

**MICHAEL TILFORD CONFERENCE ON DIVERSITY AND MULTICULTURALISM**



**THURSDAY, OCTOBER 6, 2022 | FRIDAY, OCTOBER 7, 2022**

# **2022 CONFERENCE AGENDA**





## MESSAGE FROM MARSHALL MEEK, INTERIM PRESIDENT OF WASHBURN UNIVERSITY

Dear Michael Tilford Conference Participants,

Welcome to the Michael Tilford Conference on Diversity and Multiculturalism at Washburn University. We are pleased to collaborate with our Kansas Board of Regents partners to honor the legacy of Dr. Michael Tilford and to host the Tilford conference in 2022 and 2023.

Washburn University is committed to diversity, equity and inclusion in all aspects of university learning, programs, policies and services. Our commitment to inclusion is aligned with our institutional values and has been essential since our founding.

We appreciate the opportunity to host the Tilford Conference and an opportunity to gather our community partners and higher education colleagues who are also committed to diversity, equity and inclusion. We welcome the opportunity to come together to share our success and creativity. I hope that you will explore new ideas, make connections and be inspired. It is vital that we discuss and share our passion for the efforts that make all of our institution's places where students, faculty and staff know that they belong. It is imperative to our collective future that we embrace all of our multicultural communities and be intentional in advancing social justice and the work required to make our campuses more diverse and equitable.

Thank you for making the time to be on our campus to engage in ongoing conversations and work to advance diversity and multiculturalism in Kansas higher education. We are grateful that you are here in Topeka and we honored to serve as your hosts.

Sincerely,

*Marshall Meek*

Marshall Meek, Interim President



# Agenda

## MICHAEL TILFORD CONFERENCE ON DIVERSITY AND MULTICULTURALISM

2	Dr. Michael Tilford	11	11:45 a.m. – 1:15 p.m.	15	016 Interactive Workshop – Building Student Advocates Across Campus
3	About the Conference		Conference Luncheon		017 Interactive Workshop – Using Cultural Practices to Teach DE&I
4	For Your Information		Corporate Partners		021 Roundtable Discussion – Demystifying the Hispanic Serving Institution
5	Acknowledgements		Luncheon Panel		
6	Conference Agenda October 6, 2022		1:30 – 2:50 p.m.		024 Roundtable Discussion – International Students Encounter Interpersonal Communication
	3:00 – 4:00 p.m. Caucus Meetings and Poster Presentations		002 Paper Panel Presentation – Equity in Post-COVID K-12		028 Roundtable Discussion – Need for Cultural Humility
	5:00 – 7:00 p.m. Book Signing and Welcome Reception	12	Paper Panels, Roundtable Discussions and Workshops		035 Interactive Workshop – Learning from Our Mistakes
7	Conference Agenda October 7, 2022		1:30 – 2:50 p.m.	16	4:00 – 4:50 p.m.
	8:00 – 8:30 a.m. Continental Breakfast		003 Paper Panel Discussion – Centering Diverse Student Voices		035 Paper Panel Presentation – Inclusive Indian Education
	8:30 – 10:20 a.m. Welcome, Opening Address and Keynote		006 Paper Panel Discussion – for Executive Leaders, Challenges for Managing Diversity on Campus		011 Roundtable Discussion – Ethnic Entrepreneurs Tell their Stories
	Paper Panels, Roundtable Discussions and Workshops		007 Interactive Workshop – A Corporate Approach to Diversity & Inclusion		034 Interactive Workshop – How Alumni Associations Can Lay the Groundwork for Inclusion
8	10:30 – 11:30 a.m.	13	008 Interactive Workshop – Gamifying Education, Diversity & Inclusion		037 Roundtable Discussion – Navigating the Bias in Healthcare
	001 Paper Panel Presentation – Strategies for Greater Equity		009 Roundtable Workshop – Leading with Efficacy & Equity	17	012 Interactive Workshop – White Masculine Pedagogical Practices of Creative Writing
	031 Roundtable Discussion – Exploring Mexican American Story in Kansas		015 Interactive Workshop – White Faculty, Black Students, Black Cinema, African American Literature		014 Roundtable Discussion – Launching a Learning Series on Racial Disparities in Child Welfare
	013 Roundtable Discussion – Removing Faculty Barriers in STEM		022 Interactive Workshop – What Does it Take to Reach the American Dream?		039 Interactive Workshop – Cultural Bridges Between Kansas and the World
9	036 Roundtable Discussion – Broadening Brown's Impact in Archaeological Research		025 Interactive Workshop – Addressing Harm & Finding Understanding Across Differences		5:00 – 6:00 p.m.
	018 Roundtable Discussion - Inclusion at Washburn		026 Interactive Workshop – Leadership for Diversity	17	Conference Closing Reception Hors d'oeuvres and spirits
	019 Interactive Workshop – Handle Your Scandal in DE&I	14	3:00 – 3:50 p.m.	17	Conference Evaluation
	020 Roundtable Discussion – Equity-Centered Assessment		004 Paper Panel Presentation – Washburn Students' Perspective on Affordability of Textbooks	18	Washburn University Map
	027 Interactive Workshop – FHSU's First Cohort of JEDI Advisors		005 Paper Panel Presentation – Examining the Pathway to Greater Social Equity	19	Bradbury Thompson Alumni Center – Room Location (Map)
10	029 Interactive Workshop – Sharing History and Creating a Workforce at Brown v. Board Park		030 Interactive Workshop – Barriers to Admission	20	Memorial Union – Room Location (Map)
	040 Interactive Workshop – Health for Refugees and Immigrants in Rural Community		038 Interactive Workshop – Turning the Page – An Anti-Racist Book Club		
	032 Roundtable Discussion – Increasing Diversity in Medicine				



## **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 2022 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 2022 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:

### How to connect to Washburn's guest WiFi.

1. On the wireless device open the WiFi settings
2. Connect wireless device to WU-Visitor
3. Type in passcode cmmZTUft
4. The device should say "connected to WU-Visitor."
5. The device should say "connected to WU-Visitor."

If there are any issues please contact Washburn ITS either at [support@washburn.edu](mailto:support@washburn.edu) or 785-670-3000.

