

## The FAU Diversity Symposium: Fostering Awareness, Engagement and Inclusion

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.

April 3, 2017

8 – 5pm

Boca Raton Campus

Student Union: Grand Palm

Check-in and Continental Breakfast 8am; Opening Session 8:30am

8am	Check-in and Onsite Registration	
8:30a.m.	Welcome and Opening Plenary	Grand Palm
9:20a.m.	Break-out Sessions 1	
	It Takes a Team: Building an Accessible Campus	Sugar Palm
	Understanding and Addressing Implicit Bias	Palmetto Palm
	On the Basis of Sex: Trans*Education	Queen Palm
11:30a.m.	Lunch & Intuitive Reflection	Grand Palm
	<i>Melodies provided by renown saxophonist, producer, and educator Randy Corinthian</i>	
12:55p.m.	Break-out Sessions 2	
	Keep it Real*	Grand Palm
	Diverse Hiring	Palmetto Palm
	Color Blind or Cloudy Vision? Cross-cultural Communication	Queen Palm
3:00p.m.	Break-out Sessions 3	
	Keep it Real, cont.*	Grand Palm
	Civil Conversations and Divisive Issues	Palmetto Palm
	On the Basis of Sex: Trans*Education	Queen Palm

A Diversity Platform Initiative. Limited seating. Please RSVP.

*\*Keep it Real is a 3hour interactive session.*

## Break-out Sessions 1

### **It Takes a Team: Building an Accessible Campus**

Sugar Palm

Intended Audience: Faculty and Staff

ADA laws can be very confusing. However complex, it is important for faculty and staff to understand the basic tenants of the law in order to support student success and ensure compliance. This session provides a general overview of the American with Disabilities Act, Section 504 of the Rehabilitation Act and accommodations available to students and employees with disabilities. In addition, participants will walk away with a clearer understanding of what it means to provide “reasonable accommodations”. Also included are campus resources available to students, faculty, and staff and the answers to frequently asked questions such as: *How to handle behavioral issues? Do I have to close caption every video? And What I do in a medical emergency such as seizures?*

Facilitators:

Ed Rowe, Associate Director and ADA Coordinator, Equity, Inclusion and Compliance

Michelle Shaw, Director, Student Accessibility Services

Dr. Larry Faerman, AVP, Dean of Students, Division of Student Affairs

### **Understanding and Addressing Implicit Bias**

Palmetto Palm

Intended Audience: Faculty and Staff

This workshop addresses the normalcy and impact of unconscious bias and implicit associations on our everyday decision-making processes. Implicit bias is a mindbug, it challenges our ability to engage fully in inclusive practices. This session explores both individual and structural/institutional biases to explore its impact in the workplace and/or classroom. Participants will reflect on their own contexts and experiences that shape individual bias and the normalization of institutional bias in their work settings. Participants will be introduced to the “Inclusive Excellence Framework” and the “Bias Matrix” as strategic tools to strengthen awareness and develop strategies to address bias.

Facilitator(s):

Sharbari Dey, Assistant Director, Education and Special Initiatives

University of North Carolina – Chapel Hill, Diversity and Multicultural Affairs

### **On the Basis of Sex: Trans\*Education**

Queen Palm

Intended Audience: Faculty and Staff

The National Center for Transgender Equality and the Gay and Lesbian Task Force found that transgender individuals are at high risk of bullying, housing and job discrimination, suicidal tendencies, and of developing dependencies. This session provides information on challenges faced by trans\* students in higher education while highlighting ways that faculty and staff can foster a more trans\* inclusive campus climate. Included is appropriate language and

definitions, how to have respectful interactions, and tips on how to be an effective ally for trans\* students.

Facilitator(s):  
FAU, Office of Diversity and Multicultural Affairs

### Break-out Sessions 2

#### **Keep it Real\***

Grand Palm

Intended Audience: Faculty and Staff

Revolutionizing how Diversity programming is implemented, the **Keep It Real Diverse Workshop** is the ultimate high impact **CONNECTION** workshop! This interactive and experiential training opportunity will provide you with highly effective, field tested and proven tools through which to begin to build the foundation of your diversity programming, and to bring innovation, open communication and collaboration into your respective milieu. Consistently proven to immediately break down barriers across racial, class, religious, ethnic and ALL divides while building trust and community, the Keep It Real Diverse board game is **truly revolutionary** in its impact. Not a talk, playing this game provides participants with a powerful and enjoyable **interactive experience** of inclusion, bonding and bridge-building.

