

# BUILDING BRIDGES TO A BETTER FUTURE:

UNIVERSITY OF WISCONSIN - MADISON  
**DIVERSITY FORUM 2019**

OPPORTUNITIES  
THROUGH ACCESS  
& EXPOSURE

TUESDAY  
**11/5**

WEDNESDAY  
**11/6**



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

[diversity.wisc.edu](http://diversity.wisc.edu)

UNIVERSITY OF WISCONSIN - MADISON

# DIVERSITY FORUM 2019

## DAY ONE AGENDA TUESDAY, NOVEMBER 5

# BUILDING BRIDGES TO A BETTER FUTURE:

OPPORTUNITIES THROUGH ACCESS & EXPOSURE

**8:00 – 8:30A**

**Breakfast**

**8:30 – 8:50A**

**Welcome Message**

**8:50 – 9:00A**

**Native Nations Tribute**

**9:00 – 10:15A**

Keynote Address

**A 20/20 Vision for America:  
Building Bridges, Not Walls**

**10:15 – 10:40A**

**Book Signing**

Varsity Hall Lounge

**10:45 – 11:50A**

**Panel Discussion**

Should I Say Something?  
Exploring the Barriers  
Around Responding to  
Incidents and Bias

**12:00 – 1:00P**

**Lunch & Announcements**

2019 Outstanding  
Women of Color,  
UW System P.B.  
Poorman Award,  
Special showing of  
*Why I Love UW*

**1:15 – 2:15P**

**Breakout Sessions**

A. Building Equity & Inclusion  
in Public Schools  
Varsity Hall  
B. Difficult Conversations:  
Navigating Social Identity  
and Positionality  
Marquee Theater

**2:15 – 2:30P**

**Break with Refreshments**

**2:30 – 3:45P**

**Town Hall Discussion**

The Discomfort of Public  
Discourse: Confronting the  
Legacies of White Supremacy  
Varsity Hall

**3:45 – 4:00P**

**Closing Remarks**

## BREAKFAST

Varsity Hall, 8:00 to 8:30 a.m.

## WELCOME MESSAGE

Varsity Hall, 8:30 to 8:50 a.m.



### **Rebecca Blank, Chancellor**

Blank became chancellor of Wisconsin's flagship university in 2013, bringing with her a deep commitment to educational excellence and innovation. She is an internationally respected economist who has spent time in Washington, D.C. working in three different administrations. Her commitment to expanding and improving educational opportunities inside and outside the classroom to better prepare students to succeed in a rapidly changing economy has been a hallmark of her tenure at UW.



### **Patrick J. Sims, Deputy Vice Chancellor for Diversity and Inclusion**

Sims has served as UW-Madison's Chief Diversity Officer since 2013, and was named Deputy Vice Chancellor for Diversity and Inclusion and Elzie Higginbottom Vice Provost in 2018. Sims has oversight responsibility for institution-wide diversity, equity and inclusion efforts and leads the Division of Diversity, Equity & Educational Achievement, which oversees the university's major diversity scholarship and service programs as well as several campus services. A first-generation college graduate, Sims understands the realities faced by students who inhabit multiple identities, particularly when issues of race, gender, class, culture and sexual identity collide.

## NATIVE NATIONS TRIBUTE

Varsity Hall, 8:50 to 9:00 a.m.

Omar Poler, Coordinator, American Indian Curriculum Services, School of Education

## KEYNOTE ADDRESS

### **A 20/20 VISION FOR AMERICA: BUILDING BRIDGES, NOT WALLS**

Varsity Hall, 9:00 to 10:15 a.m.

To be followed by Q&A and book signing until 10:45a.m.



### **John Quiñones, ABC News Correspondent, bestselling book author, host of "What Would You Do?"**

Quiñones was born in San Antonio, Texas. Although a fifth-generation San Antonian, Quiñones did not learn English until he started school at age 6. Growing up in a tough Spanish-speaking neighborhood, it was during high school that Quiñones resolved to overcome Hispanic stereotyping and pursue a career in journalism. An Upward Bound program at St. Mary's University in San Antonio helped him to conquer college-level work and earn his bachelor's degree in speech communications in 1974. In 1979, he earned a master's degree from the Columbia University School of Journalism.

Quiñones is the creator and host of "What Would You Do?," one of the highest-rated newsmagazine franchises of recent years. During his 35-year tenure at ABC News, he has reported extensively for all programs and platforms and served as anchor of "Primetime." Throughout his career, Quiñones' award-winning reporting has included national news along with poignant documentaries focusing on the plight of undocumented immigrants, the wave of Latinx talent sweeping the nation and the national impact of the recent Latinx population explosion. Quiñones says evaluating and asking yourself "What Would You Do?" is key. Silence is complicity.

## PANEL DISCUSSION

### SHOULD I SAY SOMETHING? EXPLORING THE BARRIERS AROUND RESPONDING TO INCIDENTS AND BIAS

Varsity Hall, 10:45 to 11:50 a.m.

Our unconscious minds are constantly monitoring our surroundings as we move through the world, regulating our social responses to the situations and people around us. How we react can depend on many factors – our sense of self, our role and authority, and whether we feel safe getting involved. Can we control the impulse to speak or act based on our ethics regardless of perceived personal or social risk? What would you do in certain situations based on your values, who may see and what they may think?