## WASHBURN UNIVERSITY CENTER FOR TEACHING EXCELLENCE AND LEARNING

Washburn faculty may sign-in during sessions to receive CTEL Badges

## ACCESSIBLE RESTROOMS/ROOMS

### Accessible Restrooms

Accessible restrooms are located on each level of the Memorial Union. Accessible restrooms are also located on the mail level of the Bradbury Thompson Alumni Center.

### Gender Inclusive Restrooms

Gender inclusive restrooms are located on the main level of the Memorial Union – just outside of Washburn A/B.

### Lactation Room

Mosiman Room – Upper Level, Memorial Union

### Reflection/Meditation Room

Boswell Room – Upper Level, Memorial Union

## MEALS

### October 6, 2022

5:00 – 8:00 pm Conference Opening Reception

### October 7, 2022

8:00 – 8:30 am Light Breakfast

11:45 – 1:15 pm Conference Luncheon

2:00 – 5:00 pm Conference Snacks

5:00 – 6:00 pm Conference Closing Reception



# Acknowledgements

Dr. Kelly Erby  
 Dr. Eric Grospitch  
 Dr. Laura Stephenson  
 Washburn Public Relations  
 Ichabod Shop  
 Mulvane Art Museum

Chartwells  
 University Scheduling  
 MILS Student Interns  
 WSGA, HALO, BSU  
 Memorial Union Staff  
 Campus Public Safety

Kansas Board of Regents  
 KBOR: Council of Chief Diversity Officers  
 Washburn Academic Diversity and Inclusion Committee  
 KBOR: Council of Chief Academic Officers  
 Washburn Information and Technology Services  
 Washburn University Jazz Band  
 Washburn University Facilities Services

## 2022 TILFORD CONFERENCE STATEWIDE ADVISORY COMMITTEE MEMBERS:

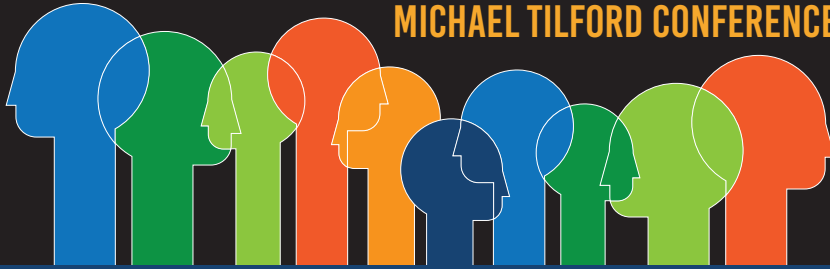
Debra Bolten	Kelly Erby	Kara Kendall Morwick	Ananda Jayawardhana
Addison Keegan-Harris	Fernanda Lopez	Vinod Srivastava	Kimberly Connelly
Jorge Leon	Mumenah Burnshire	Brady Marzolf	Kathy Landwehr
Jaden Rahe	Maria Alonso Luaces	Debra English	Tamera Bauer

## 2022 WASHBURN ADIC TILFORD PLANNING SUBCOMMITTEE MEMBERS:

Erin Grant	Chaz Havens	Jason Miller
Kelly McClendon	Tina Williams	Kelly Erby

# October 6, 2022 | Conference Agenda

## MICHAEL TILFORD CONFERENCE ON DIVERSITY AND MULTICULTURALISM



### 2022 TILFORD CONFERENCE SESSION | THURSDAY, OCTOBER 6, 2022

12:00 – 8:00 pm	<b>CONFERENCE REGISTRATION</b> – Bradbury Thompson Alumni Center, Convocation Hall
3:00 – 4:00 pm	<b>CAUCUS MEETINGS</b> <b>LGBTQ+ Kansas Higher Education Caucus</b> – Forum Room, Bradbury Thompson Alumni Center <b>Kansas Academic Women’s Caucus</b> – Bible Room, Bradbury Thompson Alumni Center <b>Indigenous Nations/Pacific Islanders in Kansas Higher Education Caucus</b> – Martin Room, Bradbury Thompson Alumni Center
4:00 – 5:00 pm	<b>CAUCUS MEETINGS</b> <b>Latine in Kansas Higher Education Caucus</b> – Martin Room, Bradbury Thompson Alumni Center <b>Asian Americans in Kansas Higher Education Caucus</b> – Bible Room, Bradbury Thompson Alumni Center <b>African Americans in Kansas Higher Education Caucus</b> – Forum Room, Bradbury Thompson Alumni Center
5:00 – 5:00 pm	<b>POSTER PRESENTATIONS</b> – Bradbury Thompson Alumni Center, Convocation Hall <b>Jericho Hockett, Associate Professor, Psychology, Washburn University</b> Effects of Similarity VS. Familiarity in exam material on Students’ Motivation and Anxiety: An Inclusive SoTL <b>Magda Escalante, Art Therapy Graduate Student, Emporia State University</b> <b>Haoyu Huang, Graduate Student, Emporia State University</b> Benefits and Integration of Art Therapy <b>Ashley Maxwell, Anthropology Lecturer, Washburn University</b> First-Generation Course Redesign for Cultural Anthropology
5:00 – 7:00 pm	<b>BOOK SIGNING</b> – Bradbury Thompson Alumni Center, Convocation Hall <b>Dr. Royel Johnson, University Southern California</b>
5:00 – 8:00 pm	<b>WELCOME RECEPTION</b> – Bradbury Thompson Alumni Center, Convocation Hall <b>Hors d’oeuvres and Spirits</b> <b>Welcome Remarks - The Honorable Mike Padilla, Mayor, City of Topeka</b>
6:00 – 8:00 pm	<b>WASHBURN UNIVERSITY JAZZ BAND</b> – Director <b>Dr. Craig Treinin</b> <b>Houston Gonzales</b> – Sax <b>Walter Evans</b> – Piano <b>Daniel Buller</b> – Drums <b>Thomas Pi</b> – Trumpet <b>David Lowry</b> – Bass





