avoided, maybe out of past traumatic experiences from curmudgeons, judges, and teachers? Also, poetry might only be seen as a “creative writing” thing. However, this workshop will cover how poetry can serve in DEI work as students can use home languages, can challenge white Patriarchal systems and historical barriers of education, can be used as part of unessaying and ungrading, and can serve students with powerful student learning outcomes. Poetry can apply to any subject—even mathematics! Attendees will come away with examples and ideas for incorporating poetry in their classes, as well as approaches to assessment to student learning outcomes, upgrading, and trauma-informed pedagogy. This workshop is a safe, non-judgmental space.

Dennis Etzel, Jr., Senior Lecturer of English, Washburn University; Jericho Hockett, Associate Professor of Psychology, Washburn University

036 - THE HISTORY OF EXCLUSION AND ITS EFFECTS ON IDENTITY DEVELOPMENT IN HISTORICALLY UNDERREPRESENTED POPULATIONS

Rita Blitt Gallery (enter through White Concert Hall)

Many institutions tout, so-called, “diversity, equity, and inclusion” programming, which appears to start in the middle, usually around the Civil Right Era. This practice of choosing a history of convenience severely disregards underrepresented populations (Van Deventer Iverson, 2007) and the negative role exclusion plays in identity development. These practices normalize excluding people based on their phenotypes and cultural practices to justify greed of dominating, colonial populations (Van Deventer Iverson, 2007). This interactive session offers an examination of historical exclusionary laws and policies that continue to benefit one population over many and teaches how people may take responsibility of learning about “the other” into their own hands.

Dr. Debra Bolton Director, Intercultural Learning, Kansas State University

MORNING PAPER PANEL DETAILS:

Bradbury Thompson Alumni Center,
Ruth Garvey Fink Convocation Hall

008A - SILENCE ON THE SOCIAL: W.E.B. DUBOIS AND JOSEPH A. PIERCE AS PIONEERS OF DATA ANALYTICS

Data mining studies published by W.E.B. DuBois (1896-1963) and Joseph A. Pierce (1947) deserve revisiting. Using large data sets collected and analyzed without benefit of digital processing tools, these scholars reached very different conclusions about what should be done to improve African Americans’ social and economic standing. Their pioneering work belies modern rhetoric that paints data analytics as capable of providing ‘answers’ for ‘executives’ devoid of historical context, sociological theory, and philosophical value commitments. The session will conclude with perspectives on social control and the challenges of bringing multiple perspectives and subjective values to bear on systemic social problems.

Louella Moore, Mosso Professor of Accounting, Washburn University

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

MORNING PAPER PANEL DETAILS CONTINUED:

008B - ENGAGING STUDENTS TO ADVANCE ENVIRONMENTAL JUSTICE

The Heartland Environmental Justice Center (HEJC) at Wichita State University provides training and technical assistance to help communities in Kansas, Iowa, Missouri, and Nebraska address environmental and energy justice challenges. This session will focus on incorporating engaged learning in courses to help communities and organizations identify local environmental justice (EJ) concerns and begin developing strategies for taking action. Participants will be introduced to basic EJ concepts, tools for identifying local EJ issues, and approaches used by HEJC, and then discuss potential concerns within their own communities and opportunities to engage students in advancing environmental justice.

Jeff Severin, Senior Program Manager, Heartland Environmental Justice Center, Wichita State University

008C - DIVERSITY CLIMATE AT KANSAS STATE UNIVERSITY COLLEGE OF AGRICULTURE: SURVEY RESULTS ACROSS TIME

Diversity is an important topic that continues to be analyzed and discussed in collegiate institutions. The Kansas State University College of Agriculture has made great strides in putting more emphasis on diversity in its programs. By implementing new diversity programs and initiatives, progress on the students' overall feelings on diversity continues to be monitored. Data was collected in a survey during Fall 2022, and the same survey questions were administered during spring 2023. The goal of this research is to compare the diverse climate in the College of Agriculture at Kansas State University between these two points in time.

Andrew Barkley, Professor, Department of Agricultural Economics, Kansas State University

1-2 p.m.

EARLY AFTERNOON PAPER PANELS, ROUNDTABLE DISCUSSIONS & WORKSHOPS

EARLY AFTERNOON ROUNDTABLE DETAILS:

009 - DEIB ADMINISTRATOR ROUNDTABLE - DISCUSSING THE CHALLENGES OF MANAGING DIVERSITY, EQUITY, INCLUSION, AND BELONGING ON CAMPUS

Memorial Union, Washburn Ballroom A/B

Moderator: Marche' Fleming-Randle, PhD, Wichita State University Panelists: Jerrihlyn McGee, DNP, RN, CNE, University of Kansas Medical Center; Nyk Robertson, MS, Emporia State University; Deatrea Rose, MS, Pittsburg State University; Rana Johnson, PhD, Kansas State University; Amy Schaffer, Ft. Hayes State University; Nicole Hodges-Persley, PhD, University of Kansas; Teresa Clouch, PhD, Washburn University

010 - OVERALL NEEDS AND EXPERIENCES OF UNDOCUMENTED IMMIGRANTS RESIDING IN SOUTHEAST KANSAS

Memorial Union, Lincoln Room

The undocumented immigrant population in Southeast Kansas faces a unique set of challenges that are often overlooked. This abstract provides an overview of the overall needs and experiences of undocumented immigrants residing in Southeast Kansas. Through a review of existing literature, it is evident that this population experiences significant barriers to accessing healthcare, education, and social services due to their undocumented status.

Carol Meza, PhD Social Work Field Director at Pittsburg State University; Dr. Jeremy Wolfe, Assistant Professor at Pittsburg State University; Luz Soria, Student, Pittsburg State University; Mimi Tomay Trinidad, Student, Pittsburg State University

011 - THE EVOLUTION OF KU STUDENTS TO KU STAFF

Memorial Union, Vogel Room

This round table will discuss why actively involved KU students returned to the hill after graduation. We will answer questions that reveal the importance of institutional involvement and integration for the betterment of students and the alma mater that hires them.