**Pia Kinney James**  
**Retired Police Officer, Madison Police Department**

Kinney James was hired as the city of Madison's first female African-American police officer in 1975. She held a wide variety of roles in her 29 years in the department, from patrol officer to special operations, and retired as a forensic crime scene investigator in 2004. For most of her life she has volunteered and served as a mentor, working toward justice and fairness for all and changing the climate of policing, with an emphasis on improving the lives of women and children in the community. She has been a board member for many community organizations, including Operation Fresh Start, Project RESPECT and the Madison Community Policing Foundation. She was a charter member and has served as co-chair of membership for the Wisconsin Association of Women Police, and is one of the leaders of the "Stoney the Road: Celebrating the History of Early African American Settlers of Madison" history project, which documented the stories of Madison's black community from 1900 to 1950.



**Gabriel "Gabe" Javier**  
**Interim Associate Vice Chancellor for Identity and Inclusion, Student Affairs**

Javier is originally from Missouri and is the son of Filipino immigrants. His early exposure to social justice and equity came from attending Catholic Jesuit schools in St. Louis and Kansas City. Later, he attended the University of Michigan-Ann Arbor, where he earned a graduate degree in higher education administration and worked alongside peer educators at the university's Sexual Assault Prevention and Awareness Center. He arrived in Madison in 2011, first serving as assistant dean/director of the Gender and Sexuality Campus Center and later the Multicultural Student Center. Javier currently serves as interim associate vice chancellor for Students Affairs – Identity and Inclusion, where he supports the Gender and Sexuality Campus Center, International Student Services, McBurney Disability Resource Center, the Multicultural Student Center and the Veteran Services and Military Assistance Center.



**Cledea Wang**  
**Assistant Director of Residence Life for Inclusion, University Housing**

Wang is a second-generation Asian American of Chinese, Taiwanese and Korean descent, born and raised in Fort Worth, Texas. She earned her bachelor's degree in communication studies from Texas Christian University in 2008 and her master's degree in student affairs administration from Michigan State University in 2010. She has more than nine years of experience in higher education, working previously at the University of Illinois at Urbana-Champaign. Currently she is an assistant director for inclusion in University Housing Residence Life, where she oversees the Center for Cultural Enrichment and works with campus partners to help build inclusive residential communities. She is committed to creating and fostering inclusive communities through her work in higher education but also in the greater community. She currently serves on the board of advisors for the Midwest Asian American Students Union and volunteers at the Ronald McDonald House of Madison.

## LUNCH & ANNOUNCEMENTS

Varsity Hall, 12:00 to 1:15 p.m.

A special showing of Why I Love UW featuring the Rev. Alex Gee ('85), and announcement of the 2019 honorees of the UW–Madison Outstanding Women of Color Awards and the UW System P.B. Poorman Award.

## BREAKOUT SESSIONS

1:15 to 2:15 p.m.

### OPTION A

## BUILDING EQUITY AND INCLUSION IN PUBLIC SCHOOLS VARSITY HALL

Can we erase inequity in our schools? Neighborhood socioeconomic segregation, inequitable treatment, exclusion, disparities in expectations and assessment, differential punishment and white privilege comprise the larger problems fueling the achievement gap and cultural conflict. As an instrument of social training as well as education, how can we train educators to ensure cultural competence and instruction based on best-practices for inclusion? Can we bring the excitement of learning, the confidence of equity, sincere inclusion and the joy of achievement back to marginalized students?



**John B. Diamond**

### **Kellner Family Distinguished Chair in Urban Education, School of Education**

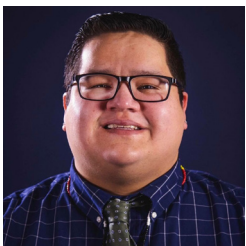
Diamond is the Kellner Family Distinguished Chair in Urban Education in the Department of Educational Leadership and Policy Analysis and a faculty affiliate in the departments of Afro-American Studies and Educational Policy Studies. A sociologist of race and education, he studies the relationship between social inequality and educational opportunity by examining how educational leadership, policies and practices shape students' educational opportunities and outcomes. He is the faculty lead for the Forward Madison Initiative, a National Planning Team Member for the Urban Research Action Network, a senior research specialist with the Consortium for Policy Research in Education and a steering committee member for the Madison Education Partnership. He has published two books — a co-edited volume "Distributed Leadership in Practice" and a co-authored book "Despite the Best Intentions: How Racial Inequality Thrives in Good Schools."



**Nichelle Nichols**

### **Executive Director, Office of Equity, Partnerships and Engagement, Madison Metropolitan School District**

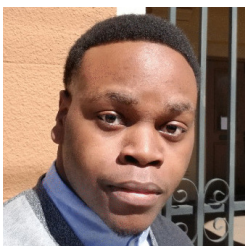
Nichols has been with the Madison School District since 2015 and has helped to develop and manage the district's strategies around family engagement, community schools, strategic partnerships, elevating youth voice and uplifting Black excellence. Her career has spanned more than 20 years in the nonprofit and public sectors, including serving as the chief academic officer at the Boys and Girls Club of Dane County, vice president of education at the Urban League of Greater Madison, volunteer manager at Big Brothers Big Sisters and development director at Community Action Coalition. Nichols is pursuing a doctorate in educational leadership at Edgewood College, has a master's degree in business management from Cardinal Stritch University and a bachelor's degree in family and consumer journalism from UW-Madison. She is president of the Kappa Psi Omega chapter of Alpha Kappa Alpha Sorority and was recently honored as a YWCA Women of Distinction for her leadership.