# October 7, 2022 | Conference Agenda

## MICHAEL TILFORD CONFERENCE ON DIVERSITY AND MULTICULTURALISM

### 2022 TILFORD CONFERENCE SESSION | FRIDAY, OCTOBER 7, 2022

8:00 - 8:30 am

**CONTINENTAL BREAKFAST** – Memorial Union - Washburn A/B

8:30 - 8:45 am

**CONFERENCE REGISTRATION** – Memorial Union - Outside Washburn A/B, Second Floor

8:30 - 8:45 am

**CONFERENCE WELCOME** – Washburn Memorial Union Ball Room (overflow space available in the Kansas Room, Memorial Union)

**Dr. Laura Stephenson, Interim Vice President for Academic Affairs, Washburn University**

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

8:45 – 9:15 am

**OPENING ADDRESS** – Washburn Memorial Union Ball Room (overflow space available in the Kansas Room, Memorial Union)

**Dr. Alex Red Corn – Beyond the Land Acknowledgement**

**Introduction by Washburn Student Aniyah Williams, Vice President, Black Student Union**

Alex Red Corn (Ed.D) is a citizen of the Osage Nation, where he is a member of the Tsi.zhu.wah.shtah.geh (Gentle Sky/Peacekeeper) clan, with family roots in the Wa.ha.xolin district near Pawhuska, Oklahoma (USA). In the College of Education at Kansas State University, he serves as an Assistant Professor of Educational Leadership, Coordinator of Indigenous Partnerships, Co-Chair of the Indigenous Faculty and Staff Alliance, Executive Director of the Kansas Association for Native American Education (KANAE) and Program Coordinator for the Indigenous Educational Leadership Graduate Certificate. His scholarship and service are focused on building capacities for Native nations to take on a more prominent role in the education of their citizens.

As a member of the College of Education faculty, Dr. Red Corn has consulted with school and tribal leaders across the region on variety of topics related to education of Indigenous peoples. He has also developed the new Indigenous Educational Leadership Graduate Certificate program, as well partnership programs with the Osage Nation that has graduated two cohorts of Osage leaders with master's degrees in Educational leadership. Additionally, Dr. Red Corn teaches courses in qualitative research methods, specializing in critical Indigenous approaches to research and autoethnography.



9:15 – 10:20 am

**KEYNOTE ADDRESS** – Washburn Memorial Union Ball Room (overflow space available in the Kansas Room, Memorial Union)

**Dr. Royel Johnson – Beyond the Land Acknowledgement**

**Introduction by Washburn Student Body President, Shayden Haynes**

Dr. Royel M. Johnson is Associate Professor of Higher Education with tenure in the Rossier School of Education at the University of Southern California. He is also the Director of Student Engagement in the USC Race and Equity Center and a faculty member in the Pullias Center for Higher Education. Prior to joining USC, he was on the faculty at Penn State, where he was Associate Director of the Center for the Study of Higher Education. Dr. Johnson is a nationally recognized expert on issues of educational access, racial equity, and student success. His work has an unapologetic focus on Black and institutionally marginalized populations like those impacted by the criminal punishment, child welfare, and inequitable educational systems. He has published more than 60 academic publications including peer-reviewed articles in the Journal of Higher Education, Journal of College Student Development, Peabody Journal of Education and Teachers College Record.

In 2022, Dr. Johnson published two books: *Racial Equity on College Campuses: Connecting Research and Practice* (with Drs. Uju Anya and Liliana Garces) and *Enacting Student Success: Critical and Alternative Perspectives for Practice* (with Dr. Leonard Taylor). His work has been supported by grants and contracts from the Spencer Foundation, Institute of Education Sciences, and Department of Health and Human Services, totaling over \$5.1 million.

For his career achievements, he was awarded the 2020 Distinguished Young Alumni Award from the University of Illinois; the 2020 Emerging Scholar Award and 2022 Outstanding Contribution to Multicultural Education and Research Award from ACPA; and the 2022 AERA Division G Early Career Award.

Dr. Johnson is a two-time graduate from the University of Illinois at Urbana-Champaign, where he earned a B.A. in Political Science and an Ed.M. in Educational Policy Studies. He earned his Ph.D. in higher education and student affairs, with a cognate in race and social policy, from The Ohio State University.



# October 7, 2022 | Conference Agenda

## MICHAEL TILFORD CONFERENCE ON DIVERSITY AND MULTICULTURALISM

### PAPER PANELS, ROUNDTABLE DISCUSSIONS AND WORKSHOPS

10:30 – 11:30 am

#### 001 PAPER PANEL PRESENTATIONS – STRATEGIES FOR GREATER EQUITY ON THE COLLEGE CAMPUS AND IN THE CLASSROOM

LOCATION: Cottonwood Room, Memorial Union

**Challenging the Canon: BIPOC Scholarship at the Syllabi Core** – This paper focuses on pedagogical changes to decolonize an upper-division Anthropology of Women course to focus explicitly on BIPOC (Black, Indigenous, and People of Color) scholarly representation, thus challenging the anthropological canon. Mary Sundal, Department Chair of Sociology and Anthropology and Director for the African American and African Diaspora Studies (AAADS) minor at Washburn University.

**The Tension Between Vocational-ism, Quality Assurance, and Diversity** – This session will address special challenges of designing diversity-friendly pedagogy and faculty reward structures in fields heavily influenced by certification programs designed to protect economic interests of current holders of professional titles.

Louella Moore, CPA, Mosso Professor of Accounting; Washburn University and Recipient of the 2020 Innovation in Accounting History Education Award.

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#### 031 ROUNDTABLE DISCUSSION

LOCATION: Vogel Room, Memorial Union

**Never Forget Where You Came From: Exploring the Mexican American story of Wichita and Kansas** – This panel explores several projects that tell the story of Latinos in Wichita, Kansas, and neighboring communities. The **Somos de Wichita** exhibit and collecting effort presents the story of families who have been part of the city since the early 1900s. Jay Price; Enrique Navarro, Department of Modern and Classical Languages; Anita Mendoza, North End Wichita Historical Society.

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#### 013 ROUNDTABLE DISCUSSION

LOCATION: Martin Room, Bradbury Thompson Alumni Center

**Removing the Barriers to Female and Minority Faculty Participation in STEM** – The NSF ADVANCE Catalyst team at Wichita State University will present our comprehensive assessment of the systemic barriers that have led to the underrepresentation of women and minority STEM faculty. Rhonda K. Lewis, Professor of Psychology, Wichita State University; Moriah R. Beck, Professor of Chemistry and Biochemistry, Wichita State University and Janet Twomey, Associate Dean for Graduate Education, Research and Faculty Development in the College of Engineering. Wichita State University.