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

Morgan States, Alumni and Professional Engagement Program Coordinator, DEIB, University of Kansas; Taylor Pullen, Program Coordinator, Sorority & Fraternity Life, University of Kansas; and Mikayla Sandifer, Director of Inclusive Programs and Talent Development, University of Kansas

012 - THE BENEFITS OF OPEN-ACCESS PUBLISHING: A PRACTICAL GUIDE FOR FACULTY

Rita Blitt Gallery (enter through White Concert Hall)

In spite of mounting evidence that the adoption of OER resources positively impacts student success, local and national data suggest that library personnel and administrators tend to be more aware of OER resources than faculty and students (2022 OER). Among Kansas universities, less than 5% of faculty utilize OER as their primary course resource in at least one of their courses (2022 OER). One of the reasons for the low adoption OER rate can be attributed to the scarcity of quality materials. The proposed panel will bring practical tips, suggestions and resources for faculty who want to consider the option of publishing their own OER materials.

Maria Stover, Professor and Chair of Mass Media, Washburn University; Kristen Grimmer, Associate Professor of Mass Media, Washburn University; Amanda Luke, Instructional librarian, Washburn University

014 - WRITING YOUR DIVERSITY STORY: HOW SELF-KNOWLEDGE IMPACTS CLASSROOM TEACHING

Memorial Union, Cottonwood Room

How can teacher educators best prepare preservice teachers for work in diverse settings? Wang (2009) suggests: “. . . Multicultural education must attend to and transform teachers’ subjectivity as much as it must attend to creating new strategies for educating students from diverse backgrounds” (p. xii). Through journaling, preservice teachers learn to examine and challenge personal biases, encouraging them to move beyond a tacit acceptance of differences to the recognition of diversity’s power and value and search within to examine their own diversity story. Journal excerpts will be shared from practicing teachers and how this self-knowledge has impacted classroom teaching.

Sandra Bequette, Assistant Professor, The Teachers College, Emporia State University; Susan Sterling, Mixed Abilities special education teacher; Mary Beth Alumbaugh, Middle School ELA teacher, St. Peter, Schulte School District

015 - INTENTIONAL EFFORTS TO TRANSFORM YOUR CAMPUS COMMITMENT & ACTIONS FOR FIRST-GENERATION STUDENT SUCCESS

Memorial Union, Kansas Room

More than half of college students across the nation identify as first-generation students (Kyaw, 2023). First-generation student success is more than just a passing phrase or buzzword. Institutions can and are taking actions in their commitments to change the outcomes for this student population. This roundtable, moderated by two First Scholars designated institutions across the state, will provide a facilitated discussion around campuses can transform their commitments and actions to support first-generation students on their campuses.

Brett Bruner, Wichita State University and Rebeca Paz, Kansas State University

029 - LOOKING INWARD TO SEE OUTWARD

Memorial Union, Shawnee Room

“We all have implicit biases that affect our work. These subconscious impediments are troublesome because we work directly with, as UI defines as “... differences, social identities, and social group differences, including but not limited to race, ethnicity, creed, color, sex, gender, gender identity, sexual identity, socio-economic status, language, culture, national origin, religion/spirituality, age, (dis)ability, military/veteran status, political perspective, and associational preferences” (para. 1.) Unrecognized implicit biases are treacherous when faculty/staff work and communicate with diverse students. Identifying university faculty, staff and administrators’ biases is pivotal in developing better pedagogy, community, and environment.”

Jason Kenneth Harper, Fort Hays State University; May Yu-Harper, Academic Program Specialist in FHSU’s TILT; Magdalene Moy, Instructional Technologist in FHSU’s TILT; Zhongrui Yao, Instructional Designer in FHSU’s TILT

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

1-2 p.m.

EARLY AFTERNOON WORKSHOP DETAILS:

017 - UNPACKING QT INTERSECTIONALITY

Bradbury Thompson Alumni Center, Forum Room

Safe Zone has been a foundational training in diversity, equity, inclusion, and belonging spaces as it relates to supporting queer and trans (QT) identities. As our society continues to evolve these trainings must remain relevant in the current climate. Trainings centering queer and trans identities can also be essential for setting the groundwork for furthering our understanding of intersectional struggles. In this presentation we will discuss the ways that Safe Zone can be used to instill ideas of transformative allyship and the lifelong commitment to being an accomplice across various marginalized communities. Cornelius Baker, Education Program Coordinator, The Center for Sexuality & Gender Diversity, University of Kansas

018 - SUPPORTING FIRST GENERATION COLLEGE STUDENTS THROUGH COURSE RE-DESIGN

Bradbury Thompson Alumni Center, Martin Room

Approximately 47% of Washburn University students are first-generation college students, surpassing the national average by 7% (Starz, 2022). These students face lower college completion rates compared to their peers (RTI International, 2019; Soria & Stebleton, 2012) and experience heightened feelings of isolation and anxiety (Galina, 2016; Reyes-Barrientez, 2019). In response, Washburn's Center for Teaching Excellence and Learning initiated the "First Generation Course Redesign" faculty development program. Over the past four years, dozens of faculty members have participated. In this session, program facilitators will present the training structure and materials, allowing workshop participants to engage in activities from the program. Then three Washburn faculty will share their resulting course redesigns. Melanie Burdick, Professor of English, Washburn University; Adebanke L. Adebayo, Assistant Professor of Communication Studies, Washburn University; Allan K. Ayella, Assistant Professor of Chemistry, Washburn University; Hillary Lolley, MBA, RT(R) Assistant Professor and program director, Radiologic Technology, Washburn University; Michael McGuire, Professor of Psychology, Washburn University

033 - INTEGRATING STUDENTS IN THE CREATION AND IMPLEMENTATION OF DIVERSITY, EQUITY, AND INCLUSION INITIATIVES

Morgan Hall, Room 200B

When students attend college, they rely on different interactions and resources to successfully progress through their educational experiences. Student effort and institutional investment contribute to a student's ability to navigate through their academic experience successfully. As students feel more responsibility and obligation to campus, often through participation in intentional educational activities, their commitment to the institution is strengthened. Student development theorists encourage educators to consider the effectiveness of practices that encourage student participation and engagement. As such, our office has committed to created opportunities to involve students in the brainstorming, planning and implementation of office programming.