Facilitator(s):  
Ralph Newell, Vice President, Diverse Issues in Higher Education

#### **Diversity in Hiring**

Palmetto Palm

Intended Audience: Faculty/Staff with Hiring Authority

This workshop is targeted towards units and groups looking to recruit a more diverse workforce or graduate student population. The workshop explores national trends, peer institution practices, understanding broader issues of incorporating inclusive language, encouraging open communication and ways to address selection bias. The workshop also equips participants with tactics and resources to build an inclusive hiring experience for both the hiring committee and the prospective employees. Participants are encouraged to bring posted (past/current/future) job descriptions/interview questions and graduate student application forms or assessment matrixes (if applicable) to the workshop.

Facilitator(s):  
Sharbari Dey, Assistant Director, Education and Special Initiatives  
University of North Carolina – Chapel Hill, Diversity and Multicultural Affairs

#### **Color Blind or Cloudy Vision? Cross-cultural Communication**

Queen Palm

Intended Audience: Faculty and Staff

Teaching or working in an intercultural setting requires one to use strategies that are effective with different cultural worldviews. However, successful interactions with individuals of different backgrounds can only be attained by understanding implicit bias and awareness of the lens we view others with. Participants will explore implicit biases and learn tips on fostering a more welcoming campus community through the use of civil discourse and inclusive language.

Facilitator(s): FAU, Office of Diversity and Multicultural Affairs

### Break-out Sessions 3:

#### **Keep it Real, cont.\***

Grand Palm

Intended Audience: Faculty and Staff

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#### **Civil Conversations on Divisive Issues**

Palmetto Palm

Intended Audience: Faculty and Staff

College communities around the country have in recent days experienced a growing pattern of religious intolerance, threatened restraints on free inquiry, and difficulties in sustaining informed political and civil discourse. This workshop is targeted towards faculty and staff who are seeking tools and techniques to engage students in critical conversations. The workshop creates a simulated space of a class/group setting where participants engage in conversations while incorporating strategies that facilitate mutual respect and awareness of difference. This workshop will challenge comfort zones and co-create strategies to transform divisiveness into reflective conversations.

Facilitator(s):

Sharbari Dey, Assistant Director, Education and Special Initiatives

University of North Carolina – Chapel Hill, Diversity and Multicultural Affairs

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Facilitator(s): FAU, Office of Diversity and Multicultural Affairs

***Melodies provided by renown native Floridian Randy Corinthian***

Saxophonist, producer and educator Randy Corinthian has been an integral and innovative part of the Music Industry for more than a decade. He is currently the CEO of RC Music Group and is identified by his charismatic and scintillating personality and musical style. Appreciated as both musician and performer, Randy always had the dual personae of master improviser and vibrant entertainer. In November 2011, Randy independently released his first single, "Bittersweet" and in April 2012, released his second single, "4eva". His highly anticipated debut album, "Bittersweet", was released in January of 2013.

As a performer, Randy has shared the stage with many notable names including, Ellis Marsalis, Victor Goines, Ron Isley, Debbie Reynolds, Mike Phillips, Rick Watford, and Alex Bugnon. He's performed a wide variety of musical styles including, straight-ahead jazz, popular music, and many original compositions. He has also appeared as an artist on Tom Joyner's Fantastic Voyage Cruise, performing with Coco Brown and The Phat Cat Players.

As a Producer/Songwriter, his music has been featured on MTV, VH1, The Black Family Channel, and BET Networks. Randy's original compositions have been featured in programming for MTV's "Making The Band", Rock Dinner, Jersey Shore and True Life. He has produced several original songs for Robert Townsend and The Black Family Channel.

As an Educator, Randy teaches music in the public school system, where he focuses particular attention on students with socio-economic disadvantages, and provides them with inspiration, musical direction, and the life skills that they need to be successful beyond high school. Additionally, Randy serves as Adjunct Professor of Music at Broward College and maintains an "active" membership with The Omega Psi Phi Fraternity. He also serves as a board member for Leaders Recognizing Leaders, Inc., a non-profit global youth and young adult's community service and leadership organization.