**David O'Connor**

### **American Indian Studies Consultant, Wisconsin Department of Public Instruction**

O'Connor is originally from and is a member of the Bad River Band of Lake Superior Chippewa (Ojibwe) in northern Wisconsin. In 2012 he was named the American Indian studies consultant at the Wisconsin Department of Public Instruction (DPI). He is also the grant director for the Network for Native American Student Achievement and the Culturally Responsive Early Childhood Tribal Project with Disproportionality Technical Assistance Network. In his role at DPI, O'Connor supports school districts' efforts to provide instruction on the history, culture and tribal sovereignty of Wisconsin's American Indian nations and tribal communities, often referenced as Wisconsin Act 31, and the education of Native American students. He provides trainings and presents at conferences and workshops throughout the state of Wisconsin on American Indian education and studies, as well as general consultation on issues related the education of American Indian students. He also serves as liaison to American Indian nations and tribal communities of Wisconsin, tribal education departments, the Wisconsin Indian Education Association, the Great Lakes Inter-Tribal Council and the Special Committee on State-Tribal Relations.



**Dominique "Dom" Ricks**

### **Principal of Kromrey Middle School, Middleton-Cross Plains Area School District**

Ricks is an accomplished educator and spoken word artist who recently became one of the first and youngest African American school principals in Dane County history. Ricks grew up in Baton Rouge, Louisiana, where he came to recognize the failure of the systems surrounding him to make clear generational change to combat socioeconomic and educational inequities. A talented poet and activist, he earned a place at UW-Madison in the fourth cohort of the prestigious First Wave Hip Hop and Urban Arts Learning Community, where as a senior he created a popular TEDxLSU video, "The Push to Mediocrity." After graduating in 2014, he quickly achieved acclaim as an outstanding teacher in Baton Rouge, receiving the teacher of the year award in his second year. He recently returned to the Madison area to teach and earn his master's degree, and in 2019 he became the principal of Kromrey Middle School in the Middleton-Cross Plains Area School District.

## BREAKOUT SESSIONS

1:15 to 2:15 p.m.

### OPTION B

#### DIFFICULT CONVERSATIONS: NAVIGATING SOCIAL IDENTITY AND POSITIONALITY MARQUEE THEATER

During this breakout session, participants will have the opportunity to learn about the process of being mindful of social identities and power as they navigate “difficult conversations.” There will be time to work through real life scenarios throughout the session.



#### Aaminah Long

##### Coordinator of Inclusion Education, Center for the First Year Experience

Long is the coordinator of inclusion education at the Center for the First Year Experience. Among her responsibilities is overseeing Our Wisconsin, UW–Madison’s campus-wide orientation workshop exploring dimensions of inclusion, social identity and beyond. Before coming to Wisconsin, Long worked with TRiO initiatives to promote access for low-income, first-generation students of color in Chicago. She earned her bachelor’s degree in psychology from the University of Illinois at Urbana-Champaign and master’s degree in higher education administration from the University of Pennsylvania Graduate School of Education. Her interests include in critical race theory, organizational psychology and educational policy.



Our Wisconsin is an inclusion program that was developed to build community among our diverse campus. Our Wisconsin’s aim is to improve the University of Wisconsin-Madison’s campus climate, as it is one of our core beliefs that every student at UW-Madison, regardless of their background or how they may identify, should feel safe, valued, supported, and welcomed.

### BREAK

2:15 to 2:30 p.m.

## TOWN HALL

### THE DISCOMFORT OF PUBLIC DISCOURSE: CONFRONTING THE LEGACIES OF WHITE SUPREMACY.

Varsity Hall, 2:30 to 3:45 p.m.

Is it possible to have a civil discussion about race in these times? Progressive attitudes built on politically correct language, white fragility and revisionist history are undermining needed discussions. The resulting conversations on race are leaving unspoken perceptions of white supremacy and fueling a resurgence of racist behavior. How can our historical narrative be revised and discussed without glossing over colonialism, slavery, white supremacy and the inequities that still impact contemporary America? And can civility and mutual respect be the rule of discourse and built into policies, management practices and everyday conversation?

Co-moderated by Annette Miller, founder and chief executive officer of EQT By Design, and Patrick J. Sims, UW–Madison deputy vice chancellor for diversity and inclusion.