Steven Johnson Jr., Assistant Dean, School of Business, University of Kansas

EARLY AFTERNOON PAPER PANEL DETAILS: Bradbury Thompson Alumni Center, Ruth Garvey Fink Convocation Hall

019A - CREATING A VALIDITY ARGUMENT FOR THE "KU-SENSE OF BELONGING TEST" FOR EXCHANGE GRADUATE STUDENTS

Through the operationalization of a construct, this study aims at building a validity argument for the KU-SBT (University of Kansas Sense of Belonging Test) to determine exchange graduate students' manifestations of internal and external sense of belonging, which may play a role in their academic performance and motivation. The test proposed in this study will target the identification of not only students' perceptions but also of their tangible, performative behaviors in a more technologically oriented educational era. Jose Fabián Elizondo, PhD student, University of Kansas

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

019B - BENEFITS OF CRITICAL POETIC INQUIRY AS INCLUSIVE RESEARCH METHODOLOGY

Critical poetic inquiry is “the process of using poetic devices to critically analyze a research inquiry to advance movement toward relevant forms of justice and produces research poetry as a product” (Davis, 2021, p. 116). This presentation will demonstrate that conducting and writing critical poetic inquiries may help develop research representation, writing, and communication toward new understandings of phenomena through cultural relevance, centering minoritized voices, and protest.

Jericho Hockett, Associate Professor of Psychology, Washburn University; Muffy Walter, Assistant Professor of English, Washburn University

019C - DEVELOPMENT OF AN INSTRUMENT THAT CAN MEASURE THE NEED AND DESIRES OF PEOPLE DIAGNOSED WITH THE AUTISTIC SPECTRUM TO STIMULATE THE LEARNING OF NON-VERBAL LANGUAGE

“The ability to communicate through words, gestures, expressions, and movements is seen as one of the main transitions in the process of human evolution, “Language is one of the complex characteristics that make us human”, says Robert Foley, anthropologist, and professor of evolution human at Cambridge University. In 1976 Wing mentions that individuals with autism have deficits in three areas: imagination, communication, and socialization (Soares, 2009), therefore, understanding social situations can be a difficulty for people who are on the autistic spectrum. Nonverbal communication is generally defined as the aspect of communication that is not expressed in words. Under the assumption that ‘one cannot communicate’ (Watzlawick et al., 1967, p. 51). The instrument that I am developing seeks to understand the point of view of the person diagnosed with autism on how much a limitation in one of the three pillars affects daily life and how important it would be to develop a tool that could assist in the development and apprenticeship.

Helena Ferreira, Graduate Student, University of Kansas

2:15 -
3:15 p.m.

MID-AFTERNOON ROUNDTABLE DISCUSSIONS & PAPER PANELS

MID-AFTERNOON ROUNDTABLE DETAILS:

020 - INVESTIGATING AND ADDRESSING BARRIERS PRESENT FOR COLLEGE STUDENTS EXPERIENCING HOMELESSNESS WITH HISTORIES OF ADVERSE CHILDHOOD EXPERIENCES

Memorial Union, Lincoln Room

The Washburn University Psychology Department and the Topeka Rescue Mission (TRM) Trauma Education Department are joining together to open the conversation of correlations between adverse childhood experiences (ACE) and the potential barrier of resulting adulthood homelessness and the impact it has on one’s likelihood to access and obtain higher education. Topics include percentage of higher education attainment for homeless populations, how early childhood traumas may influence the experience of education, and understanding the percentage of college students that may be homeless. In addition, resources that may be helpful to college students that are homeless will be discussed.

Julie Boydston Assistant Professor of Psychology, Washburn University; Jeff Downes, Psychology Master’s Student/Research Assistant, Washburn University; Kourtney Barr, Director of Trauma Education & Development, Topeka Rescue Mission; Kodee Christensen, Assistant Director of Trauma Education & Development, Topeka Rescue Mission

021 - FROM IMMIGRANT TO INSPIRATION: UNVEILING THE AMERICAN DREAM THROUGH ACADEMIC SUCCESS

Memorial Union, Cottonwood Room

This session uncovers the inspiring journey of Jason Reid—an immigrant who overcame challenges to achieve the American Dream as an Associate Professor at Pittsburg State University. Through Jason’s experiences, we explore the transformative power of education as a pathway to opportunity.

Navigating the challenges of the academic landscape, Jason will share personal stories of resilience

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

and perseverance, highlighting the importance of mentorship and support networks. By inspiring others and redefining the American Dream, this talk ignites a call for embracing diversity, inclusion, and unity, ultimately reshaping our perceptions of success and the limitless potential within us all.

Jason Reid, Associate Professor, Pittsburg State University

023 - CULTIVATING BELONGING: BUILDING INCLUSIVE SPACES, PLACES, AND PEOPLE

Memorial Union, Shawnee Room

Belonging is an outcome of intentional work, but how do I make this happen? This roundtable discussion will explore foundational principles of belonging and allow participants the opportunity to learn how we each engage in this critical work. Examples will be provided from a career and technical education perspective.

Chaz Havens, Washburn University Institute of Technology; Steve Bryant, Washburn University Institute of Technology

024 - MEETING A DIVERSITY OF STUDENTS' BASIC NEEDS IN KANSAS: A ROUNDTABLE

Memorial Union, Vogel Room

In 2019, researchers from Temple University's Hope Center estimated about 40% of U.S. college students struggled with food security, that is, they did not have enough access to reliable, nutritious, and culturally appropriate food. Those with the highest rates of food insecurity are often those historically marginalized from higher education such as students of color, low-income, LGBTQ+, immigrant, and first-generation students. Moreover, student struggle to meet other basic needs such as housing, technology, transportation, and healthcare. This interactive roundtable will discuss how Kansas colleges can address these concerns. Focusing on best practices for addressing student and employee basic needs, we will also discuss ways in which audience members can make small changes right away to help students (such as including basic needs statements in their syllabi) and form a network of stakeholders interested in these issues.

