

DIVERSITY SUMMIT 2022

FEBRUARY 16, 2022

9 A.M. – 6 P.M.

OUR JOURNEY FROM INCLUSION TO BELONGING



EVENT SCHEDULE

MORNING SESSIONS

ANALYZING CHILDREN'S BOOKS FOR ANTI-BIAS

9 - 9:30 AM EDUCATION

2 STRANGERS WHO MEET 5 TIMES: THE IMPACT OF

9 - 9:30 AM BIAS

ON THE SAME PAGE: FACULTY, STAFF, AND STUDENTS

9 - 10:15 AM BELONG TOGETHER

FOSTERING BELONGING: THROUGH STORYTELLING

9 - 10:15 AM AND DISABILITY AWARENESS

LGBTQ+ LIFE ON CAMPUS: FROM INCLUSION TO

9 - 10:30 AM BELONGING

THE NEW RULES: CREATING AN AUTHENTICALLY

9:30 - 10:30 AM DIVERSE WORKPLACE

9:30 - 10:30 AM ABLEISM IN THE CLASSROOM

10:45 - 11:45 AM GRADUATE SCHOOL PANEL

THE JOURNEY OF WOMEN IN FINANCE - FROM

10:45 - 11:45 AM INCLUSION TO BELONGING

CRAFTING, CREATING, AND COLLAGING A

10:45 - 11:45 AM COMMUNITY

10:45 - 12:15 PM CHANGE THE WORLD ONE STITCH AT A TIME

11:45 - 12:45 PM THE HAIR MONOLOGUES

11:45 - 12:45 PM ALT TEXT AS POETRY WORKSHOP

11:45 - 12:45 PM WOMEN IN CHEMISTRY PANEL

FINDING BELONGINGNESS IN PROFESSIONAL

11:45 - 12:45 PM SETTINGS

WOMEN IN CLASSICAL MUSIC: A CONVERSATION

11:45 - 12:45 PM WITH COMPOSER JOCELYN HAGEN

EVENT SCHEDULE

AFTERNOON SESSIONS

1 - 2:15 PM DIVERSITY SUMMIT KEYNOTE

KEYNOTE MEET & GREET SESSION W/ BOOK

2:30 - 3 PM SIGNING

2:15 - 3 PM DIVERSITY SUMMIT EXPO

IN THIS MOMENT: SOCIAL DETERMINANTS,
HUMAN TRAFFICKING, AND HEALTH

3 - 4:15 PM IMPLICATIONS

WHAT HAPPENED TO THE RIGHTS OF ADULTS

3 - 4:15 PM WITH DEVELOPMENTAL DISABILITIES?

BEYOND THE IDEAL VICTIM: THE INTERSECTION

3 - 4:15 PM OF IDENTITY AND SEXUAL VIOLENCE

UNDERREPRESENTED STUDENT EXPERIENCES WITH

3 - 4:30 PM MICROAGGRESSIONS: STRATEGIES FOR CHANGE

3 - 6 PM BRAVE SPACE PILOT

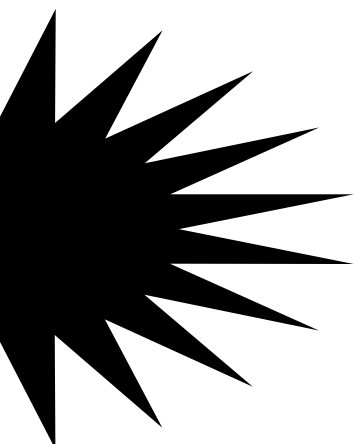
THE IMPORTANCE OF REPRESENTATION AND ROLE

4:30 - 5 PM MODELS IN BIOLOGY

4:30 - 5:45 PM JEWISH BY CHOICE

HARNESSING COURSE CONTENT TO COUNTER

5 - 5:45 PM STEREOTYPES OF WHO BELONGS IN SCIENCE



Children's literature is a powerful resource to reflect children's identities, help children learn about the diversity in the world around them, and support inclusion and belonging. It is also a potential source of bias and stereotypes. Therefore, it is crucial for anyone working with young children to learn how to analyze children's literature for potential bias and to develop a library of books that truly reflect diversity, inclusion, and belonging. In this session, we (professor and student) will share an assignment the Early Childhood/Childhood students participate in early in their major to learn how to analyze children's literature for anti-bias education. Participants in the session will learn how to analyze children's books and practice this by analyzing one or more books.

2 Strangers Who Meet 5 Times: The Impact of Bias (Bailey 102)

Our lives are shaped by bias. Each of us has been conditioned since birth to hold certain pre-conceived notions about those who are different from us, '2 Strangers Who Meet 5 Times' tells the story of how prejudice changes lives.