#### **Katherine "Kathy" Cramer**

##### **Professor of Political Science and the Natalie C. Holton Chair of Letters & Science**

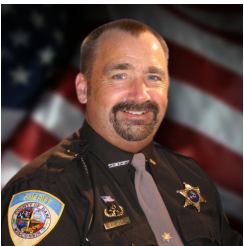
Cramer is the Natalie C. Holton Chair of Letters and Science and a professor in the Department of Political Science at UW–Madison, where she has worked since 2000. She is known for her innovative approach to the study of public opinion, in which she uses methods like inviting herself into the conversations of groups of people to listen to the way they understand public affairs. She is the author of three books including "The Politics of Resentment: Rural Consciousness and the Rise of Scott Walker" and "Talking about Race: Community Dialogues and the Politics of Difference." She is a member of the Wisconsin Academy of Sciences, Arts and Letters and the American Academy of Arts and Sciences.



#### **Kacie Lucchini Butcher**

##### **Director of the UW–Madison Public History Project**

Lucchini Butcher is an award-winning public historian and museum curator. Her work is dedicated to building empathy, helping communities write their history and advancing social justice and equity. Her projects focus on the ways history is connected to the present in an effort to explore and question systems of inequity and oppression. Prior to coming to UW–Madison, she co-curated "Owning Up: Racism and Housing in Minneapolis," which explored the history of racist housing policy and its lasting effects on the city. The exhibit was recognized by the National Council for Public History and the American Association for State and Local History. She was also awarded the Josie R. Johnson Human Rights and Social Justice Award from the University of Minnesota's Office



#### **David Mahoney,**

##### **Dane County Sheriff**

Mahoney is the 52nd sheriff of Dane County and is currently serving his fourth four-year term. He is a career law enforcement officer now in his 40th year of service. As sheriff he oversees an agency of 600 employees, 465 of which are sworn law enforcement officers working in four divisions. In addition to serving as sheriff, he serves on the executive committees for the National Sheriffs' Association and the Major County Sheriffs of America. In recent years Mahoney has made the news for public stances in support of marginalized communities in Dane County, including investigating white supremacist propaganda, refusing to cooperate with federal immigration investigations and raids, urging the state to allow immigrants to acquire driver's licenses, decriminalizing small-time marijuana possession and working to eliminate or reduce jail time for low-level offenses.

## CLOSING REMARKS

Varsity Hall, 3:45 to 4:00 p.m.

UNIVERSITY OF WISCONSIN - MADISON

# DIVERSITY FORUM 2019

## DAY TWO AGENDA WEDNESDAY, NOVEMBER 6

# BUILDING BRIDGES TO A BETTER FUTURE:

OPPORTUNITIES THROUGH ACCESS & EXPOSURE

**8:00 – 9:00A**

### **Breakfast**

Varsity Hall

**9:00 – 10:15A**

### **Breakout Session 1**

A. Reclaiming First Nations' Truth Varsity Hall 3

B. Intro to LGBTQ+ Identities & Inclusive Practices Northwoods Room

C. Supporting the Wellness and Mental Health of Graduate Students Industry Room

**10:15 – 10:30A**

Break

**10:30 – 11:45A**

### **Breakout Session 2**

A. A Stronger Madison for All: Racial Disparities in Madison and Wisconsin and the Divergent Realities They Have Created Marquee Theater

B. Is Age Just a Number? Combatting Generational Stereotypes Industry Room

C. Mass Shootings and Social Media Discourses Varsity Hall 3

**11:45A – 12:45P**

### **Lunch & Update**

Varsity Hall

**1:00 – 2:15P**

### **Breakout Session 3**

A. Creating an Inclusive Environment for Non-Apparent Disabilities Industry Room

B. Yo Soy Un Pueblo Unido: Investing in Latinx Talent Fifth Quarter Room

C. Deconstructing Social Justice Myths Northwoods Room

**2:15 – 2:30P**

### **Break with Refreshments**

Varsity Hall

**2:30 – 3:30P**

### **What Will You Do?**

Equity in Action Workshop Varsity Hall

**3:30 – 3:45P**

### **Conclusion**

Varsity Hall



## BREAKFAST

Varsity Hall, 8:00 to 9:00 a.m.

## BREAKOUT SESSION 1

9:00 to 10:15 a.m.

### OPTION A

#### Reclaiming First Nations' Truth

##### Varsity Hall 3

The territory that would become Wisconsin was inhabited long before written history. We explore the work being done, on campus and elsewhere, to rediscover the history of First Nations and their continuing sovereignty as nations and cultures. They are not gone. We have just begun to supplement the record with the full narrative lost during colonization, acknowledge the historic trauma and impact on contemporary Native families and embrace efforts to build a bridge of respect and healing between cultures.



**Jessie Conaway,**  
**Faculty Associate for Native Nations Partnerships at the Nelson Institute for Environmental Studies,**  
**Co-Chair of the Native Nations\_UW Working Group**

Conaway serves as faculty associate for Native Nations Partnerships in the Nelson Institute for Environmental Studies and outreach specialist for the Earth Partnership Indigenous Arts and Sciences program, both at UW–Madison. She holds a master's degree in experiential education from Minnesota State University and a doctorate in environment and resources from the Nelson Institute. Conaway is an outdoor educator and incorporates her role as an American Canoe Association kayak instructor trainer into engagement and research. She serves as co-chair for the Native Nations\_UW Initiative, a statewide effort with the 12 sovereign tribes in Wisconsin. For Earth Partnership, Conaway is co-researcher for the National Science Foundation-funded project "Connecting STEM to Native Science."