Jason Miller, Associate Professor, Washburn University; Brand Peterson, VISTA Volunteer, Washburn University; Kristine Hart, Director, LinC Center for Community and Civic Engagement, Washburn University; Shelly Williams, Morrison Family Director of Cats' Cupboard, Kansas State University; Windy Nicholson, Executive Director of Student Health and Well-being Services, Kansas State University

026 - CREATING SOCIAL JUSTICE SYLLABUS DESIGNS: MOVING BEYOND A DIVERSITY STATEMENT

Bradbury Thompson Alumni Center, Martin Room

This roundtable focuses on social justice and diversity, equity, and inclusion in syllabus designs. In this session, we argue that the syllabus sets the tone for the class climate and acts as a window into interactions between faculty and students, yet scant attention is given to how existing syllabus designs fosters or perpetuates social inequalities and DEI efforts. We offer lessons learned and best practices for creating inclusive and social justice-oriented syllabi, as a means of creating a warmer and transformative class environment that is conducive to all learners and one that dismantles existing harms in higher education.

Dr. Rebeca Rodriguez Carey, Assistant Professor, Emporia State University; Mallory Koci, Clinical Instructor and Program Director, Emporia State University

027 - BUILDING RELATIONSHIPS, INCLUSION, DIVERSITY, AND GLOBAL EQUITY (BRIDGE): TRANSITION PROGRAMS WITH A DEI LENS

Memorial Union, Kansas Room

Building Relationships, Inclusion, Diversity, and Global Equity (BRIDGE) is ESU's transition program for first generation, members of historically marginalized populations, low income, and/or students that have participated in: Emerging Scholars, KC Scholars, TRIO SES & STEM, AVID, or Gear Up. While introducing students to resources on campus we are also discussing social justice and exploring DEI issues. We would like to share our experience from our first two years of the program and provide support to those wanting to start a transition program. We will provide insight on establishing the program, creating the curriculum, and what we learned.

Regina Mutanha, Assistant Director of TRIO Student Support Services at Emporia State University; Nyk

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

Robertson, Senior Diversity Officer and Assistant Dean for the Institute of Interdisciplinary Studies at Emporia State University

028 - THE ROLE OF ACADEMIC MUSEUMS IN COMMUNITY EFFORTS TOWARD EQUITY AND INCLUSION

Rita Blitt Gallery (enter through White Concert Hall)

This panel explores the ways in which academic art museums can participate in and actively support their communities' efforts to become more equitable and inclusive learning and community-engaged environments. Each panelist will give a short presentation about an initiative, exhibition, or program their institution recently undertook in collaboration with underrepresented communities to give voice to individuals with diverse backgrounds and identities or to provide educational experiences that combat disinformation and dehumanization.

Sara Stepp, Academic Curator at Mulvane Art Museum, Washburn University; Ksenya Gurshtein, art historian with curation experience at several university museums; Celka Straughn, Deputy Director for Public Practice and Curatorial, Mellon Director of Academic Programs, Spencer Museum of Art, University of Kansas

030 - QUILTING PEDAGOGIES FOR INCLUSION AND BELONGING: DEVELOPING AN EQUITY-BASED, TRAUMA-INFORMED PEDAGOGY FOR LOVE AND RELIANCE

Memorial Union, Thomas Room

In this workshop, the presenter shares their own journey into the attempt to dismantle their privileges and power in the classroom through implementing research-based and practical applications of first-generation best practices with anti-racist, ungrading, and traumainformed pedagogies. The results have led to better student learning outcomes while aiming to create the best possible space for inclusion and belonging--a possible place for love and resilience. Attendees will leave with examples and ideas they may choose from for their own quilt-work teaching.

Dennis Etzel, Jr, Senior Lecturer of English, Washburn University

034 - HOW BLACK WOMXN NAVIGATE PREDOMINANTLY WHITE SPACES IN HIGHER EDUCATION: MY PERSONAL JOURNEY

Morgan Hall, Room 200B

While others' failures are humanized, Black women failures are perceived as faulty character traits. It's not uncommon for black women to feel like they must make others feel comfortable when they're in a group with mostly white people. It's the always having to be on guard constantly, hyper aware of your Blackness, and at the same time, having to dampen aspects of your personality to feel like you fit into the culture of higher education. The importance of Black Women in education, higher education in particular.

Teresa Leslie-Canty, Ignite Specialist/Lecturer, Washburn University

035 - CHARTERING A NEW COURSE FOR STUDENT SUCCESS

Bradbury Thompson Alumni Center, Bible Room

Participants will see how a small charter school in Kansas City utilized federal dollars to research, review, and reenergize existing SEL and academic programs to increase student achievement, increase family and community involvement, and maximize funds provided and sustain these programs once additional federal funds have been exhausted.

R. Kent Yocum, Adjunct, Fort Hays State University and Principal at Gordon Parks Charter School; Kirsten Lipari Braman, CEO, Gordon Parks Elementary; Dr. Sean Klippel, Vice-Principal, Gordon Parks Elementary; Mike Carroll, Director SLCD, Gordon Parks Elementary School; Dan Ruwe, Director Facilities, Gordon Parks Elementary

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

MID-AFTERNOON PAPER PANEL DETAILS: Bradbury Thompson Alumni Center,
Ruth Garvey Fink Convocation Hall

045A - MAKING ACCESSIBILITY ACCESSIBLE: POSITIVE STEPS TOWARD ACCESSIBLE COURSE MATERIALS

Accessible course materials benefit not only students with specific needs but all students. For students, such materials can offer alternate representations and appeal to different learning styles while the process of their creation gives teachers additional opportunities to consider both specific content and the ways in which this content is presented. Rather than simply telling faculty to make everything accessible, this paper offers practical ways to start the process, including course planning for accessibility, the use of software accessibility tools, the creation of accessible course materials templates, and suggestions for collaborations to lessen the time burden.