On The Same Page: Faculty, Staff, and Students Belong Together (Bailey 203)

The goal of this session is to create a space for academic departments to empower and assist each other regarding how to foster a welcoming and safe atmosphere within their department. The session will consist of two parts. To open the session, the Inclusivity, Diversity, Equity, and Accessibility (IDEA) Committee from the Department of Communication and the Bio-Diversity Committee from the Department of Biology will explain their models of student-faculty-run committees. In particular, they will discuss how these committees came about as well as the logistics of how they currently run and the challenges they encounter. Secondly, we will open the discussion to you (the participants) to speak about how intradepartmental relationships could benefit your academic department as well as why they are necessary and what these might look like in the context of your department. Some guiding questions of the discussion will be: What are the main needs for the students and instructors in your department in terms of IDEA? What does your department do (or can do) to celebrate and create a safe space for underrepresented groups? How can students contribute to creating a safe space for instructors in your department?

Fostering Belonging: Through Storytelling and Disability Awareness (Bailey 202 & VIRTUAL)

The focus of this session is highlighting the experiences of people with disabilities. It aims to connect individuals by storytelling/listening in order to create a sense of belonging. Through the practice of empathy and compassion, attendees will be able to learn and resonate with one another. The personal stories that will be shared will be expressed in different forms such as video format, written format, and oral format. Some storytellers will be anonymous. We will have a debriefing conversation after listening to stories in order to start and continue the conversation on the importance of the disabled community and the intersections of other social identities. This panel will be facilitated by members of the Inclusivity, Diversity, Equity, and Accessibility (I.D.E.A.) Committee in the Department of Communication. The session would aim to create and foster the inclusive space at SUNY Geneseo.

LGBTQ+ Life on Campus: From Inclusion to Belonging (Bailey 103)

This session will gather a group of individuals from different parts of campus life (students, staff, and faculty) to discuss and share ideas on how to foster a greater sense of belonging of the LGBTQ+ community both in the classroom and campus as a whole. Time will be designated for audience participation to engage in conversation about this topic.

The New Rules: Creating an Authentically Diverse Workplace (VIRTUAL)

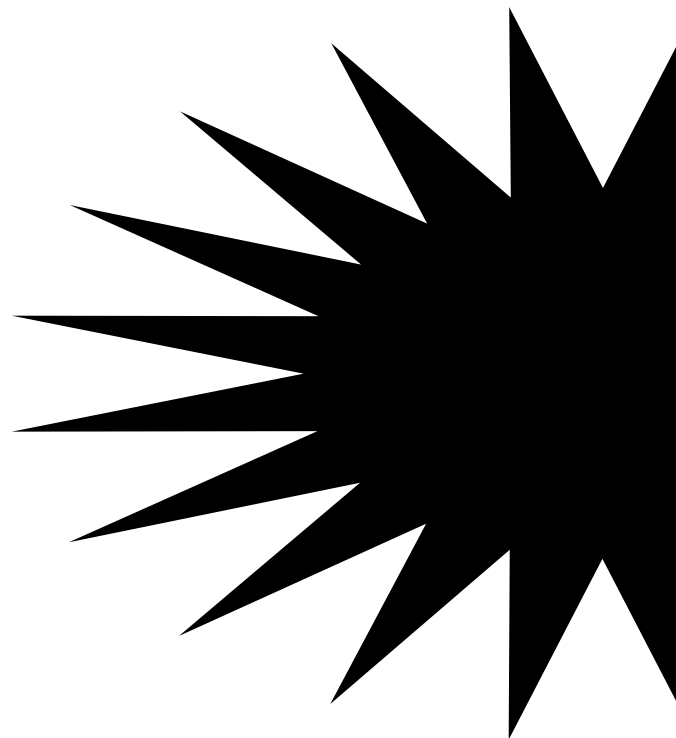
The IDEA committee of the library will present their findings from the book, Authentic Diversity: How to Change the Workplace for Good by Michelle Silverthorn. The book aims to help folks move beyond talking about DEI to taking actionable steps. In groups, we will explore how we can apply the new rules at our respective departments or offices at Geneseo. We encourage DEI groups on campus to attend this session as we are going to be talking about some of the key problems and solutions from the book, however, students are welcome to attend.

Ableism in the Classroom (Bailey 102)

An open dialogue and presentation on ableism in the classroom/on campus and how it effects students.

Graduate School Panel (VIRTUAL)

The focus of this session will be applying to and navigating the graduate school process. This process is difficult in general, and is especially so for students from minoritized groups, such as BIPOC students and transgender students. The goal of this session is to host a question and answer panel with approximately five Geneseo alumni who can address this topic and speak to their own experiences with graduate school. Alumni panelists will introduce themselves and talk about their overall graduate school experience, and we will have time for student questions for the panelists as well.



