

# DIVERSITY SUMMIT 2023

## CAMPUS CLIMATE: LEARN, ENGAGE, TAKE ACTION

Funding for this year's Diversity Summit was provided by the Office of Diversity & Equity, Student Association, and Campus Auxiliary Services



# Diversity Summit Keynote

## Black History & The Origin of Humanity

Emmanuel Kulu, Jr.

2:30-3:45

College Union Ballroom

Journey with African Historian/Author/TEDx Talk Speaker, Emmanuel Kulu as he brings to light the Untold truths of Black African history and it's connection with the origin of all humanity.



Sponsored by



# DIVERSITY SUMMIT SESSIONS

## 9-9:50

- Avoiding Ableism and Becoming an Ally (Bailey 102)
- How do We Stop Devaluing Race at Geneseo (Bailey 104)
- Self and Peer Education in DEIB (Bailey 202-203)

## 10-10:50

- Disability Isn't A Dirty Word (Bailey 102)
- Will My Counselor "Get" Me?: Strengths and challenges of shared identities in mental health treatment (Bailey 103)
- Accessibility Discussion Circle (Bailey 104)
- Keynote Workshop: Is America obsessed with race? (Bailey 202-203)

## 11-11:50

- Insights From Psychology For a Multiculturally Welcoming Campus (Bailey 103)
- Transforming Classroom Learning into Contributions to Library Guides for Black Studies Courses (Bailey 104)
- The Hair Monologues (Bailey 202-203)

## 11-12:30

- Developing and Enhancing STEM DEI Actions (Bailey 102)

## 12-12:50

- Diversifying Role Models in STEM to Empower All Learners (Bailey 103)
- Equity in Sustainability: How might we reduce single use plastics? (Bailey 202-203)
- Alumni Insights in Developing Programs to Bring Equity into Organizations (Bailey 104)



# DIVERSITY SUMMIT SESSIONS

## 1-1:50

- Going Death-Con 3: Uncoding dangerous antisemitic conspiracy theories (Bailey 102)
- The Black Student Experience at Geneseo: Cultivating a new climate (Bailey 103)
- Building Global Community through Sharable Portable Course Modules (Bailey 104)

## 1-2:15

- Student-to-Student Microaggressions: Implementing change and becoming an ally (Bailey 202-203)

## 2:30-3:45

- Keynote: (College Union Ballroom)

## 3:45-4:15

- Meet & Greet and Book-Signing with Keynote Speaker (Kinetic Gallery)

## 6-8

- Students and Faith: An Interfaith Center open house (11 Franklin St.)



# SESSION DETAILS (9-9:50)

## Avoiding Ableism and Becoming an Ally

Kaitlin Anzalone

*Bailey 102*

This session is focused on bringing awareness to ableist actions in everyday life while teaching attendees how to become better allies to people with disabilities.

## How Do We Stop Devaluing Race at Geneseo

*RADICE: Yairi Rosario, Alex Ruiz, Stephanie Santiago*

*Bailey 104*

A presentation to push a greater conversation on the need to abandon comfortable dialogues and create tangible action items in efforts to bring value to race, which is too often overlooked due to the sensitivity and fear of discomfort from the masses. With the intention of addressing the community's efforts to fulfill the vision of an equity-centered honors college, race MUST be at the forefront.



# SESSION DETAILS (9-9:50)

## Self and Peer Education in DEIB (Diversity, Equity, Inclusion, Belonging)

The Bio-Diversity Committee: Xander Michaels, Jacob Pueschel, Julia Brzezicki, Alexander Kluchko, Mackenzie Gerringer

*Bailey 202-203*

Systemic inequities manifest in all aspects of society, including in an educational setting. Working to dismantle these inequities requires first understanding these issues. Importantly, education on DEIB issues should not be the responsibility of marginalized groups. In this session, we will discuss ways in which we may educate ourselves and grow in understanding without putting the onus on certain groups or individuals. This may include reading books or watching videos, however it is important to engage with sources that reflect the experiences of marginalized groups through the lens of those who have experienced it themselves. This session will include a discussion of issues and challenges that come with learning about DEIB.