Andrew Smith, Associate Professor, School of Library and Information Management, Emporia State University

045C - THE HIGH COST OF OTHERMOTHERING: BLACK WOMEN AND THE INSTITUTIONAL BARRIERS WITHIN STUDENT AFFAIRS

The love ethic which flows through the work of many Black women student affairs professionals is often referred to as Othermothering. Albeit wonderful and immensely beneficial to students of color and their families, the weight of serving as the institutional othermother and how that contributes to burnout, or as Anderson (2021) asserts, burned through, has not been sufficiently examined in research. The purpose of this conceptual paper is to discuss the concept of othermothering and the emotional, physical, and mental weight of this double bind of this effort.

Valerie J. Thompson, Assistant Professor, Educational Leadership & Educational Psychology, Intervention Services & Leadership in Education (ISLE), Coordinator of Higher Education/Student Affairs Program, HESA M.Ed, Wichita State University

LATE AFTERNOON ROUNDTABLE DISCUSSIONS & WORKSHOPS

LATE AFTERNOON ROUNDTABLE DETAILS:

038 - CREATING SUPPORTIVE LEARNING ENVIRONMENTS FOR LGBTQ+ STUDENTS

Memorial Union, Vogel Room

In this beginner's session, participants will learn about practices that are effective and easy(ish) to implement in creating a supportive learning environment for LGBTQ+ students/learners. Educators in higher education or in the professional field will have opportunities to share what challenges they face in creating/accessing LGBTQ+ belonging and inclusion and what strategies have worked for them. This session is designed to be informative but conversational, giving participants a chance to consider new strategies and perspectives on how to improve their classrooms/learning environments so that every learner feels that they are worthy of belonging and have space to be themselves.

Mallory Koci, Clinical Instructor and Program Director, Emporia State University

039 - USING WHEEL-CHAIR DANCE TO TEACH CULTURAL DIVERSITY AND INCLUSION

Memorial Union, Shawnee Room

In this hands-on workshop, we will explore how chair-bound individuals can learn about cultural diversity and inclusion through seated forms of cultural dance. The goals of this Workshop are two-fold: 1) To show how a variety of cultural dances can enhance embodied learning about Cultural Diversity; 2) To show how chair-bound individuals can be included into embodied activities with other students. Integrating chair-bound dancers with other dancers in performance creates bonding. This demonstration can be adapted to other activities, but should serve as an example of activity-based, embodied learning, which evidence has indicated increases robust learning and acceptance of others.

Dr. D. Nicole English, Assistant Professor, Fort Hays State University

3:30 -
4:30 p.m.

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

040 - OUR STORIES: BEFORE AND AFTER BROWN

Rita Blitt Gallery (enter through White Concert Hall)

Remembering Brown v. Board means not forgetting the history of African Americans in Topeka. The Black American Blueprint Collective (Black Collective) will celebrate, educate, and motivate Black community members, as well as others, to continue the legacy and the understanding of Topeka's Black history. This history includes artifacts, individuals, and events preceding and following the Brown decision. The community's Black history will be preserved within a sustainable historical context and displayed for community-wide education through exhibits, events, and activities to provide a comprehensive experience for all who want to explore the collective blueprint of the Black American Story in Topeka.

Sherri Camp, Project Director for Black Collective; Michael Kates, Archivist/Curator

041 - WHEN THE ONUS OF TEACHING TRUE HISTORY FALLS ON THE HISTORICALLY EXCLUDED

Memorial Union, Cottonwood Room

When historical exclusions of people are deeply embedded in education, laws, policies, social interactions, and institutional ethos, it maintains the single story of colonial dominance. The education of these true histories of the so-called "founding" of the U. S. tends to fall on the historically excluded identities. This workshop examines the need for curiosity in the dominant population for learning about others who are not of colonial descent. Participants and presenter will explore ways in which U.S. Americans can learn more about their histories built around exclusions of Indigenous Peoples and enslaved Peoples.

Dr. Debra Bolton, Director, Intercultural Learning and Academic Success, Kansas State University

042 - PLAYING THE GAME: HOW TO IDENTIFY, UNDERSTAND, AND ULTIMATELY NEGOTIATE!

Memorial Union, Thomas Room

This presentation will discuss the process of how athletes "negotiate" and adapt to being both a student and an athlete and ultimately the impact that process has on how they view themselves.

Bobby Berry, Assistant Dean for Diversity and Outreach, College of Applied Studies Assistant Professor, Department of Sport Management; Dr. Mark Vermillion, Sr. Director of Strategic Initiatives & Special Projects, College of Applied Studies, Chair/Professor- Sport Management and Organizational Leadership & Learning, Wichita State University

043 - CRITICAL POETIC INQUIRY: A WORKSHOP FOR ALL

Bradbury Thompson Alumni Center, Martin Room

This workshop centers on producing a critical poetic inquiry--"using poetic devices to critically analyze a research inquiry to advance movement toward relevant forms of justice and produces research poetry as a product" (Davis, 2021, p. 116)." We will guide participants in developing a topic for inquiry related to their interests and roles, using poetic ritual to reflect on the connections driving their inquiry, implementing ars poetica to begin establishing evaluative criteria for their project (Faulkner, 2007), and identifying possible approaches to the poetry production for their inquiry. No prior experience with poetry writing or research is necessary.

Jericho Hockett, Associate Professor of Psychology, Washburn University and Dennis Etzel, Jr., Senior Lecturer of English, Washburn University

037 - WORDS HAVE MEANING: A DEI TERMINOLOGY WORKSHOP

Morgan Hall, Room 200B

Words hold immense significance and practicality. In this workshop, open to professionals at all levels, including emerging practitioners, senior managers, and executive leaders, participants will have the opportunity to explore the terminology used in the diversity, equity, and inclusion (DEI) field. By employing precise and impactful language, we can foster effective communication, guide initiative development, and facilitate the attainment of goals. This workshop aims to create a space where we can collectively engage in conversations that involve rediscovering the power and evolving meanings behind words.