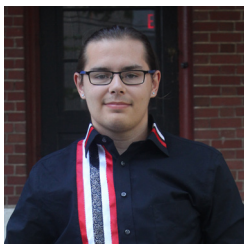
**Brian D. McInnes**  
**Associate Professor of Civil Society and Community Studies, School of Human Ecology**

McInnes is a professional educator dedicated to diversity education and organizational leadership. A member of the Wasauksing First Nation, he has a deep interest in the preservation of indigenous cultures and languages and is an accomplished speaker, presenter and writer in the English and Ojibwe languages. His latest book, "Sounding Thunder: The Stories of Francis Pegahmagabow," is the winner of numerous awards in the United States and Canada.



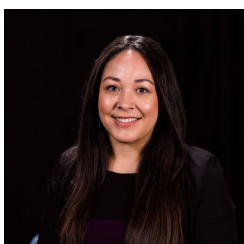
**Omar Poler**  
**Coordinator, American Indian Curriculum Services, School of Education**

Poler is an enrolled member of the Sokaogon Chippewa community and serves as American Indian Curriculum Services Coordinator in the School of Education. In that position, he supports learning about First Nations cultures, languages, histories and sovereignty; leads UW–Madison First Nation Cultural Landscape Tours; and is involved with campus and community signage projects, including UW's campus-wide "Our Shared Future" effort. Previously, he served as an outreach specialist at the Information School, where worked closely with tribal librarians, archivists and museum curators in Wisconsin, Michigan and Minnesota.



**Michael Williams**  
**Co-President of Fiscal Relations, Wunk Sheek**

Williams is a UW–Madison student from the Oneida Nation raised on the Oneida Reservation in Wisconsin. He is studying psychology, legal studies and American Indian studies, and is co-president of fiscal relations for Wunk Sheek, a student organization that has served students of indigenous identity on campus for more than 50 years. An instructor with the Information Technology Academy and a singer with MadTown Singers, he plans to study law before returning to help his community on the Oneida Reservation.



**Danielle Yancey**  
**Director, Native American Center for Health Professions, School of Medicine and Public Health**

Yancey has more than 15 years of public service focusing on social justice, education access and equity. She currently serves as director for the Native American Center for Health Professions in the School of Medicine and Public Health. Previously she served as a career pathways coordinator at UW Health, helping enhance healthcare workforce development, and was tribal liaison for the Wisconsin Department of Transportation, working closely with tribal communities on workforce development and capacity building initiatives. She is from the Menominee Indian reservation, and received her bachelor's degrees in women's studies and social welfare from UW–Madison, and her master's degree in urban and regional planning from Edgewood College.

## OPTION B

### Intro to LGBTQ+ Identities & Inclusive Practices

#### Northwoods

This session will introduce participants to fundamental terminology and concepts around LGBTQ+ identities. Come and learn best practices around creating an inclusive environment including “What does it mean to practice solidarity?” and “How do I use pronouns?”



**Tiffany Lee**

**Crossroads Coordinator, Gender and Sexuality Campus Center**

Lee is a Black queer femme from New York City. She has master’s degrees in gender and women’s studies and Afro-American studies from UW–Madison. Her scholarship and activism are centered on queer folk of color. She enjoys (good) spoken word, clever internet memes, and challenging oppressive structures – small and large.



**Jelani Riveria**

**Program Coordinator, Gender and Sexuality Campus Center**

Riveria is a Puerto Rican man from the Bronx, New York. He graduated from UW–Madison with a bachelor’s degree in rehabilitation psychology. Throughout his time at UW, he has been dedicated to centering the experiences of and advocating for students of color and LGBTQ+ identified students, both individually and at the dynamic intersections therein.

## OPTION C

### Supporting the Wellness and Mental Health of Graduate Students

#### Industry Room

Graduate and professional students face a myriad of pressures in addition to the rigors of advanced academics. From research and teaching to personal and family responsibilities, this uniquely challenging journey can require support, a helping hand and understanding. A panel will discuss personal strategies for graduate students as well as ways faculty and staff can support graduate and professional students through campus resources and cultural changes.



**Ellen Marks**

**Associate Psychologist, University Health Services**

Marks is an East Coast transplant who completed her predoctoral internship at University Health Services. As an associate psychologist, she works with students in individual, group and behavioral health settings. Her professional interests include the meaning in life, multicultural issues, relationships, identity development, social justice, women’s issues, trauma, resilience and holistic health.



**Lori Reesor**

**Vice Chancellor for Student Affairs**

As UW–Madison’s vice chancellor for student affairs, Reesor oversees student services that address health and wellbeing, identity and inclusion, advocacy, leadership and community engagement. These include programs that support underrepresented students, as well as the Wisconsin Union, University Health Services, Recreation and Wellbeing, and units led by the dean of students. Reesor has 30 years of experience in student affairs at large public institutions, including her most recent role as vice provost for student affairs at Indiana University. She grew up in Waukesha, Wisconsin, was a first-generation college student, and is the proud parent of two teenagers.