10:30 – 11:30 am

### 036 ROUNDTABLE DISCUSSION

LOCATION: Lincoln Room, Memorial Union

#### **Broadening Brown's Impact: Toward Inclusive Pedagogies in Archaeological Research –**

**This roundtable will include a discussion of inclusive pedagogies and strategies for continued community engagement and the importance of Black voices in archaeological interpretation.** Laura Murphy, PhD, Sociology and Anthropology Department, Washburn University; Nikki Klarmann, MA, Public Outreach Archeologist, Kansas State Historical Society; Tori Shaw, Washburn Anthropology major; Kiwenke Hubbard, Washburn Anthropology major; El Miller, Washburn Anthropology major; Lisa Larson, Washburn Anthropology major

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### 018 ROUNDTABLE DISCUSSION

LOCATION: Rita Blitt Gallery – White Concert Hall

#### **Inclusion at Washburn: Not for Ourselves Alone? – With support from Student Life and the Campus Climate Team, a collection of Washburn faculty, staff, and students began a historical study of the experiences of students of color on campus, aiming to augment established discourse as a way to move forward.**

Valerie Mendoza, Director of the Title III Strengthening Institutions Grant and teaches the first-year experience course; Megan Dorantes, Student, Washburn University; Charlize Easter, Student, Washburn University; Kelly Erby, Associate Dean, Professor of History, College of Arts and Sciences, Washburn University; Teresa Leslie-Canty, Director, Student Success, Washburn University; Bruce McTavish, Professor of History, Washburn University; Jessie Revell, Student, Washburn University and Kerry Wynn, Professor of History and the Director of the Washburn University Honors Program

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### 019 INTERACTIVE WORKSHOP

LOCATION: Kansas Room, Memorial Union

#### **Handle Your Scandal in DE&I: How to Manage Campus Pushback in Diversity and Inclusion –**

**Institutional attempts to improve (DE&I) are falling short, according to new research that raises serious doubts about traditional approaches to DE&I. How to handle your scandal workshop will provide you with the skills, knowledge and abilities to get the job done effectively.** Dr. Marche Fleming Randle, Vice President & Chief Diversity Officer, Wichita State University and Dr. Kevin Harrison, Assistant Professor and Director of Diversity (DEI) Programs, Wichita State University

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### 020 ROUNDTABLE DISCUSSION

LOCATION: Shawnee Room, Memorial Union

#### **Equity-Centered Assessment: Equity through Assessment and Equity in Assessment –**

**This roundtable includes an introduction to theories and philosophies that inform equity-centered assessment, as well as equity-centered assessment models.** Beth O'Neill, Director of Assessment, and Assistant Professor of Social Work, at Washburn University

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### 027 INTERACTIVE WORKSHOP

LOCATION: Forum Room, Bradbury Thompson Alumni Center

**Perspectives of FHSU's First Cohort of JEDI Advisors – In 2021, FHSU initiated a program to enlist faculty as JEDI Advisors (Justice, Equity, Diversity, and Inclusion). The advisors served as non-voting members on faculty searches in departments beyond their own. In just one year, the diversity of our faculty has not changed significantly, but applicant pools tripled in average size, and several common shortcomings have been identified for improvement in future years.**

Grady Dixon, Professor and Dean, Werth College of Science, Technology, and Mathematics, Fort Hays State University; Keith Bremer, Assistant Professor of Geosciences and Director, Graduate School and Office of Sponsored Projects, FHSU; Teresa Clouch, Assistant Vice President for Student Affairs, Title IX Officer, and Senior Diversity Officer, FHSU; Betsy Crawford, Assistant Professor, Department of Teacher Education, FHSU; Ginger Loggins, Assistant Professor, Department of Informatics, FHSU; Daniel McClure, Assistant Professor, Department of History, FHSU; Todd Moore, Chair and Associate Professor, Department of Geosciences, FHSU

# October 7, 2022 | Conference Agenda

## MICHAEL TILFORD CONFERENCE ON DIVERSITY AND MULTICULTURALISM

### PAPER PANELS, ROUNDTABLE DISCUSSIONS AND WORKSHOPS

10:30 – 11:30 am

#### 029 INTERACTIVE WORKSHOP

LOCATION: Convocation Hall, Bradbury

##### **Sharing History and Creating a Diverse Workforce at the *Brown v. Board* National Historic Park –**

This workshop will discuss how the National Park Service shares Brown history and why it recently changed from a National Historic Site to a National Historical Park. As a government agency, find out how *Brown v. Board of Education* NHP strives to create a diverse and inclusive workforce. Nicolas Murray, Education Specialist, *Brown v. Board of Education* National Historic Park

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#### 040 INTERACTIVE WORKSHOP

LOCATION: Bible Room, Bradbury Thompson Alumni Center

##### **Addressing Social Determinants of Health for Refugees and Immigrants in a Rural Community –**

This session will discuss strategies that lead to a greater sense of belonging and an improved sense of control and personal safety within rural communities. The presenter will discuss strategies used and lead a discussion for potential meaningful student learning opportunities, and possible university and community partnerships. Kendal Carswell, Associate Professor Fort Hays State University

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#### 032 ROUNDTABLE DISCUSSION

LOCATION: Wilson Room, Living learning Center

**Increasing Diversity in Medicine Through a Pre-PA Diversity Enrichment Certificate –** The Pre-PA Diversity Enrichment Certificate (PDEC) program is a 12-month, 18-credit hour certificate program designed to identify, recruit, and assist diverse students who meet or exceed PA admission requirements through mentoring, personalized academic advising, shadowing opportunities, community service, and professional development opportunities designed to improve their readiness to enter the rigorous Master of Physician Assistant (MPA) program.