# SESSION DETAILS (10-10:50)

## **Disability Isn't A Dirty Word**

Access Advocate Program of the Office of Accessibility: Nora Shine, Rachel McManus, Kaitlin Anzalone, Rachel Echols, Taylor Stolberg, Erica Hoenig, Reagan Bifarella, Grace Quagliana

*Bailey 102*

We plan to present and educate members of our campus on disability, ableism, appropriate language, and how to be an ally to our disabled community. We also hope to share anonymous testimonials from students on our campus to give insight to what it's like to have experienced ableism, serve as a perspective, and sheds light on an often overlooked experience. We hope to obtain a variety of testimonials through a google form survey that will be sent out to all students - not just students connected with the Office of Accessibility.

## **Will My Counselor "Get" Me?: Strengths and challenges of shared identities in mental health treatment**

*Counseling Services: Jaime Castillo, Faeza Masood, Cailey Wayman, Laura Swanson*

*Bailey 103*

Members of Counseling Services will be facilitating an open dialogue designed to explore how identity interacts with the therapeutic relationship. Students will be encouraged to share their lived experiences, connect with others, and reflect on barriers to accessing mental health care.



# SESSION DETAILS (10-10:50)

## Accessibility Discussion Circle

Paris Interdonato-Carreras

*Bailey 104*

Discussion questions surrounding on-campus accessibility will be asked to the participants of the session. Everyone will have a chance to speak. However, no one will be forced to speak.

## Keynote Workshop: Is America obsessed with race?

Emmanuel Kulu, Jr.

Bailey 202-203

Join us on this thought-provoking roundtable discussion. We will uncover how "race" has been used to categorize, segregate, and divide groups of People since the very foundation of America.



# SESSION DETAILS (11-11:50)

## Insights From Psychology For a Multiculturally Welcoming Campus

Thomas Griffin

*Bailey 103*

It's no surprise that we think, learn, and interact with the world differently based on our cultural backgrounds, but what impact might these cultural factors have on the academic and social experiences of Geneseo students of diverse identities? This session explores current psychological research surrounding the varying influence that our culture has on us, the strengths and challenges it presents in different contexts, and the unique obstacles students face when their environment is not suited for their cultural skillsets. Topics such as communication, motivation, self-concept, and cognitive styles will be discussed with relevance to our multicultural student body, and the presentation will tie this information into highlighting strategies for our campus community to grow in promoting success and belongingness for Geneseo students of all backgrounds.



# SESSION DETAILS (11-11:50)

## Transforming Classroom Learning into Contributions to Library Guides for Black Studies Courses

Library and English Department: Alessandra Otero Ramos; Olaocha Nwabara

*Bailey 104*

We want to present a case study of how the interdepartmental collaboration between Research Instruction and Black Studies/English departments can transform students' academic experiences into meaningful contributions to scholarly conversations and resources. As an ongoing project, we want to have a conversation with the participants to examine how we (presenters and the audience) can continue collaborations that develop creative projects useful to various academic communities beyond the classroom.

## The Hair Monologues

The Hair Monologues Squad: Sparrow Potter, Charlotte Wade, robbie routenberg

*Bailey 202-203*

Hair is personal, political, and particularly salient to people of various marginalized identities. Whether you cut it, grow it, pick it, braid it, dye it, shave it, or lost it, we know that hair has a strong influence on identity, and that identity has a strong influence on hair. At this session, attendees will think in new ways about hair and its importance, as well as hear monologues from campus community members as they reflect on this important topic.