Charlene Holmes, MPS Chief Equity Officer/Founder- Imana Borena, Inc.

PAPER PANEL, ROUNDTABLE & WORKSHOP DETAILS

016 - SEMPER FIDELIS: SUPPORTING THE NEEDS OF TRANSFER STUDENTS OF COLOR THROUGH ACADEMIC ADVISING

Memorial Union, Lincoln Room

Academic advisors connect students to resources which promote student success and persistence. Is it imperative to consider barriers and challenges that military transfer students of color may encounter during their educational careers. Racial/ethnic barriers pose challenges (such as lack of confidence, limited social support, financial concerns, multiple role conflict, and disapproval by significant others) for students of color, impacting the initial aspirations and plans to progress through college (Li et al., 2022). This workshop explores recommended practices for academic advisors to implement when working with military transfer students of color.

Caroline Beach, Senior Student Success Specialist, Wichita State University and Valerie J. Thompson, Assistant Professor Educational Leadership/Educational Psychology, Wichita State University

025 - EFFECTIVELY INCORPORATING DEI INTO PROGRAM LEARNING OUTCOMES AND ASSESSMENT EFFORTS

Bradbury Thompson Alumni Center, Ruth Garvey Fink Convocation Hall

Program learning outcomes should be observable and measurable. Yet, we talk about “promoting” diversity, equity, and inclusion (DEI) efforts, “raising awareness,” and “creating belonging”—less measurable wording. This roundtable discusses: How can academic programs incorporate DEI into program learning outcomes? How does this foster inclusion within the program and strengthen student learning and career preparedness? How can faculty assess courses to these program learning outcomes? Examples of measurable and observable outcomes will be provided along with examples of course summative and formative assessments. The roundtable also will discuss both the benefits to the program and address concerns over their inclusion.

Dr. Heidi Hamilton, Interim Assistant Dean & Professor of Communication, School of Humanities & Social Sciences, Emporia State University; Bethanie O’Dell, Publishing and Media Outreach Coordinator, School of Humanities and Social Sciences, Emporia State University; Dr. Rochelle Rowley, Associate Professor of Sociology, School of Humanities & Social Sciences, Emporia State University; Eunice Sandoval, Languages Program Outreach Coordinator, School of Humanities and Social Sciences, Emporia State University; Amy Sage Webb-Baza, Professor of English and Interim Dean of the School of Humanities and Social Sciences, Emporia State University

045 - USING THE RACIAL EQUITY IMPACT ANALYSIS TOOL TO IMPROVE SYSTEMIC EQUITY ACROSS ALL SECTORS

Memorial Union, Kansas Room

Racial Equity Impact Analysis (REIA) consists of five questions that can be asked regarding any policy, practice, protocol, strategy, product or decision, either existing or proposed. It can be used immediately, with tasks residing on your desk. Results Will Be More Powerful. Too often we see results where across-the-board outcomes improve, but the gaps remain or perhaps even widen when the results data are broken out by race. Racial equity results when you cannot predict an outcome by race. The SNCO REIA workgroup has used this tool to address the social determinants of health factors that impact the well-being of all citizens.

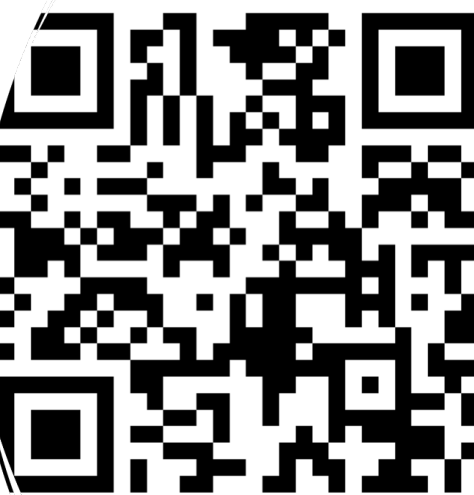
Danielle Twemlow REIA Workgroup Volunteer; Edith Gaines, MAFM, MPA, as an employee of AARP, Founder of Racial Equity Impact Analysis workgroup; Brandi Turner, DEI Officer for the KDCF, Interim chair for REIA workgroup; Kathleen Marker, CEO of YWCA NE Kansas, REIA member; Amy Gaier, BS, Public Health Specialist at KDHE, REIA member

SESSION AND CONFERENCE EVALUATION

SESSION EVALUATION



CONFERENCE EVALUATION



MICHAEL TILFORD
CONFERENCE ON DIVERSITY AND MULTICULTURALISM

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WASHBURN UNIVERSITY CAMPUS MAP

1700 SW College Ave., Topeka, Kansas 66621 785.670.1010

- AB - Art Building
- BE - Benton Hall
- BP - Bianchino Pavilion
- BT - Bennet Computer Center
- BTAC - Bradbury Thompson Alumni Center
- CA - Carnegie Hall
- CH - Carole Chapel
- FF - Fally Field
- FS - Facilities Services
- GF - Gahnstrom Field
- GC - Garvey Fine Arts Center
- HC - Henderson Learning Center
- IAF - Indoor Athletic Facility
- IH - International House
- KBI - KBI Forensic Science Center
- KH - Kuehne Hall
- LA - Law School

