

**FAU's Diversity Platform presents the:**

**2019 Diversity Symposium for Faculty and Staff**  
Fostering Awareness, Engagement and Inclusion

**Thursday, January 24**

This day-long interactive symposium provides faculty and staff an opportunity for robust dialogue and intuitive reflection around current topics focused on enhancing and sustaining a diverse and inclusive campus community.

8:00 a.m.	Check-in and Registration	Live Oak Pavilion
8:30 a.m.	Welcome, Opening Plenary and Panel Discussion	Live Oak A-C
10:00 a.m.	Break-out Sessions 1 <ul style="list-style-type: none"><li>○ Tunnel Vision</li><li>○ FAU ADVANCE Self-Assessment of the Work Environment for Faculty</li><li>○ Making Unconscious Bias... Conscious</li></ul>	Majestic Palm Live Oak D Palmetto Palm
12:00 p.m.	Lunch & Keynote Address Dr. Jacqueline Battalora Author of: "The Birth of a White Nation"	Live Oak A-C
2:00 p.m.	Break-out Sessions 2 <ul style="list-style-type: none"><li>○ Tunnel Vision</li><li>○ "Privileges" of Higher Education</li><li>○ Recognizing the Need for Cultural Competence</li></ul>	Majestic Palm Live Oak D Palmetto Palm
4:00 p.m.	"Connecting a Diverse Community" Understanding and Addressing Micro-Aggressions (Reception to follow)	Live Oak A-C

A Diversity Platform Initiative. Limited seating. Please RSVP.

## Opening Plenary and Panel Discussion

Live Oak A-C

The goal of the National Science foundation's ADVANCE program is to increase the representation and advancement of women and underrepresented minorities in academic science and engineering careers. This year's opening plenary will provide an overview of FAU's ADVANCE goals, current initiatives, and accomplishments thus far.

The plenary concludes with select university leaders sharing their successes, challenges, and life lessons as diverse leaders in the academy.

Facilitators:

Dr. Cynthia Wilson, Professor of Exceptional Student Education

Break-out Sessions 1: 10 a.m. – 11:50 a.m.

## **Tunnel Vision**

Majestic Palm

Intended Audience: Faculty and Staff

Tunnel Vision is a multi-sensory, full-immersion, and thought provoking experience designed to raise awareness about social injustices and global concerns. Participants walk through "the tunnel" and explore various issues impacting our society. A reflection, debrief, and facilitated discussion concludes the experience.

Facilitators:

FAU, Center for IDEAs

FAU, Counseling and Psychological Services: Dr. Lucinda Bratini

## **FAU ADVANCE: Self-Assessment of the Work Environment for Faculty**

Live Oak D

Intended Audience: Faculty

In Spring 2017, FAU ADVANCE administered the first baseline survey of faculty work life. The survey addressed the following topics: hiring process, promotion & tenure, collaboration, diversity & climate, sexual harassment, work environment, and satisfaction with FAU. In this workshop we will describe the findings from the survey and lead discussions of faculty experiences at FAU and ideas for changes to further improve faculty work life.

Facilitator(s):

Dr. Kate Detwiler, Associate Professor of Anthropology

Dr. Laura Vernon, Associate Professor of Psychology

## **Making Unconscious Bias... Conscious**

Palmetto Palm

Intended Audience: Faculty and Staff

This workshop focuses on the implicit attitudes or stereotypes that shape how we engage with others and make decisions in a university setting and society at-large. During the session, participants will gain an understanding of how biases are formed in our subconscious and learn steps to develop acute awareness of our personal biases and how to challenge them.

Facilitator(s):

Racial Equity Institute

Lunch & Keynote Address 12 p.m. – 2 p.m.

Live Oak A-C

### **Looking to the Past in Order to Move Forward: Implications of Racial Hierarchies within Social Constructs**

History demonstrates that race is a socially established construct used to create and protect power and privilege for specific sectors of the population. The luncheon keynote by Dr. Jacqueline Battalora explores the creation of racial categories and the complexities of what it means to be “white” within a nation that imposed “whiteness” as a matter of founding law. This lecture has the greatest impact during initial efforts to foster diversity, inclusion, and equity.

Facilitator(s):  
Dr. Jacqueline Battalora  
Saint Xavier University

Break-out Sessions 2: 2 p.m. – 3:50 p.m.

### **Tunnel Vision**

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Facilitators:  
FAU, Center for IDEAs  
FAU, Counseling and Psychological Services: Dr. Lucinda Bratini

### **“Privileges” of Higher Education**

Live Oak D

Intended Audience: Faculty

This breakout session explores the many lenses of privilege and how they can impact teaching, learning, and decision making. What do these lenses look like in institutions of higher education? Where do they manifest themselves? How can you ensure that you are doing your part to promote and facilitate diversity and inclusion in the classroom, in meetings, among colleagues, and beyond?

Facilitator:  
Dr. Jacqueline Battalora  
Saint Xavier University

### **Recognizing the Need for Cultural Competence in a Diverse Environment**

Palmetto Palm

Intended Audience: Faculty and Staff

How often have you heard, “we don’t need to talk about diversity because our campus is diverse”? This is a misconception that a lot of people embrace and end up missing the mark as it relates to maintaining a strong diverse community. This breakout session will examine the often overlooked challenges and needs of diverse communities, how to approach diversity in a seemingly already diverse culture, and why

diversity discussions are sometimes challenged among individuals that perceive that they are culturally competent or already functioning in a diverse community.

Facilitator:  
Racial Equity Institute

Reception: 4p.m.

**“Connecting a Diverse Community”**  
**Understanding and Addressing Micro-aggressions**  
Intended Audience: Faculty, Staff, and Students

Live Oak A-C

In this breakout session, we will tackle the theme of micro-aggressions — the everyday comments and actions, often unintentional, that express prejudice toward a marginalized group. Participants will learn how to recognize and intervene with micro-aggressions as well as how micro-aggressions can be part of everyday bullying that disrupts communities.

Facilitator:  
Racial Equity Institute