D.I.F. Conference

DIVERSITY | INCLUSION | FAIRNESS

#MakeADIF17

April 8, 2017
Welcome to 2nd Annual Diversity, Inclusion & Fairness Conference. My name is Takeshia Brown, and I have the privilege of serving as the Director of the Multicultural Student Center. We are thrilled that you have joined us today to engage in critical conversations about topics that impact the ways in which we live our everyday life. The mission of the D.I.F. Conference is to create an opportunity to openly talk, listen and learn about issues related to diversity, inclusion and fairness. Additionally, we have set forth the following goals for DIF:

1. Develop an understanding of diversity, inclusion and fairness (Think).
2. Increase awareness of one’s identities, biases and privileges (Think).
3. Understand the value of inclusivity and how individual actions impact our environments (Create).
4. Engage in Intergroup Dialogue to understand the effects of marginalization in order to create safe and inclusive environments (Create).
5. Identify and develop the necessary skills to create positive and strategic change (Be).
6. Challenge each other to acknowledge and expand the boundaries of our comfort zones

To think, create and be DIF, it is necessary for one to show up as their true authentic selves, own their truths and be willing to share that truth with others in attempt to better understand one another and to use this understanding to shape your environments. This is where social justice meets diversity. This is how we impact change. The Multicultural Student Center at Georgia Southern University strives to create opportunities for students to learn more about themselves, their peers and the world in which they live to determine their place in our global society. We also strive to develop student leaders who are culturally competent and prepared to engage in diverse settings. We create space for students to challenge themselves and other to become better versions of themselves while pursuing their academic endeavors. Audre Lorde said; “It is not our differences that divide us. It is our inability to recognize, accept and celebrate those differences.” As such, I challenge our conference attendees to show up, be present and contribute to the conversations. You have a voice in this world and it deserves to be heard.

F. Takeshia Brown
Multicultural Student Center
Director
DIVERSITY, INCLUSION, AND FAIRNESS CONFERENCE

April 8, 2017 • Georgia Southern University

MSC Student-led Initiatives

<table>
<thead>
<tr>
<th>Diversity Peer Educator (D.P.E.) Program</th>
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<tbody>
<tr>
<td>The Diversity Peer Educator Program is a unique peer education initiative that seeks to help students increase their awareness, knowledge, and skills for increasing diversity, inclusion, and fairness. As our student educators build their own awareness they can better help educate their peers, create change, and engage in useful conversations about identity, justice, and related topics. Diversity Peer Educators facilitate interactive education, programs, presentations, and workshops that help other students learn and create dialogue around diversity, inclusion, and fairness.</td>
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<tr>
<th>Minority Advisement Program (M.A.P.)</th>
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<tr>
<td>The Minority Advisement Program (MAP) is a unique college mentoring/success program for minority incoming students (a.k.a. MAPees) that match freshmen and transfer students with upperclassmen to assist with their acclimation to college life. The program helps students make the transition from either high school or from another college to Georgia Southern as smoothly as possible. MAPees form a small group led by a competitively-selected, trained, upperclassmen student (MAP Sponsor). The Sponsor serves as a mentor and a friend, guiding participants by making them aware of campus resources and opportunities, encouraging academic success, and arranging social gatherings. MAP friendships enhance the Georgia Southern experience and deepen the commitment to scholarship and success. MAP Sponsors and mentees are matched according to academic major; undecided majors work with MAP Sponsors who help them explore their academic and career options.</td>
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<tr>
<th>Student African-American Brotherhood (S.A.A.B.) Program</th>
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<tr>
<td>The Student African-American Brotherhood (SAAB) is a dynamic organization dedicated to empowering young men of all ethnicities to excel in higher education by surrounding them in an atmosphere that is positive and productive. SAAB is a values-driven organization that cultivates a culture of young men for a community that has been marginalized at best. Our values are the cornerstone for organizational decisions, program development, and strategic collaborations and partnerships. SAAB encourages our participants to embrace our Core Principles of Accountability, Proactive Leadership, Self-Discipline and Intellectual Development in order to exemplify the values that uphold our mission and vision.</td>
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<tr>
<th>MSC Services &amp; Resources</th>
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<tr>
<td><strong>Bias Incident Reporting System</strong></td>
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<tr>
<td>There are times when this environment may be compromised when a biased or hate-related incident occurs. You can report a bias or hate-related incident as a witness or a victim by completing the Student Complaint Report. Although it is helpful to tell us who you are, reports can be made anonymously. To submit a report in person go directly to the Dean of Students Office located on the 2nd floor of the Russell Union or call the Dean of Students Office at (912) 478-3326. To submit online go to tiny.cc/BiasReport.</td>
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| **Think D.I.F. Workshops** |
| The Multicultural Student Center offers workshops each month for students, faculty, and staff interested in engaging in interactive learning experiences aimed at developing awareness for increasing diversity, inclusion, and fairness in our community. |

| Diversity and Inclusion Education and Training |
| Interested in meeting the diversity and inclusion needs of your department or organization in a more personal setting? The MSC does outreach. We will work with your group to help your students, faculty, and/or staff develop their ability to increase diversity, inclusion, and fairness. |