Crafting is one of the most comforting and much-loved activities. In the last twenty or so years we witnessed a revival of craft both on the political and consumer level. Nowadays, it is often used not only as a pastime but also for activist purposes. In this session/workshop four members of Geneseo faculty will discuss the meeting of activism and craft which result in successful, although at times also problematic art works. Lee Pierce (Communication) will discuss the dark side of yarn bombing (gentrification) and tensions between knitting as an individualized mode of self-improvement (like meditation) vs. knitting as a conduit for social progress and social justice. Jennifer Guzmán (Anthropology) will talk about the embroidery tradition of arpillera, which was originally developed by women in Chile to denounce human rights abuses. Today arpillera is a resource for raising awareness about contemporary problems such as climate change, privatization, and pollution. Alla Myzelev (Art History) will talk about Craftivism (Craft and Activism) in Eastern Europe. Using two examples from Belarus and Ukraine, Alla will explain how the use of craft helps to raise awareness of feminist ideas in the countries where patriarchy and misogyny remains part of the status quo. Alessandra Otero Ramos (Library) will talk about graffiti knitting or yarn bombing, one of the practices of craftivism that inspires discussion about political and social issues. Through the works of Victoria Villasana and Agata Oleksiak she will present examples of graffiti knitting installations that inspire discussion about female empowerment and environmental issues. After an initial 40 minutes of presentations and discussion we will offer a hands-on workshop which will introduce participants to the basics of crochet, knitting and embroidery. We will have some easy projects to work on but also welcome more experienced craftspeople. Bring your own project, show off your work, learn a new skill or just participate in the discussion. All are welcome to the inclusive space of craft making!

**The Journey of Women in Finance - From Inclusion to Belonging
(VIRTUAL)**

This session will feature a number of successful women in Finance both in person and virtually. They will discuss their career path, what they did to be successful, how they addressed obstacles and what advice they would give to students. Students will be asking questions and I will be the moderator.

**Crafting, Creating, and Collaging a Community
(Bailey 203)**

In this session, Iris Magazine will provide for participants to paint, draw on, write on, collage, and generally cultivate while listening to a community conversation about the importance of safe creative spaces within a community. This session will integrate creativity and conversation to allow for a moving and influential experience for all participants.

**The Hair Monologues
(VIRTUAL)**

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.

**Alt Text As Poetry Workshop
(Bailey 102)**

Alt-text is an essential part of web accessibility. It is a system of text descriptions built into websites, which makes visual content accessible to people who are blind, low vision, or have certain cognitive disabilities. Alt-text has existed since the 1990s, but it is often overlooked altogether or included only as an afterthought. Alt-text contains tremendous expressive potential, however. This workshop asks participants to imagine alt-text as a type of poetry, and provides exercises to practice writing it. We'll also provide practical guidance for how to quickly add alt-text on social media and other digital images.

**Women in Chemistry Panel
(Bailey 103)**

A panel of 6 women will describe how they gained a sense of belonging in chemistry and highlight what challenges they've had to overcome to achieve this feeling. Audience members are encouraged to ask questions and if they'd like, share their own journey.

**Finding Belongingness in Professional Settings
(Bailey 203)**

How do our identities impact our interactions and behaviors in a professional setting? We will discuss imposter syndrome which involves feelings of self-fraud and self-doubt. In professional settings, many students/employees from marginalized backgrounds feel out of place due to their identities. We will discuss what belonging looks like for faculty staff and students in leadership positions. Belonging looks different for everyone and different spaces provide that sense of acceptance and empowerment to be our authentic selves. In order to create inclusion within students the example needs to be established between faculty staff and work on the dynamics between faculty and students. After discussing the results of a survey we conducted during December and January, we will discuss in small groups some guided questions on how we can create spaces of belonging, inclusion, and acceptance.

**Women in Classical Music: A Conversation with Composer
Jocelyn Hagen
(Doty Recital Hall)**

Jocelyn Hagen is a pioneer in the field of music composition, pushing the expectations of musicians and audiences with large-scale multimedia works, electro-acoustic music, dance, opera, and publishing. Her first forays into composition were via songwriting, still very evident in her work. The majority of her compositions are for the voice: solo, chamber and choral. In honor of SUNY Geneseo's 150th Anniversary, the Geneseo Chamber Singers, through the support of the Department of Music & Musical Theatre and the Office of the Provost, have commissioned a new piece by Hagen. This piece, "Say It Out Loud" (SATB div. a cappella choir and body percussion), will have its world premiere at the Geneseo Chamber Singers concert on Sunday, March 6 at 3pm. In her presentation today, Hagen will talk about her experiences as a composer in the twenty-first century United States, where women are still hugely underrepresented in the field of classical music composition. There will be ample time for Q and A with the audience.

MEET THE KEYNOTE KEITH BOYKIN



Keith Boykin is a CNN political commentator, New York Times best-selling author, and a former White House aide to President Bill Clinton. A graduate of Dartmouth College and Harvard Law School, Keith has taught at the Institute for Research in African-American Studies at Columbia University in New York and at American University in Washington, D.C. His new book is, *Race Against Time: The Politics of a Darkening America*.