# SESSION DETAILS (11-12:30)

## Developing and Enhancing STEM DEI Actions

Departments of Geological Sciences, Biology, Physics, and Chemistry: Jacalyn Wittmer Malinowski, Mackenzie Gerringer, Isidro Bosch, Charlie Freeman, Barbara Casavant, Nick LaGamba, Sarah Gaudio, Nick Warner, Amy Sheldon, Dori Farthing, Jeff Over

*Bailey 102*

This session is a collaborative workshop that aims to support STEM (Science, Technology, Engineering, and Math) disciplines working towards the overall STEM goal of supporting Diversity, Equity, Inclusion, and Belonging (DEI) in the Sciences. This session will be an interactive and engaging workshop where participants will get inspiration from active discussion about STEM-specific topics and issues. The workshop will include STEM disciplines sharing their various stages of development in DEI action plans with examples of discipline-specific action plans related to STEM challenges such as labs, fieldwork, research, etc. Majority of the session will involve breakout groups where participants with different STEM backgrounds will mix into small groups and work on actions related to STEM DEI prompts. The prompts will be based on challenges that STEM disciplines encounter that are unique to the sciences. At the end of the session, participants will regroup with their specific STEM disciplines and share ideas and actions that were developed from the breakout discussion. Participants at all levels of action plan development are encouraged to be part of the workshop, the workshop is designed to help those that are in the early stages of action development to those that are working towards new iterations of their action plans.



# SESSION DETAILS (12-12:50)

## Diversifying Role Models in STEM to Empower All Learners

Biology Diversity Committee: Mouhamad Berte, Miranda Fanara, Mackenzie Gerringer, George Konstantinou, Jacob Pueschel, Suann Yang

*Bailey 103*

The lack of diverse representation of identities in science can impact not only how students believe they can become scientists but also who belongs in the science community and the public's trust of scientists. In our session, we will share what we have learned about how Geneseo students perceive scientists and the field of science. We will demonstrate how diversifying role models addresses some of these problems, and invite participants to help build a resource of diverse scientist role models for the Geneseo community.

## Alumni Insights in Developing Programs to Bring Equity into Organizations

College Advancement: Panel of Alumni

*Bailey 104*

The four Geneseo Alumni panelists are Joanna Santos-Smith '14, Project Director for Strategic Initiatives at SUNY Geneseo; Sharifa Edwards '05, Founder & CEO of Persist Education Group and Director of Leadership Development at Skyrocket Education; Karen Podsiadly '90, Director (Student Union, Leadership and Activities) and Adjunct Lecturer (African & African-American Studies) at SUNY Brockport and Ian Harrop '89, Director of Finance, Finance Office of Global Diversity, Equity & Inclusion at Corning Incorporated



## **SESSION DETAILS (12-12:50)**

### **Equity in Sustainability: How might we reduce single use plastics?**

Design Challenge Team: Elizabeth Klosko, Meg Reitz, Dan DeZarn, Lauren Goulet

*Bailey 202-203*

Geneseo's Design Challenge Team welcomes you to participate in a design thinking workshop to develop strategies for reducing the presence of single use plastics and their impacts on marginalized communities. This session will be a continuation of a series of workshops hosted over the last semester with participants ranging from local elected officials and campus leadership to students and business owners. Design thinking is a process of solving problems by prioritizing the consumers' needs above all else. It relies on observing with empathy how people interact with their environments, and employs an iterative, hands-on approach to creating innovative solutions. Our goal is to remove single use plastics on campus and the surrounding community to as their presence in the waste stream disproportionately impacts low-income and marginalized communities.

## **SESSION DETAILS (1-1:50)**

### **Going Death-Con 3: Uncoding dangerous antisemitic conspiracy theories**

Hillel: Lucas Brenner, Leah Ross, Claire Shroder

*Bailey 102*

This session will cover a broad range of antisemitic conspiracy theories from the past and modern day. The main focus is how those conspiracy theories impact Jewish communities today. This will help educate our campus community so that they are knowledgeable about these dangerous representations and can help combat them.