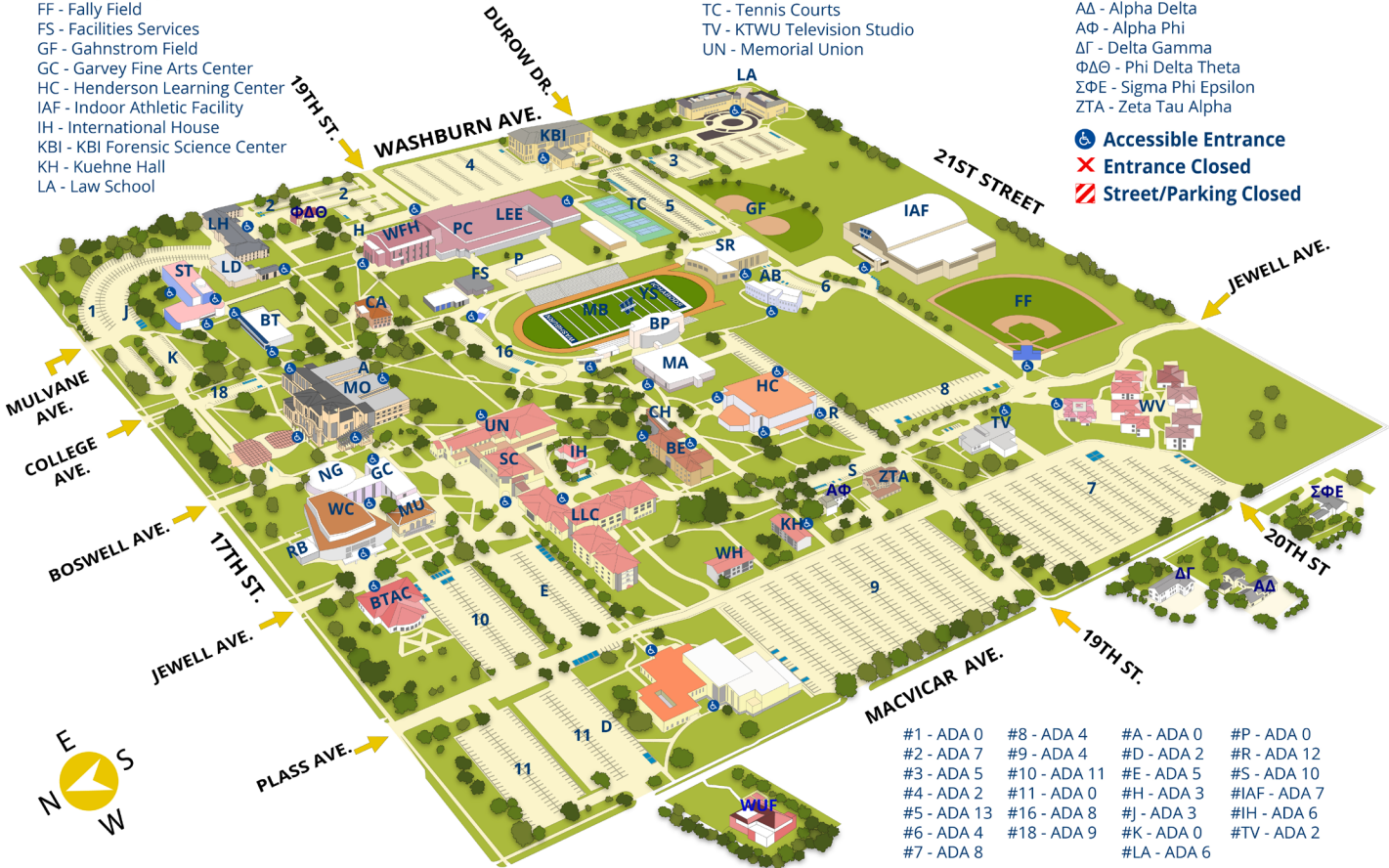
- LD - Lincoln Dining
- LEE - Lee Arena
- LH - Lincoln Hall
- LLC - Living Learning Center
- MA - Mabee Library
- MB - Moore Bowl
- MO - Morgan Hall

- MU - Mulvane Art Museum
- NG - Neese Gray Theatre
- PC - Petro Allied Health Center
- RB - Rita Blitt Gallery
- SC - Stauffer Commons Food Court
- SR - Student Recreation & Wellness Center
- ST - Stoffer Science Hall
- TC - Tennis Courts
- TV - KTWU Television Studio
- UN - Memorial Union

- WC - White Concert Hall
- WFH - Whiting Field House
- WH - West Hall
- WUF - Washburn University Foundation
- WV - Washburn Village
- YS - Yager Stadium

- ΑΔ - Alpha Delta
- ΑΦ - Alpha Phi
- ΔΓ - Delta Gamma
- ΦΔΘ - Phi Delta Theta
- ΣΦΕ - Sigma Phi Epsilon
- ZTA - Zeta Tau Alpha

- Accessible Entrance
- Entrance Closed
- Street/Parking Closed



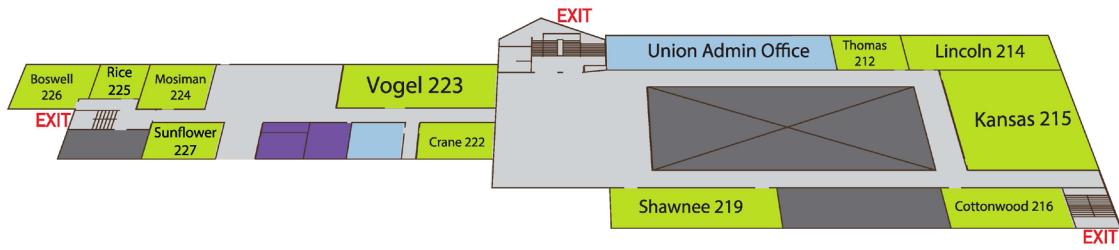
Parking during the conference

Parking for the conference will be in Lots 10 and 11.