Instagram & Twitter: @keithboykin

AFTERNOON SESSIONS

Diversity Summit Keynote
(College Union Ballroom & VIRTUAL)

Keynote Meet & Greet Session w/ Book Signing
(Kinetic Gallery)

Diversity Summit Expo
(College Union Ballroom)

In this Moment: Social Determinants, Human Trafficking, and Health Implications (VIRTUAL)

The president of the Rochester Regional Coalition Against Human Trafficking, highlights the social issues that increase individuals' vulnerability to being trafficked. This talk will also discuss the health implications that victims of trafficking face, intersectionality of social determinants, human trafficking, and health consequences, and race as an indicator for human trafficking.

What Happened to the Rights of Adults with Developmental Disabilities? (Bailey 103)

The Willowbrook Decree of 1975 saw the deinstitutionalization of both children and adults with significant developmental disabilities in the state of New York. This movement led toward inclusion of these community members into homes and state operated residences into all the counties of the state. This session will trace the complicated intersection of societal norms, funding, and politics with one of our most vulnerable populations that have only had comprehensive federally protected civil rights since the passing of the American with Disabilities Act of 1990.

Beyond the Ideal Victim: The Intersection of Identity and Sexual Violence (Bailey 202)

What do you think of when you think of a victim of sexual violence? In this session, we hope to break the myth of the "ideal victim" and draw attention to the ways in which social identity intersects with sexual violence to impact the experiences of survivors. Attendants will learn about the ways in which LGBTQ+, BIPOC, and disabled communities are affected by sexual violence and participate in both large and small group discussions about the topic. Attendants will also be informed of resources available for victims of sexual violence.

Underrepresented Student Experiences with Microaggressions: Strategies for Change (Bailey 102)

This session is designed to engage the college community in a meaningful dialogue regarding students' experiences with microaggressions, with a focus on developing strategies for change. First, we will provide background information regarding microaggressions, including what the research says about the impact of microaggressions on targets. Next, we will try to capture students' experiences with microaggressions on our campus by presenting themes and quotes from our interview study based on in-depth interviews conducted with 40 underrepresented students, followed by a discussion of the implications of this research for addressing issues related to microaggressions on our campus. Lastly, session participants will collaborate in small groups to develop both personal and group/department-level strategies for reducing the prevalence of microaggressions on our campus.

Brave Space Pilot (Bailey 203)

A standardized voluntary training program for members of the SUNY Geneseo campus around issues of race, BIPOC identity, whiteness, inclusion, anti-discrimination, and anti-racism. Designed as a foundations course to supplement/complement/prerequisite advanced custom workshops from DICE. A generalized complement to DICE specificity. Some overlap with the Safe Zone program to create consistency but mostly unique in content and methods. Focus is on competency, inclusivity, and equity rather than "sensitivity" and similar pejorative labels. Includes trauma-informed and transformative/joyful perspectives (i.e. being BIPOC isn't all sad). Maximize interaction and activities. Evolving curriculum in conversation with DICE. Centering intersectionality with BIPOC/LGBTQ (without comparison), dis/ability,

The Importance of Representation and Role Models in Biology (Bailey 103)

Historically marginalized groups such as BIPOC, people with disabilities, and members of the LGBTQ community have been underrepresented in STEM. Students who identify as members of these historically marginalized groups do not have role models, and this can negatively affect their STEM education. During this session, we will talk about underrepresentation in STEM and how it affects students today. We will showcase biologists from both the past and present who are members of these historically marginalized groups, and talk about the impact they have had on biology. We will also provide resources for finding diverse scientists and increasing representation within STEM.

Jewish by Choice (Bailey 102 & VIRTUAL)

Join Hillel as we talk to panelists who have made the decision to convert to Judaism. Together, we will learn about the process of converting to Judaism, the reasons behind their decision, and how they are viewed within the Jewish community.

Harnessing Course Content to Counter Stereotypes of Who Belongs in Science (Bailey 103)

The lack of diverse representation of identities in science can impact not only how students view their potential to become scientists but also who belongs in the science community. In our session, we will share how we leveraged activities throughout the semester in biology classes to promote data literacy while highlighting the scientific contributions of scientists from historically excluded groups. We will demonstrate how this approach allows us to simultaneously accomplish content/skills objectives of our courses while also achieving social justice goals. We will present the responses of students to these activities in introductory biology and intermediate ecology courses, which included how these activities changed their views about the people who do science. We will provide examples of how such activities can be structured as well as some resources for finding scientists to highlight across all STEM fields. Finally, we will guide participants in imagining how they could adapt this approach to their own efforts of entwining social justice with learning in their disciplines.