Michelle Wallace, DMSc, PA-C, Associate Clinical Professor at Wichita State University; Ladonna Hale, PharmD, Department Chair and Professor at Wichita State University; Evan Ohlman, MPA, PA-C, Assistant Clinical Professor at Wichita State University

# CONFERENCE LUNCHEON

11:45 – 1:15 pm

## CONFERENCE LUNCHEON

LOCATION: Washburn University Memorial Union – Washburn A/B

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12:15 – 1:15 pm

## CORPORATE PARTNERS LUNCHEON PANEL

LOCATION: Washburn University Memorial Union – Washburn A/B

### Corporate Partners Luncheon Panel – Beyond the Classroom: The Business Case for Inclusion

Moderator: Glenda Washington, Chief Equity and Opportunity Officer, Greater Topeka Partnership with Panelists Brandi Turner, Kansas Department of Children and Families; Charles Morgan, Director Blue Cross and Blue Shield Topeka; Saida Bonifield, Employee Relations and DEI, Stormont Vail Healthcare and Linessa Frazier, American Century Investments

# PAPER PANELS, ROUNDTABLE DISCUSSIONS AND WORKSHOPS

1:30 – 2:50 pm

## 002 PAPER PANEL – EQUITY IN THE POST-COVID K-12 CLASSROOM

LOCATION: Vogel Room, Memorial Union

**Legacy for Educators from the Dual Pandemic – Presenters will discuss a series of four-week online institutes designed to equip P-12 teachers with pedagogical knowledge, skills, and dispositions to effectively create differentiated curricula on systemic racism.** Dr. Connie Phelps, Gifted Program Director & Professor; Emporia State University; Dr. Joyce Miller, Professor, Texas A&M-Commerce; Dr. Martina Brazzolotto, professor, Marconi Institute of Creativity and Audrey Warrington, graduate student in Clinical Psychology at Emporia State University

**What Effect Did the Year-Long Disruption of School by the Pandemic Have on Students? – This action research project analyzes the impact of the disruption to the 2020-2021 school year and the second semester of the 2019-2020 school year caused by the Covid-19 pandemic. The research aims to identify the effects of the year-long disruption of school by tracking their current performance and deviations in their behavior and academic data.**

Amber Pine, Secondary Teacher, Reading Interventionist, and Washburn Alumnus

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# October 7, 2022 | Conference Agenda

## MICHAEL TILFORD CONFERENCE ON DIVERSITY AND MULTICULTURALISM

### PAPER PANELS, ROUNDTABLE DISCUSSIONS AND WORKSHOPS

1:30 – 2:50 pm

#### 003 PAPER PANEL – CENTERING DIVERSE STUDENT VOICES

LOCATION: Kansas Room, Memorial Union

**Climate for Diversity, Equity, Inclusion, and Belonging in the College of Agriculture at Kansas State University** – This panel will discuss the process of administering a climate survey for enrolled students in the College of Agriculture at Kansas State University to measure the campus climate for diversity, equity, inclusion and belonging.

Andrew Barkley, Professor, Agricultural Economics, Kansas State University, Lonnie Hobbs Jr. PhD Student, Ag Econ, Kansas State University; Zelia Z. Wiley, Assistant Dean of Agriculture, Kansas State University; Summer Santillana, Administrator, Diversity Programs Office and Raymond Thomas, PhD Student, Ag Econ, Kansas State University

**Narratives from First-Generation Students on Their Challenges in College: Focusing on Students from Historically Excluded Groups** – This study examined the challenges that first-generation students have experienced in college. Findings from this study provides practical implications to improve first-generation students' persistence and success. HanNa Lim, Assistant Professor, Department of Personal Financial Planning, Kansas State University; Jodi Kaus Director of Powercat Financial, Kansas State University and Rebeca Paz, Assistant Director for the Office of First-generation Students, Kansas State University

**The Tension Between Vocational-ism, Quality Assurance, and Diversity** – This session will address special challenges of designing diversity-friendly pedagogy and faculty reward structures in fields heavily influenced by certification programs designed to protect economic interests of current holders of professional titles.

Louella Moore, CPA, Mosso Professor of Accounting; Washburn University and Recipient of the 2020 Innovation in Accounting History Education Award.

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#### 006 PANEL DISCUSSION

LOCATION: Convocation Hall, Bradbury Thompson Alumni Center

**Administrator Roundtable for Executive Leaders – Discussing the Challenges of Managing Diversity, Equity, Inclusion and Belonging on Campus** – The Council of Diversity Officers is a Kansas Board of Regents group of the senior diversity officers at KU, KUMC, KSU, WSU, ESU, PSU, FHSU and WU. This panel provides an opportunity to learn from the individuals serving as the DEIB lead on their campus. With moderator Teresa L. Clouch, EdD,

Washburn University and panelists Danielle Dempsey-Swopes, JD, Washburn University; Marche' Fleming-Randle, PhD, Wichita State University; Nicole Hodges Persley, PhD, University of Kansas; Jerrihlyn McGee, DNP, RN, CNE, University of Kansas Medical Center; Nyk Robertson, Emporia State University; MS, Deatrea Rose, Pittsburgh State University; MS, Be Stoney, PhD, Kansas State University

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#### 007 INTERACTIVE WORKSHOP

LOCATION: Washburn A/B, Memorial Union

**Allies in Action: A Corporate Approach to Diversity and Inclusion** – The goal of this workshop is to provide our corporate and educational allies with an interactive and engaging experience in which participants will walk away with tools to help develop a strategic approach that is purposeful and intentional in helping to foster and support an equitable and inclusive environment. Allies in Action engages both educational and corporate partners in a discussion with an intentional focus on how collaborative work can structurally create and sustain both campus and corporate environments that are inclusive and equitable. Robert N. Page Jr., CEO, the Legacy Group

## 008 INTERACTIVE WORKSHOP

LOCATION: Shawnee Room, Memorial Union

**Gamifying Education, Diversity and Inclusion** – This presentation and workshop will explore how to gamify the classroom, providing an enriching and enjoyable experience for the students, and also adding tools to the educator's bag of tricks. Dr. Crystal E. Buck - Dr. Buck has a D.M.A. in Vocal Performance from the University of Kansas, is ABD in a Ph.D. from the same institution but in Musicology, is certified through the Oxford IB and has a master's TOEFL certification.