# SESSION DETAILS (1-1:50)

## The Black Student Experience at Geneseo: Cultivating a new climate

Department of Communication IDEA Committee: Josephine Lewis, Alexa Victor, Jisela Turner, & Anna Lynch

*Bailey 103*

The goal of this session is to foster a space for students of color, and Black students in particular, to discuss their experiences at SUNY Geneseo. To open the session, the Inclusion, Diversity, Equity, and Accessibility (IDEA) Committee from the Department of Communication will analyze and break down several of the Campus Climate survey results and graphs that show an overwhelming amount of discontent from this population at Geneseo. Using these results, the IDEA Committee will use the remainder of the session to facilitate a dialogue with all participants with the purpose of not only understanding why this discontent exists but further what Geneseo can do to improve the experiences of future students of color on campus. Some guiding questions of the dialogue will be: Do you resonate with the results of this survey? Why or why not? What would've helped you in these situations? What can Geneseo do to make you feel valued? Please note that this space is intended for BIPOC individuals to voice their experiences but also for others to practice active listening and learn how to be better allies.



# SESSION DETAILS (1-1:50)

## Building Global Community through Sharable Portable Course Modules

Departments of English and History: Olaocha Nwabara, Ling Ma, Amanda Lewis-Nang'ea

*Bailey 104*

The Global Studies Cluster's (GSC) Portable Course Module (PCM) invites faculty and staff to work with students to challenge themselves to consider how the global topics we engage positively impact the world around us, inspire action. Learning from the PCM developed around topics of Sustainability by Karleen West and Suann Yang, the Global Studies PCM envisions that each semester faculty and staff lead students to work over two weeks to develop a project with this outcome in mind. The end result is to provide a tangible project/document that can be shared outwards to the Geneseo community and beyond creating a growing archive of sharable teaching materials, assignment ideas, creative student work, etc. While developing the PCM, the GSC piloted it on its faculty during Fall 2022 in courses ranging from the following areas of study: Art History, Economics, Education, English, Global Languages and Cultures, History, and Political Science. The session will share some of these PCMs in the hope to gather feedback as it is developed to be shared with faculty, staff, and students campus wide.



## **SESSION DETAILS (1-2:15)**

### **Student-to-Student Microaggressions:**

### **Implementing change and becoming an ally**

Department of Psychology: Joelmy Acevedo, Abigail George, Jullissa Cortes

*Bailey 202-203*

This session is designed to engage college students in a dialogue regarding the student-to-student microaggressions occurring on this campus, and how to become an ally and agent of change. First, we will begin by providing background information regarding microaggressions, with the goal of empowering students with the knowledge necessary to identify microaggressions when they occur. Next, we will discuss strategies for becoming an ally and having difficult discussions with other students regarding microaggressions. Lastly, there will be a discussion for action planning; where students will discuss what they can do to address microaggressions on this campus, both individually and as members of the social groups to which they belong.

## **Community Art Project (9-2:00)**

### **Stitch for Ukraine:**

Department of Global Languages & Cultures: Cynthia Klima

*Bailey Atrium*

Learn about Slavic arts, peoples, and cultures through art. Embroidery is a type of language with thread. The styles show us from what part of the Slavic world people come and/or are even indicative of the smaller regions or villages where the embroiderers live. Participants will engage in the art of Slavic cross stitch embroidery.



# Passport



<p><b>Avoiding Ableism and Becoming an Ally</b></p>	<p><b>Self and Peer Education in DEIB</b></p>	<p><b>How do we stop Devaluing Race at Geneseo</b></p>
<p><b>Disability Isn't A Dirty Word</b></p>	<p><b>Will My Counselor "Get" Me?: Strengths and challenges of shared identities in mental health treatment</b></p>	<p><b>Accessibility Discussion Circle</b></p>
<p><b>Insights From Psychology For a Multiculturally Welcoming Campus</b></p>	<p><b>The Hair Monologues</b></p>	<p><b>Transforming Classroom Learning into Contributions to Library Guides for Black Studies Courses</b></p>
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<p><b>Building Global Community through Sharable Portable Course Modules</b></p>	<p><b>Student-to-Student Microaggressions: Implementing change and becoming an ally</b></p>	<p><b>Keynote Workshop: Is America obsessed with race?</b></p>



Be one of the first 50 people to arrive at the keynote with two or more stamps and receive a Diversity Summit t-shirt.