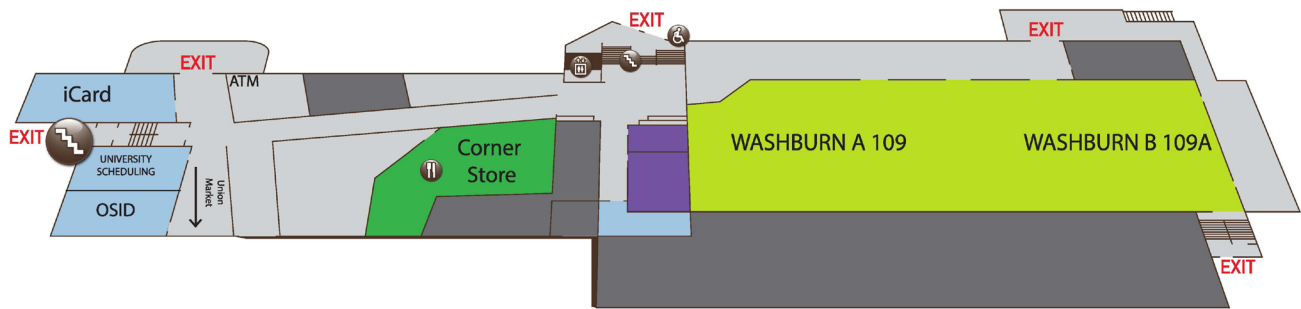
Both lots include accessible spaces and those needing a ride should contact 785.670.1300. Washburn Public Safety will communicate with our shuttle drivers.

Parking at Washburn is available at no cost.

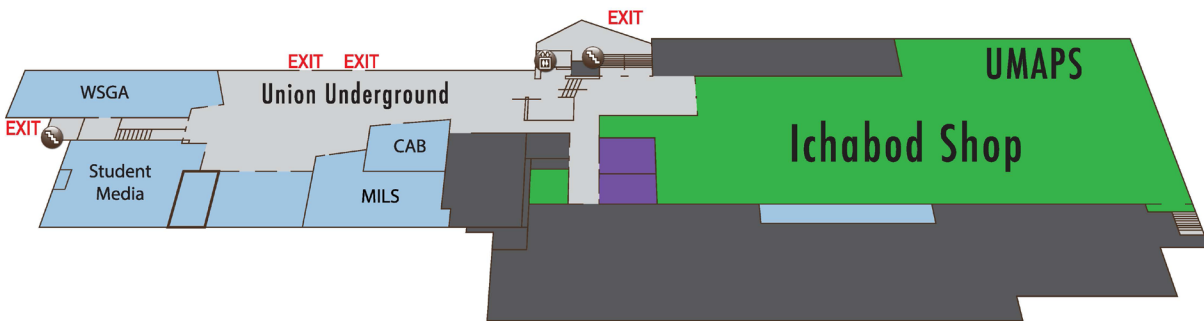
MEMORIAL UNION



Upper Level



Main Level



Lower Level


MEETING
ROOMS

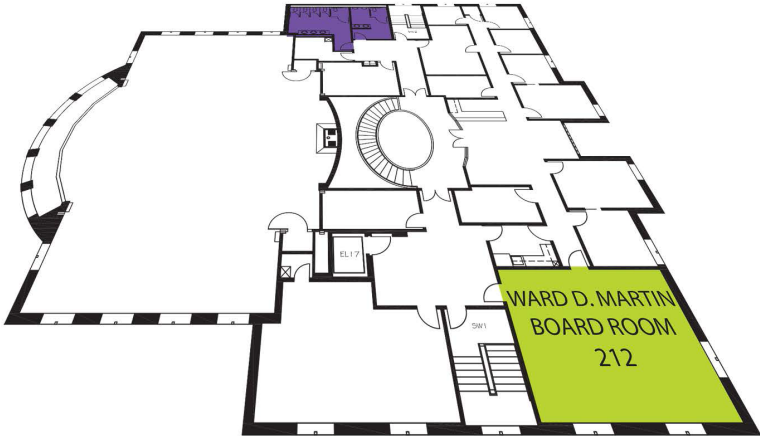

OFFICES


RETAIL &
VENDING

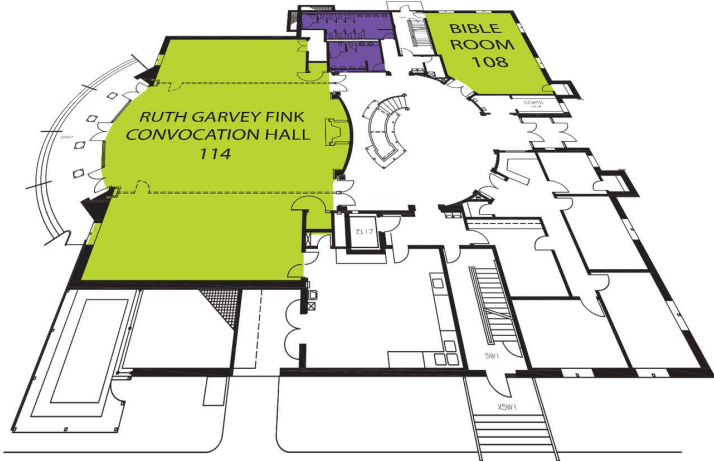

RESTROOMS

BRADBURY THOMPSON ALUMNI CENTER

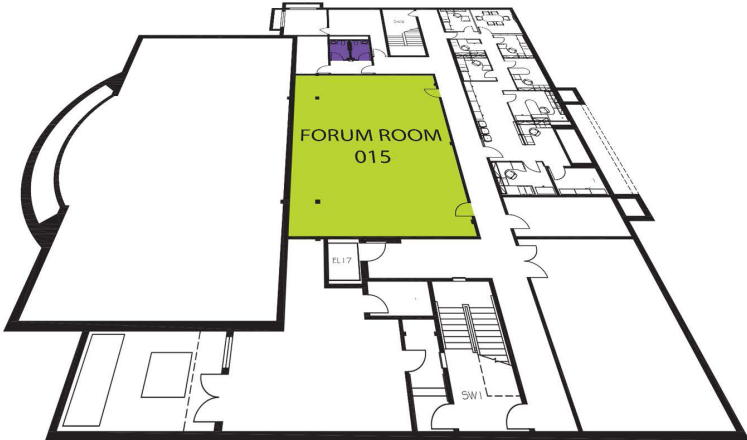
SECOND FLOOR





MAIN FLOOR



BASEMENT



-  MEETING ROOMS
-  RESTROOMS