**Britney N. Washington**

**Graduate Research Associate in Biomedical Engineering, College of Engineering**

Washington earned her bachelor’s degree in chemical engineering from the University of Arkansas in Fayetteville and her master’s degree in biomedical engineering from UW–Madison. As a biotechnology trainee with the National Institute of General Medical Sciences she helps to merge the transfer of technologies between academia and industry. Washington studies the downstream effects of cryopreservation on stem cell-derived gene therapies and plans to graduate with her doctoral degree 2021. Having conducted cancer research at MIT and environmental research internationally in Dangriga, Belize, she has vast experience overcoming obstacles related to mental health, unconscious biases and imposter syndrome.



**Timothy Yip**  
**Doctoral Student, Mead Witter School of Music**

Yip is a doctoral student at UW–Madison researching violin performance and pedagogy. He is also the teaching assistant for Music 211, the history of music before the year 1750. He works as the internship program manager for the Division of Diversity, Equity & Educational Achievement, supporting student employees in the division. What excites him most is teaching and coaching young people.



**Britt Marie Zeidler**  
**Founder and Co-Director, Graduate and Professional Students with Disabilities Initiative**

Zeidler is a doctoral student studying curriculum and instruction at UW–Madison and has about 20 years of teaching experience in higher education settings. She is the founder and co-director of the Graduate and Professional Students with Disabilities Initiative, a student-led group that offers a confidential environment to support students in their academic and professional lives. A Canadian by birth, Ziedler grew up abroad in countries like France, Brazil, India, Gabon and the United Arab Emirates.

## **BREAK**

10:15 to 10:30 a.m.

## **BREAKOUT SESSION 2**

10:30 to 11:45 a.m.

### **OPTION A**

#### **A Stronger Madison for All: Racial Disparities in Madison and Wisconsin and the Divergent Realities They Have Created** **Marquee Theater**

The city of Madison is at a major cultural crossroads. Many say that we have developed into a tale of two cities. Our racial disparities between blacks and whites are among the worst in this country. The detrimental impact of this reality has been harmful to our economy, our morale and our university. This presentation will discuss how the Justified Anger initiative within the Nehemiah Center for Urban Leadership Development is addressing racial disparities in Madison by creating a movement that coordinates leadership, vision, policy and strategy to identify the gaps in services and areas of need so as to implement a long-term strategy to improve the lives of African Americans in Madison and Dane County by eradicating racial disparities. The end result is a stronger, healthier and more inclusive Madison, which benefits all.



**Alexander Gee Jr.**  
**President and Founder, Nehemiah Center for Urban Leadership Development**

Gee is a pastor, writer, community activist, life coach, international lecturer, relief worker and social entrepreneur. He founded the nonprofit Nehemia Center in 1992 to help inspire, develop and mobilize emerging African American leaders to become partners in transforming the community. He is also the lead pastor of Fountain of Life Covenant Church, a multiracial, multi-generational and multi-class congregation in Madison. Most recently he has nudged his local community to rethink racial disparities in Madison by launching the Justified Anger initiative, which was recently awarded a major grant from the School of Medicine & Public Health to continue its work in addressing health disparities among African Americans in Wisconsin. The author of two books and a local radio host, his relief work and motivational lectures have taken him to Cambodia, Korea and South Africa.

## OPTION B

### Is Age Just a Number? Combatting Generational Stereotypes Industry Room

From Baby Boomers to Gen Z, our society and most cultures have perspectives on age along with privileges, penalties and stereotypes connected to those beliefs. In reality, there are countless variances in human experience that don't align with biological age. So what does age say about a person's skills, passion, wisdom and performance? Is it okay to presume someone is too old or too young to measure up? How can we tell if the assessment is fair and learn to be objective in order to create a truly inclusive work environment for people of all generations?



**Sherry Boeger**

**Director and Consultant, Employee Assistance Office**

Boeger came to UW–Madison in January 2009. She holds a master's degree in community counseling from UW–Oshkosh and is a licensed clinical social worker. Before entering the employee assistance field, Boeger worked as a psychotherapist in the nonprofit sector, providing individual, family and group counseling. Since 1998, she has worked in the employee assistance field, providing counseling and consultation to employees and supervisors. Her experience includes training and team facilitation. Her focus has been to assist employees, supervisors and organizations in finding ways to be healthy and productive in interpersonal relationships.



**Luis Piñero**

**Senior Special Assistant for Workforce Equity, Diversity Education and Outreach,  
Division of Diversity, Equity & Educational Achievement**

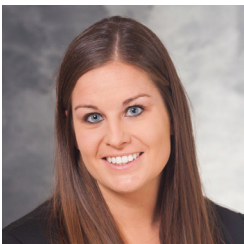
Piñero coordinates and manages campus-wide strategic planning and consulting on matters related to workforce equity and diversity. He began his career with UW–Madison in the Office of Affirmative Action and Compliance in 1982, and was appointed assistant vice chancellor for workforce equity and diversity in 2000. He served as the campus Title IX coordinator from 2004 through 2015 and continues to serve as deputy Title IX coordinator. In his role as senior special assistant, Piñero advises and assists UW faculty and staff in matters of hostile and intimidating behaviors, discrimination and harassment. He is also a primary university contact for questions and concerns relating to affirmative action, equal opportunity, equity and diversity. He conducts professional development and training and supports human resources planning related to workforce equity and diversity.