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## 009 ROUNDTABLE WORKSHOP

LOCATION: Martin Room, Bradbury Thompson Alumni Center

**Improving Attitudes Toward Leading with Efficacy and Equity** – The purpose of this study was to examine the effects of building principal participation in a year-long in-service professional development on efficacy and equity. Dr. Zak Akagi-Bustin, Coordinator of Diversity, Equity, and Inclusion - Kansas City, Kansas Public Schools (USD 500) and Canise Salinas-Willich, Executive Director of Diversity, Equity, and Inclusion for Kansas City, Kansas Public Schools.

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## 015 INTERACTIVE WORKSHOP

LOCATION: Lincoln Room, Memorial Union

**Saving? Performing? Transforming? White Faculty, Black Students, Black Cinema, African American Literature, and #blacklivesmatter”** – This workshop engages in questioning and examining how/if white faculty can productively self-reflect on their experiences within a historically racist system. Dennis Etzel, Senior Lecturer, English Department, Washburn University and Muffy Walter, Assistant Professor, English Department, Washburn University

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## 022 INTERACTIVE WORKSHOP

LOCATION: Cottonwood Room, Memorial Union

**Migration: What Does it Take to Reach the American Dream – Who are the immigrants living in our state? Where are they coming from and what challenges they face while integrating into our community?** Yeni Silva-Renteria, Deputy Director, International Rescue Committee

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## 025 INTERACTIVE WORKSHOP

LOCATION: Rita Blitt Gallery – White Concert Hall

**Community Circles: Addressing Harm & Finding Understanding Across Difference** – This session will give an overview of restorative justice, provide a blueprint for the circle process, and provide insight on how this practice can be used to address community needs following a biased-related incident. Molly C.S. Pierson, Assistant Dean of Students & Director of Residential Living, Washburn University

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## 026 INTERACTIVE WORKSHOP

LOCATION: Forum Room, Bradbury Thompson Alumni Center

**Leadership for Diversity: Applying leadership principles to create a more inclusive workplace culture** – This session will bring together leadership principles and basic DEI concepts that will help leaders at all levels identify problematic policies, practices, and social norms that can result in an unhealthy work environment, remove those barriers to inclusion, and develop a workplace culture that is supportive of all people. Jeffery Severin, Program Manager, Environmental Finance Center, Wichita State University

# October 7, 2022 | Conference Agenda

## MICHAEL TILFORD CONFERENCE ON DIVERSITY AND MULTICULTURALISM

### PAPER PANELS, ROUNDTABLE DISCUSSIONS AND WORKSHOPS

3:00 – 3:50 pm

#### 004 PAPER PRESENTATION

LOCATION: Lincoln Room: Washburn Memorial Union

**Washburn Students' Perceptions about the Affordability of Textbooks in a Post-Pandemic World: Survey Findings and Solutions.** Maria Stover, Stover professor of Mass Media at Washburn. Kristen Grimmer, is assistant professor Department of Mass Media at Washburn University. Andrew Anglin is an assistant professor in the Department of Mass Media at Washburn University.

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#### 005 PAPER PANEL – EXAMINING THE PATHWAY TO GREATER SOCIAL EQUITY

LOCATION: Martin Room, Bradbury Thompson Alumni Center

**Truth-Seeking for Public Healing: How the Truth and Reconciliation Process Relies on Communication and Engagement Theories – This paper explores what the Truth and Reconciliation process is, identifies six common elements within the process, and then explores how Truth and Reconciliation Commission processes can be applied.** Michaela Saunders, Ph.D. student, Leadership Communication, Kansas State University; staff member, Washburn University

**The End of the American Experiment in Social Equality? Roe v. Wade and the Burden of Freedom – Since the overturning of Roe, and the signaling that birth control and gay marriage were next to overturn, the U.S. seems to be reversing course in its 50-year experiment in legislated social equality. Question now arise: how do we fight against this reversal?** Daniel Robert McClure, Assistant Professor, Fort Hays State University

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#### 030 INTERACTIVE WORKSHOP

LOCATION: Wilson Room, Living Learning Center

**Barriers to Admission: The Secondary Conversations – This session participants will explore an admissions case study with multiple undergraduate teacher education candidates struggling to meet requirements to enter an accredited undergraduate Teacher Education program, plus post-graduation reflections from the candidate and general pilot feedback.** Dr Elodie Jones, Associate Professor, Advanced Education Programs, Fort Hays State University and Dr. Betsy Crawford, Assistant Professor, Teacher Education, Fort Hays State University

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#### 038 INTERACTIVE WORKSHOP

LOCATION: Shawnee Room, Memorial Union

**Community Conversations: Turning the Page- An Anti-Racist Book Club – Club Organizers will share a complete book list and discussion topics, lessons learned, and adaptations made to allow for deeper discussions and self-reflection.** Kimberly Connelly, KUMC Senior International Officer, Director OIP and Kristina Bridges, Research Assistant Professor in the Department of Family Medicine and Community Health



## 016 INTERACTIVE WORKSHOP

LOCATION: Vogel Room, Memorial Union

**“Strength in Numbers: Building a Community of Student Advocates Across Campus”** – This workshop explores ways faculty can seek support for minoritized students beyond confines of the classroom. Chris Jones, Assistant Professor of Religious Studies, Washburn University and Muffy Walter Assistant Professor of English and Director of Composition, Washburn University.

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## 017 INTERACTIVE WORKSHOP

LOCATION: Forum Room, Bradbury Thompson Alumni Center

**Activities-Based Learning: Using Cultural Practices (Dance) to Teach DEI & Multiculturalism** – This hands-on workshop will present ideas for using embodied learning in the classroom to teach DEI and multiculturalism in non-confrontational ways. Nicole English Assistant Professor, FHSU, specializing in Diversity and LatinX Studies and Dr. Chita Espino-Bravo, Associate Professor of Spanish and Spanish Culture, FHSU.

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## 021 ROUNDTABLE DISCUSSION

LOCATION: Kansas Room, Memorial Union

**Demystifying the Hispanic Serving Institution designation: From Enrolling to Serving** – This panel discussion will provide information and answers to university communities about the denomination and the differences between Hispanic “serving” versus Hispanic “enrolling,” and the indicators and benefits of the designation.