D.I.F. CONFERENCE SCHEDULE AT A GLANCE

<table>
<thead>
<tr>
<th>Time</th>
<th>Event/Session Title</th>
<th>Presenters</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 a.m. - 8:30 a.m.</td>
<td>Breakfast and Registration/Check-In</td>
<td></td>
<td>RU COMMONS</td>
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<tr>
<td>8:30 a.m.</td>
<td>Welcome &amp; Introductions</td>
<td></td>
<td>RU BALLROOM</td>
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<tr>
<td>8:45 a.m. - 10:00 a.m.</td>
<td>Opening Keynote Speaker</td>
<td>Joshua Fredenburg</td>
<td>RU BALLROOM</td>
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**Concurrent Sessions 1**

<table>
<thead>
<tr>
<th>Time</th>
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</thead>
<tbody>
<tr>
<td>10:10 a.m. - 11:15 a.m.</td>
<td>#ALLBlackLivesMatter: Black Politics, Society, and Intersectionality</td>
<td>Ethan &amp; Suzanne</td>
<td>RU 2041</td>
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<tr>
<td></td>
<td>CREAM: Cash Rules Everything Around Me</td>
<td>Casey Weaver</td>
<td>RU 2084</td>
</tr>
<tr>
<td></td>
<td>Cultural Assimilation: African American Women’s Membership to Multiple Subcultures</td>
<td>Nikkolette Owens &amp; Nicole Anelas</td>
<td>RU 2048</td>
</tr>
<tr>
<td></td>
<td>Are Stereotypes Molding You?</td>
<td>Tam Price and Asya Fields</td>
<td>RU 2047</td>
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**Concurrent Sessions 2**

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<tr>
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<th>Presenters</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>11:20 a.m. - 12:25 p.m.</td>
<td>Check the Rhyme: History of Social Justice in Hip Hop culture</td>
<td>Ronnie Mack</td>
<td>RU 2044</td>
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<tr>
<td></td>
<td>Know ThySelf: I Am Who I am</td>
<td>Paul Bradley Jr</td>
<td>RU 2048</td>
</tr>
<tr>
<td></td>
<td>Recognizing ourselves and each other through art journaling</td>
<td>Amanda J. Hedrick</td>
<td>RU 2080</td>
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**Lunch**

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<tbody>
<tr>
<td>12:30 p.m. - 1:45 p.m.</td>
<td>Lunch Keynote</td>
<td>Kai Davis</td>
<td>RU BALLROOM</td>
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**Concurrent Sessions 3**

<table>
<thead>
<tr>
<th>Time</th>
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<th>Location</th>
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<tbody>
<tr>
<td>2:00 p.m. - 2:50 p.m.</td>
<td>Rhythm and Poetry: A Conversation for Hip-Hop Enthusiast</td>
<td>Dominick Pitts</td>
<td>RU 2043</td>
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<td></td>
<td>Don’t Judge me Bro! How bias affects our interactions</td>
<td>John Nwosu</td>
<td>RU 2084</td>
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<tr>
<td></td>
<td>The Basics of Privilege for Those Who Just Don’t Quite Get It</td>
<td>Macy Reeves</td>
<td>RU 2048</td>
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<tr>
<td></td>
<td>Targeting Ageism and Ableism: A Simulation on Loss and Decline (Limit 20 people)</td>
<td>Jennifer Zorotvich &amp; Nikki DiGregario</td>
<td>RU 2071</td>
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D.I.F. CONFERENCE SESSION PRESENTATIONS

RU 2041 | All Black Lives Matter:
Ethan Winters & Suzanne Schurfung

This session will allow students to examine and discuss the portrayal of the LGBT community in society such as through media or politics compared to the real every day LGBT community experiences. In addition, the session will engage students in dialogue on reclaiming their identity and owning who they are through an interactive group activity. This session will provide an opportunity for students to hear the experiences, ideas, and feedback of individuals who have a different sexual identity than their own.

RU 2084 | CREAM: Cash Rules Everything Around Me
Casey Weaver

Diversity and inclusion has to be talked about - but how do we do that, and in a way where all voices are heard? Come participate in a World Cafe dialogue to explore your own thoughts on supporting diversity and inclusion. Participants will leave with knowledge of how to facilitate a World Cafe dialogue.