**Letissa Reid**

**Equal Opportunity Investigation Program Coordinator, Office of Compliance**

Reid serves as the university's subject matter expert for equal opportunity and equal access compliance. She facilitates consultations and conducts formal investigations involving alleged protected characteristic discrimination. Prior to joining the university, Reid practiced law at a Chicago-based national firm as a regulatory compliance attorney, where she represented Walmart, utility companies and other natural gas and power enterprises. She holds a bachelor's degree in philosophy from the University of Michigan–Ann Arbor and is a law graduate of Indiana University School of Law at Bloomington.



**Kristen M. Seguin**

**Director of Talent Management, School of Medicine and Public Health**

Seguin oversees the recruitment, compensation, payroll and benefits, faculty promotions and human resources operations teams who provide subject matter expertise to departments within the School of Medicine and Public Health (SMPH). She has been with SMPH for seven years and prior to that worked for Facilities Planning & Management. She is a member of the leadership committee for the diversity inclusion advocates program at SMPH. Seguin earned her bachelor's degree in human resources management from UW–Eau Claire and her master's degree from UW–Whitewater. She enjoys traveling with her husband and spending time at her family cabin in northern Wisconsin.

## OPTION C

### Mass Shootings and Social Media Discourses Varsity Hall 3

This session will unpack Professor Dhavan Shah's study focusing on the outpouring of sympathy in response to mass shootings on Twitter from 2012 to 2014 and how those discourses varied depending on the features of different mass shooting events. His research revealed surprising realities about the nature of the public debates that follow mass shootings, particularly with how the discourses change depending on the race of the perpetrators and victims.



**Dhavan Shah**

**Maier-Bascom Professor, School of Journalism and Mass Communication**

Shah is director of the Mass Communication Research Center and scientific director at the Center for Health Enhancement System Studies at UW–Madison. His work concerns message effects on social judgments, digital media influence on civic and political engagement, and the impact of ICTs on chronic disease management. Across this work, he has applied computational techniques to tackle social science questions using natural language processing, digital trace data, network mapping and predictive analytics to study communication, politics and health. Shah’s primary appointment is in the School of Journalism and Mass Communication, with joint appointments in Industrial and Systems Engineering, Marketing and Political Science.

**LUNCH**

Varsity Hall, 11:45 a.m. to 12:45 p.m.

**BREAKOUT SESSION 3**

1:00 to 2:15 p.m.

**OPTION A**

**Creating an Inclusive Environment for Non-Apparent Disabilities**

**Industry Room**

McBurney Disability Resource Center staff and students affiliated with the center will speak about the experiences of students with non-apparent disabilities to shed light on different supports, resources and strategies to consider when creating an inclusive environment. Topics will include disability populations and identity, assistive technology, simple inclusive practices and common accommodations.



**Gwynette Hall**

**Accessible Learning Technology Manager, McBurney Disability Resource Center**

Hall has worked with students with disabilities for more than 15 years as a classroom teacher and advocate. She received her master’s degree in special education with a focus on learning disabilities and brain development. Currently she works with UW students who use adaptive technology to access classroom content.



**Heather Stelljes**

**Access Consultant, McBurney Disability Resource Center**

Stelljes taught students with disabilities in the K-12 public school setting for seven years, primarily with students on the autism spectrum. She earned her master’s degree in rehabilitation psychology from UW–Madison in 2012, and started working as an access consultant at the McBurney Disability Resource Center that same year. She works directly with students with a variety of disabilities in her role, as well as determining reasonable accommodations for program participants in the UW–Madison Division of Extension around the state. Stelljes also co-facilitates a group specifically for UW students on the autism spectrum.

**OPTION B**

**Yo Soy Un Pueblo Unido: Investing in Latinx Talent**

**Fifth Quarter Room**

The greater Madison region is at a critical point of transition. We have an opportunity to influence the policies, programs and initiatives that come from historical and powerful institutions. We have an obligation to educate all leaders about the local Latinx workforce experience and advocate for our talented and under-invested community. This breakout session will explore how we can unify our voices for better working conditions and equitable access to the abundant opportunities in the Madison area.



**Tania Ibarra**

**Finance Chair, Latino Professional Association of Greater Madison**

Ibarra is the founder, owner and facilitator at Step Up: Equity Matters, a movement for workplace equity. Since 2014, she and her colleagues have been working to build curriculum to help organizations recognize, own and disrupt workplace inequities created by unconscious biases. She is also a founder and leader of the Latino Professionals Association in Madison, an organization that cultivates a community that inspires, develops and empowers Latinx professionals to pursue success. Throughout an extensive and accomplished career in finance and accounting, she has played different roles in many diversity and inclusion initiatives at the various companies and organizations she has served.



**Nicole Sandoval, President**

Sandoval is a recruitment coordinator at Madison College who works in higher education by strengthening relationships and the public through intensive, individualized assistance to prospective students of diverse backgrounds. She holds a bachelor’s degree in international relations, political science and ethnic studies from Edgewood College. Her professional experience includes higher education practices, public speaking, community outreach, event coordination, program development, along with in-depth knowledge of immigration policy from her previous role at the Kempster, Corcoran, Quiceno & Lenz-Calvo law firm in Chicago.