Edil Torres Rivera, Professor of Counseling and Latinx Cluster Director, Wichita State University; Rhonda Lewis, Professor of Psychology, Wichita State University Jean Patterson, Professor of Educational Leadership, Wichita State University and Rocio Del Aguila, Associate Professor, Wichita State University

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## 024 ROUNDTABLE DISCUSSION

LOCATION: Cottonwood Room, Memorial Union

**International Students Encounter Interpersonal Communication** – This workshop will look at the ways a general education course can be adapted to address various inclusivity and diversity needs of the student population who are linguistically and culturally diverse, as well as having various learning styles.

Dr. Sheryl Lidzy, Associate Professor, Emporia State University

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## 028 ROUNDTABLE DISCUSSION

LOCATION: Rita Blitt Gallery – Convocation Hall, Bradbury Thompson Alumni Center

**DEIB Work: Reflections, Discussions and the Need for Cultural Humility** – The presenters will share insights about their DEIB journey in higher education. In this interactive session, they will reflect on their experiences and encourage participants to share systemic challenges they encounter. Rebeca Paz, Assistant director, Office of First-generation Students, Kansas State University; Graciela Berumen, Managing Director of Global Education Outreach; Karina Moncayo-Michel, Program Assistant at the Staley School of Leadership Studies at Kansas State University

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## 035 INTERACTIVE WORKSHOP

LOCATION: Rita Blitt Gallery, White Concert Hall

**Learning from Our Mistakes: The Journey of Writing a “Land Acknowledgement”** – Presenters will share their journey of attempting to write a land acknowledgement, the challenges they faced, and the lessons they learned.

Addison Keegan-Harris, Director of Strategic Initiatives for Diversity, Equity, Inclusion & Belonging, University of Kansas; Fernanda Lopez, Program Coordinator for Diversity, Equity, Inclusion & Belonging, University of Kansas; Melissa Peterson, Director of Tribal Relations, University of Kansas

# October 7, 2022 | Conference Agenda

## MICHAEL TILFORD CONFERENCE ON DIVERSITY AND MULTICULTURALISM

### PAPER PANELS, ROUNDTABLE DISCUSSIONS AND WORKSHOPS

4:00 – 4:50 pm

#### 035 PAPER PRESENTATION

LOCATION: Kansas Room, Memorial Union

##### **Inclusive Indian Education** – Dr. Alex Red Corn

In the College of Education at Kansas State University, Dr. Red Corn serves as an Assistant Professor of Educational Leadership, Coordinator of Indigenous Partnerships, Co-Chair of the Indigenous Faculty and Staff Alliance, Executive Director of the Kansas Association for Native American Education (KANAE) and Program Coordinator for the Indigenous Educational Leadership Graduate Certificate. His scholarship and service are focused on building capacities for Native nations to take on a more prominent role in the education of their citizens.

Introduction by Washburn Student, Ana Estrada-President HALO

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#### 011 ROUNDTABLE DISCUSSION

LOCATION: Cottonwood Room

**Ethnic Entrepreneurs Tell their Stories** – This discussion will explore ethnic entrepreneurship in Wichita, Kansas from a recent survey of African American, Hispanic/Latino, and Asian business founders and a follow up oral history project, **Wichita Nonwhite Business Owners tell Their Stories, as part of the Stories for All initiatives.** Robert Weems, Professor & William W. Garvey Distinguished Professor of Business History, Wichita State University; Jay Price, Professor of History and Director, Local and Community History Program, Wichita State University; Sue Abdinnour, Omer Distinguished Professor in Business, Chair, Dept. of Finance, Real Estate, & Decision Sciences, Director, Master of Science in Business Analytics, Director, Business Operations and Analytics Lab, W. Frank Barton School of Business, Wichita State University

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#### 034 INTERACTIVE WORKSHOP

LOCATION: Martin Room, Bradbury Thompson Alumni Center

**Cracks in the Concrete: How Alumni Associations can lay the Groundwork for Inclusion** – The KU Alumni Association has a renewed focus on fostering a culture of inclusion and belonging for all Jayhawks. This workshop will discuss what role Alumni Associations can play in moving DEI work forward, share what KUA is doing to position DEI for success and provide actionable takeaways. Mykala Sandifer, Director of Inclusive Programs and Talent Development and Paige Freeman, Director of Student Programs at KU Alumni Association

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#### 037 ROUNDTABLE DISCUSSION

LOCATION: Blair Room, Living Learning Center

**Navigating Bias in Healthcare: The IMG Experience** – This presentation is focused on research to gain a better understanding of what biases are present in other countries that international medical graduates training and practicing in the United States may have learned and brought with them to the US. Kimberly Templeton, KUMC Professor, Vice-Chair for DEI, and residency program director in the Department of Orthopedic Surgery; Kimberly Connelly, KUMC Senior International Officer, Director of Office of International Programs; Abebe Abebe, KUMC Associate Professor General, Geriatric & Hospital Medicine

## 012 INTERACTIVE WORKSHOP

LOCATION: Shawnee Room, Memorial Union

**I Hate Poetry: Against White Masculine Pedagogical Practices of Creative Writing** – Panelists and attendees will collaborate, share stories, and brainstorm strategies for an anti-racist, pro-feminist, pro-LGBTQA+, anti-ableist pedagogy by examining practices against HOWL (Habits of white language) and utilizing Trauma-Informed Care. Dennis Etzel, Author and Senior Lecturer, English Department, Washburn University. Kevin Rabas, Award-Winning and Past Poet Laureate of Kansas and professor at Emporia State University

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## 014 ROUNDTABLE DISCUSSION

LOCATION: Vogel Room, Memorial Union

**Courageous Conversations: Launching a Learning Series on Racial Disparities in Child Welfare** – The state of Kansas went on an 8-month learning journey with the Kansas Department for Children and Families, CarePortal (faith-based grassroots organization), and the University of Kansas School of Social Welfare. Brandi Turner, Diversity Equity and Inclusion Officer DCF and Dr. Pegah Naemi Jimenez, Research Associate with KU School of Social Welfare.