RU 2047 | Are Stereotypes Molding You?
Tamara Price and Asya Fields

In the society we live in, knowing your individual identity can determine what privileges you have and how much power you have, Stereotypes tend to affect people every day because of this. As humans, we tend to place everything into categories. This natural human trait makes easier to believe the stereotypes that people create about other individuals. This session informs people about stereotypes in relation to how people identify themselves and others. Attendees will learn how power intersects with reinforcement of stereotypes.

RU 2048 | Cultural Assimilation: African American Women’s Membership to Multiple Subcultures
Nikkolette Owens & Nicole Anelas

This presentation will celebrate and explore the relevance of cultural diversity by acknowledging the processes that certain groups undergo to simultaneously navigate membership to multiple subcultures within the majority culture and how this impacts development across the lifespan. A model for understanding this process will be presented using the experiences of African American women in higher education settings. Specifically, the parallel process between cultural assimilation and racial identity development theory will be applied to understand implications for well-being among historically underserved populations. The audience will then be encouraged to apply this model to other marginalized populations and critically reflect on the ways this will be useful in their practice in work with families.

RU 2044 | Check the Rhyme: History of Social Justice in Hip Hop Culture
Ronnie Mack

Hip-Hop has been a vehicle of consciousness, controversy, and change since its birth on August 11, 1973. In a society marred with violence, police brutality, drastic political change, xenophobia, and other societal ills where does Hip Hop stand in this storm of societal unrest? In the past, Hip Hop was the voice for the young, marginalized, and disenfranchised. Dr. Tricia Rose (author of “Black Noise” and “Hip-Hop Wars”) stated that, “Hip-Hop can be a poetic force for a social movement”. Some skeptics feel Hip-Hop now represents the societal ills that the culture initially fought against. The purpose of this presentation is to examine hip-hop’s culture historical connection to social justice and its impact on the lives of the individuals who listen to it. In addition, connect people with the contemporary artists acting as vanguards of social development and change. Lastly, the presentation will inspire people to be social justice advocate to change their communities.

CONCURRENT SESSIONS 2 | 11:20 a.m. - 12:25 p.m.

RU 2045 | Know ThySelf: I Am Who I am
Paul Bradley Jr.

This session will allow participants to examine and discuss the intersectionality between a member of LGBT community and their other identities. Using the portrayals of the LGBT community in society such as social media or politics compared to the real every day LGBT community experiences, this session will engage students in a discussion on reclaiming their identity and owning who they in all aspects of life. Participants will also have an opportunity to hear the experiences, ideas, and feedback of individuals who have a different sexual identity than their own through an interactive group activity.

RU 2080 | Recognizing ourselves and each other through art journalism
Amanda Hedrick

One of the best ways to connect with others is to create and share with them. Using art journalism practices, we will reflect on our identities, create art based on those identities, and take a gallery walk to observe and appreciate the diversity of identifications in the room. We’ll then brainstorm ways this kind of activity could be meaningfully used in clubs, classrooms, or other groups to foster empathy, celebrate diversity, and encourage connection.

RU 2043 | Rhythm and Poetry: A Conversation for Hip-Hop Enthusiast
Dominick Pitts

Jumping into the puddle of Hip-Hop & Rap knowledge. Speaking about the past, present and future while remembering “The Message” given by Grandmaster Flash and The Furious Five. Speeding into a discussion, critique, and dialogue to determine if Rap music a genre that should be taken seriously? During this presentation you will be challenged and encouraged to Think, Create and Be D.I.F. Come join me at this presentation and “spread love it’s the Brooklyn way” - Notorious B.I.G.

RU 2071 | Targeting Ageism and Ableism: A Simulation on Loss and Decline
Jennifer Zorotvitch & Nikki DeGregorio

Young individuals commonly experience difficulties in understanding functional loss and sensory decline frequently accompanying normative aging processes (Bodner, 2009; Kusumastuti, vanFenema, Polman-van Stratum, Ackerberg, Lindenberg, & Westendorp, 2017). Utilizing the framework of Wikels (2003), this workshop will provide attendees with an opportunity to gain first-hand experience regarding common functional loss and sensory decline occurring across the lifespan as well as engage in caregiving tasks. This aging simulation will also be used to investigate ageism and ableism as it relates to the lived experiences of those living with loss and decline and in-depth account of contemporary models of aging as they pertain to Successful Aging and Positive Psychology will also be explored.

RU 2048 | Don’t Judge me Bro!  How bias affects our interactions
John Nwosu

What do your favorite color, type of person to date, restaurant, or sports team have in common? They can all feel like very personal decisions that are actually influenced by our biases. Biases are your tendency; these cognitive shortcuts can help and hurt us. In this interactive session we’ll learn how our biases drive our beliefs, choices, and social outcomes.