**OPTION C**

**Deconstructing Social Justice Myths  
Northwoods Room**

This interactive workshop will focus on exploring social justice myths and the connection to dynamics of power, privilege and oppression. Through guided activities, self-reflection and group sharing, the session will offer participants the opportunity to deconstruct social justice myths, explore how certain myths keep us from action and discuss how to build resources and skills for creating change.



**Caitlyn LoMonte**

**Assistant Director for Social Justice Programs, Multicultural Student Center**

LoMonte serves as the assistant director for social justice programs at the UW–Madison Multicultural Student Center. Caitlyn earned her bachelor’s degrees in women’s studies and advertising from the University of Florida where she was a Machen Florida Opportunity Scholar. She served as an AmeriCorps VISTA volunteer at the University of Florida providing resources, support and outreach to first generation college students and former foster youth in the Gainesville community before moving to Chicago to pursue a master’s degree in women’s and gender studies from DePaul University. Caitlyn is passionate about social change, education and empowerment. She identifies as a queer, multiracial black woman whose work is grounded in queer, black and radical feminist theories and her own lived experiences existing at the intersection of several marginalized identities.

**BREAK WITH REFRESHMENTS**

Varsity Hall, 2:15 to 2:30 p.m.

**WORKSHOP**

**What Will You Do? Equity in Action**

Varsity Hall, 2:30 to 3:30 p.m.

Change only happens if you make it! In this workshop, participants will discuss the role of power in the world around them, find ways they can dismantle inequity in policies and practices, and reflect on questions that can help inform how they advocate for change within the systems they encounter. Most importantly, participants will focus on what they will do moving forward.



**Annette Miller**

**Founder and Chief Executive Officer, EQT By Design**

Miller is the owner and operator of EQT By Design, which offers “door to street” planning to help bring business, nonprofit and governmental organizations closer to the communities they serve. She has worked with organizations including the city of Madison, the UW–Madison Institute for Research on Poverty, the Madison Community Foundation, Madison Gas & Electric and more to develop purposeful outreach and relationship plans for broadening their customer and constituency base. She has more than 25 years of professional policy experience, helping organizations make key connections and develop strategies to become more inclusive and resilient. She received her bachelor’s degree from UW–Madison and her master’s in social innovation and sustainability leadership from Edgewood College.

**CONCLUSION**

Varsity Hall, 3:30 to 3:45 p.m.

# NAVIGATING UNION SOUTH



## JOIN THE CONVERSATION

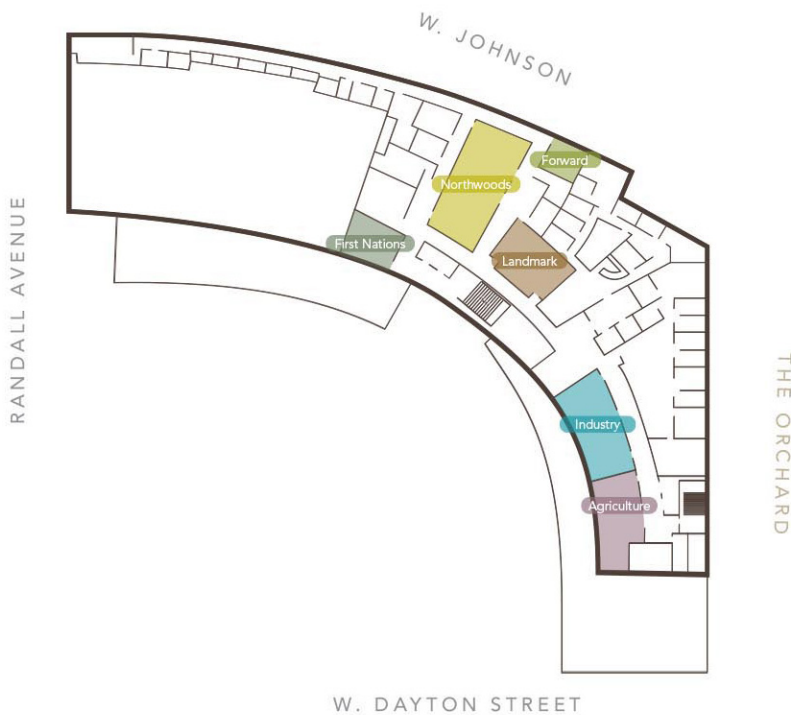
Use the hashtag  
**#UWDiversityForum**

### ACCESSING THE DIVERSITY FORUM

Video of programming from day one of the Diversity Forum will be streamed with live captioning at [go.wisc.edu/diversityforumlive](http://go.wisc.edu/diversityforumlive)

Hearing assistance devices are available in Varsity Hall for participants attending the Diversity Forum.

Digital copies of handouts, presentations and other materials used in the Diversity Forum will be available after the Forum at [go.wisc.edu/diversityforum](http://go.wisc.edu/diversityforum)



# • SAVE THE DATE • DIVERSITY FORUM 2020 OCT. 27 & 28

FEATURING KEYNOTE SPEAKER

## DR. ROBIN DIANGELO

Bestselling author of "White Fragility:  
Why It's So Hard for White People to Talk About Racism"



Presented by



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

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