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## 039 INTERACTIVE WORKSHOP

LOCATION: Wilson Room, Living Learning Center

**Building Cultural Bridges Between Kansas and the World Through Campus-Wide Events** – Workshop participants will be able to describe the importance and best practices in building cultural bridges; they will be able to identify campus resources and collaboration strategies. Participants will also be given various proven, successful templates including a weekly informal event to formal presentations for campus-wide cultural events as well as successful event promotional strategies. Alexa Smith, International Partnerships and Programs Coordinator, Office of International Programs at University of Kansas Medical Center and Kimberly Connelly, Senior International Officer, Office of International Programs at University of Kansas Medical Center

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# CONFERENCE CLOSING RECEPTION

5:00 – 6:00 pm

## CONFERENCE CLOSING RECEPTION

LOCATION: Washburn A/B, Memorial Union

**Closing Remarks, Marshall Meek, Interim President, Washburn University**  
**Hors d'oeuvres and spirits**  
**Conference Evaluation**

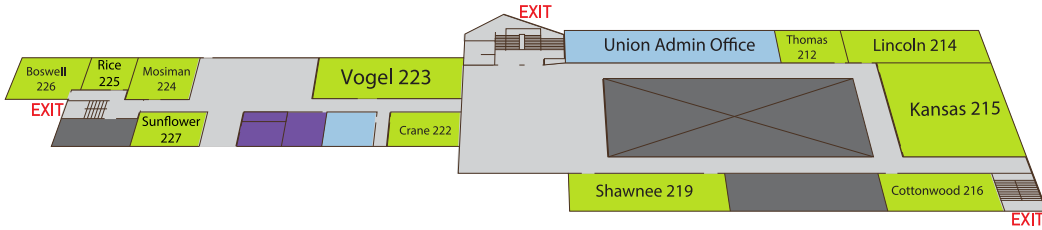


# WASHBURN UNIVERSITY CAMPUS MAP

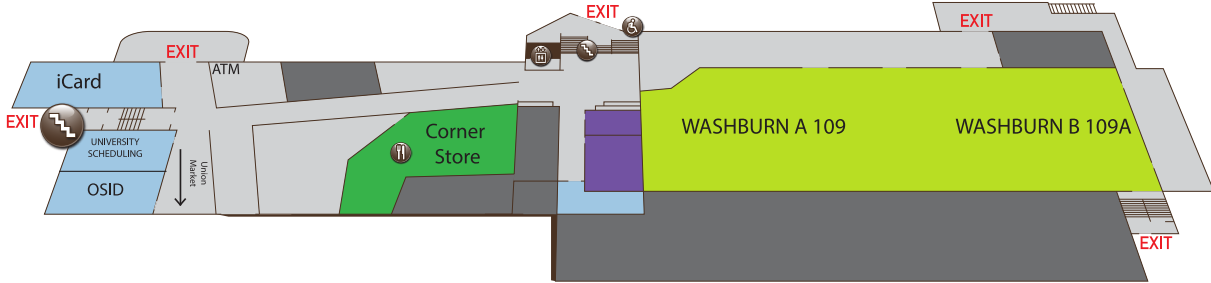
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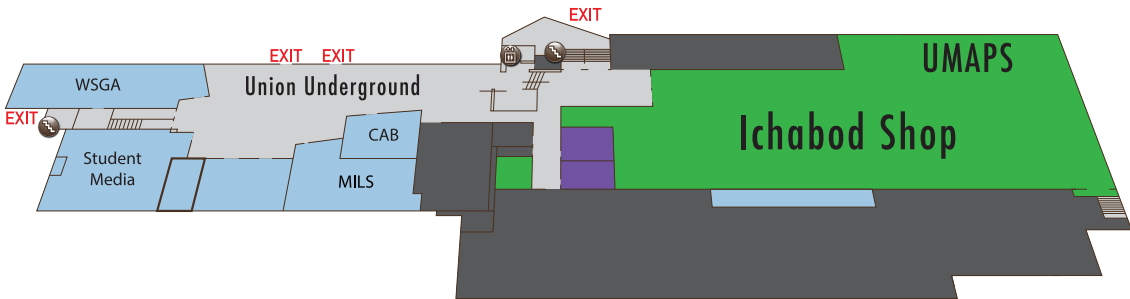
# MEMORIAL UNION



UPPER LEVEL



MAIN LEVEL

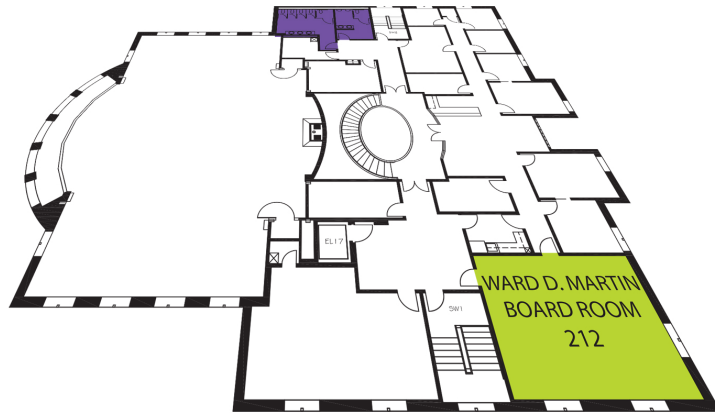


LOWER LEVEL

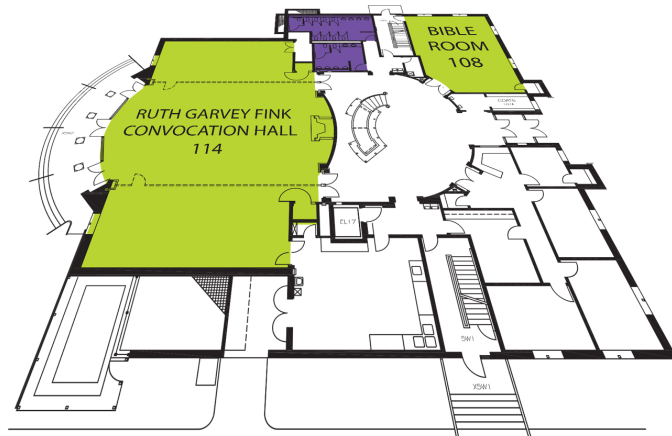


# BRADBURY THOMPSON ALUMNI CENTER

## SECOND FLOOR





## MAIN FLOOR



## BASEMENT



-  MEETING ROOMS
-  RESTROOMS