RU 2047 | The Basics of Privilege for Those Who Just Don’t Quite Get It
Macy J. Reeves

An interactive conversation about privilege. Participants will gain a better understanding of the areas of privilege and how to self-identify the areas in which they have or lack privileges. Privilege is not a one-time lesson, but a field of study. This session will include visual activities to see the differences in privilege among people.
Statesboro, Georgia
April 8, 2017 • Georgia Southern University

DIVERSITY, INCLUSION, AND FAIRNESS CONFERENCE

“THINK, CREATE, BE” • #MakeADIF17

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D.I.F. CONFERENCE FEATURED SPEAKERS

8:45 a.m. - 10:00 a.m. | RU BALLROOM | OPENING KEYNOTE

JOSHUA FREDENBURG

Joshua Fredenburg is a nationally acclaimed speaker, media commentator, leadership/diversity consultant, relationship expert, and author of five books. He has served as a keynote speaker for different lectures, conferences, retreats, and trainings at various colleges, non-profit organizations, and corporate events in forty four different states. He is also a dynamic speaker who is known for delivering an inspirational message with expert advice that leads to immediate, life changing and transformational results! In addition to a highly successful speaking career, Joshua is also the President and Founder of the Circle of Change Leadership Conference and World Leaders Institute. The Circle of Change Leadership Conference is an award winning leadership development program that was not only recognized by the NASPA (Student Affair Professionals in Higher Education) Student Leadership Programs Knowledge Community as the “Top Student Leadership Development Program in 2015”, but it’s also an incredible conference that prepares student leaders for career leadership success in the 21st Century. Despite Joshua’s busy schedule, he has also found time to appear as a television guest on BET, the Wayne Brady Show, the KTLA Morning Show in Los Angeles, the Daily Buzz National Morning Show, K-CAL 9 News in Los Angeles, and CBS News in San Francisco to name a few. He has done all of this while also pursuing a doctoral degree in Organizational Leadership from Nova Southeastern University, and serving as a distinguished member of Phi Beta Sigma Fraternity. Recently, he accepted a community service award from the Young Professionals Urban League of Los Angeles for his service and work with emerging and seasoned leaders of the younger generation.

12:30 p.m. - 1:45 p.m. | RU BALLROOM | LUNCH KEYNOTE

KAI DAVIS

Kai Davis is a writer and performer from Philadelphia. In 2016 she received her Bachelors in both African American Studies and English with a concentration in creative writing. Between 2012 and 2016 Kai Davis was the Artistic Director of The Babel Poetry Collective. She has been featured at the San Francisco Opera House, The Kimmel Center, TEDx Philly, on CNN, BET, PBS, and NPR. She is a two time international grand slam champion, winning Brave New Voices in 2011 and The College Union Poetry Slam Invitational in 2016. Right now she spends most of her time working as a member of The Philly Pigeon Collective, a group of poets who host an award winning poetry slam in Philadelphia. When she is not hosting, she tours colleges and universities across the country, performing her original work and facilitating writing workshops.

As a Queer Woman of Color, much of her work deals with the topics of race, gender, and sexuality and its many intersections. She aims to explore how it affects who we are and how we love.
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D.I.F. CONFERENCE ACTIVITIES

The Fruits of Inclusion™ Crossword Puzzle

ACROSS
1. Visible and invisible differences
2. How we may be together
6. Fairness - not sameness
3. Foundation for relationships
8. Freedom to say no to the status quo
4. A sense of belonging to the collective
10. Want this in decision-making
7. Productive approach to problem-solving
13. Must be well managed
14. Clear boundaries required for this to work well
15. These connections need to be healthy

DOWN
1. Acceptance
2. Emotion
3. Age
4. Argument
5. Assumption
6. Attitude
7. Background
8. Characteristics
9. Clarity
10. Commitment
11. Communication
12. Conflict
13. Cultural Competence
14. Differences
15. Discrimination
16. Diversity
17. Education

WORD LIST
☐ Diversity ☐ Inclusive ☐ Respect ☐ Trust ☐ Safety ☐ Engaged ☐ Community ☐ Conflict ☐ Ethics ☐ Honesty ☐ Understanding ☐ Relationships ☐ Cooperation ☐ Win-win ☐ Equity

D.I.F. CONFERENCE ACTIVITIES

Diversity and Relationship

There are 50 words total that are related to diversity and your relationships with others.

PRIDE
RACE
REFLECTIVE FEEDBACK
RELATIONSHIP
RELIGION
RESPPECT
ROLE
SEXUAL ORIENTATION
SHARING
STEREOTYPES
SUPPORT
TRADITION
TRUST
VALUES
WILLINGNESS
ZERO SUM GAME