

FAU's Diversity Platform presents the:
2018 Diversity Symposium for Faculty and Staff
Fostering Awareness, Engagement and Inclusion

Thursday, January 25, 2018

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.

8:30 a.m. – 9:55 a.m.

Grand Palm

Opening Plenary

Understanding Hispanic Serving Institutions
Dr. Gina Garcia – University of Pittsburgh

Panel Discussion

The Fabric of Latinx
Dr. Gina Garcia - University of Pittsburgh
Dr. Cristobal Salinas - Florida Atlantic University
Dr. Jose de la Garza Valenzuela - Florida Atlantic University

10 a.m. – 11:55 a.m.

Morning Breakout Sessions:

Diversity in the Classroom
Sharbari Dey - University of North Carolina

Live Oak A

Campus Collaborations, Strategies and our Journey to Closed Captioning
Michelle Shaw - Florida Atlantic University
Stuart Buckley - Florida Atlantic University

Live Oak B

Establishing Culturally Relevant Curricular and Co-curricular programs
Dr. Gina Garcia – University of Pittsburgh

Live Oak C

LGBTQ+ FAQs
ODMA – Florida Atlantic University

Live Oak D

Noon – 1:55 p.m.

Grand Palm

Luncheon Keynote Address

Rosa Clemente: Hidden Histories and Stories of Resistance

2 p.m. – 3:55 p.m.

Afternoon Breakout Sessions:

Recognizing the Need for Cultural Competency in Our “Every Day”
Sharbari Dey – University of North Carolina

Live Oak A

Tightening the Leash: Policies & Procedures for Emotional Support Animals in Housing
Michelle Shaw - Florida Atlantic University

Live Oak B

The International Student Perspective: Voices and Experiences

Dr. Mihaela Metianu - Florida Atlantic University

Edyta Klimczak - Florida Atlantic University

Sharon Rodriguez-Bennaroch - Florida Atlantic University

Live Oak C

On the Basis of Sex: Trans*Education

ODMA – Florida Atlantic University

Live Oak D

4 p.m. – 5 p.m.

“Connecting a Diverse Community” – Multicultural Mixer for Faculty, Staff and Students

Grand Palm

Plenary

Understanding Hispanic Serving Institutions

Dr. Gina Garcia, Assistant Professor, Department of Administrative and Policy Studies - University of Pittsburgh

Dr. Gina Garcia is an assistant professor in the Department of Administrative and Policy Studies where she teaches master's and doctoral students pursuing degrees in higher education and student affairs. She received her Ph.D in Higher Education and Organizational Change from the University of California, Los Angeles (UCLA). Her dissertation titled "Challenging the 'manufactured identity' of Hispanic Serving Institutions (HSIs): Co-constructing an organizational identity" looked at the organizational identity of HSIs and the ways in which this identity goes beyond the label assigned by the federal government and becomes more deeply rooted in the culture and practices of the institution. Her research interests center on issues of equity and diversity within higher education with an emphasis on the organizational culture and identity of HSIs and the retention, success, and identity development of Latina/o college students. She uses organizational theory, student development theory, and critical race theory as well as multiple methods of inquiry to guide her work, with a focus on strengths based approaches to studying traditionally underserved communities and institutions of higher education. While at UCLA, Dr. Garcia was a research analyst at the Higher Education Research Institute (HERI) where she examined the curricular and co-curricular experiences that foster success for Students of Color pursuing STEM degrees. As a student affairs professional, Dr. Garcia worked with federally funded grants in order to establish programs that foster retention and success for Students of Color in science, technology, engineering, and mathematics (STEM) majors and careers. In this capacity she advised and counseled students through their first year of college and developed a mentoring program and first-year experience cohort for students. She has also been a resident director and a coordinator for large-scale campus programs.

Panel Discussion - The Fabric of Latinx

Dr. Gina Garcia, Assistant Professor, Department of Administrative and Policy Studies - University of Pittsburgh

Dr. Cristobal Salinas, Assistant Professor, Department of Educational Leadership and Research Methodology - Florida Atlantic University

Dr. Jose de la Garza Valenzuela, Assistant Professor, Department of English - Florida Atlantic University

Morning Breakout Sessions

Diversity in the Classroom

This workshop is targeted towards emerging educators who are working in a classroom setting. The workshop addresses recognizing diversity, understanding culture and its influence on classroom dynamics and advancing discourse around diversity issues within a classroom.

Facilitator(s):

Sharbari Dey, Assistant Director, Education and Special Initiatives - University of North Carolina, Chapel Hill, Diversity and Multicultural Affairs

Campus Collaborations, Strategies and our Journey to Closed Captioning

The absence of Closed Captioning availability in FAU media content presents an accessibility challenge for students who are Deaf or Hard of Hearing to obtain access to information in an equal and inclusive manner comparable to that of their peers. Student Accessibility Services has launched an innovative initiative to provide a free tool to faculty and staff at FAU to independently create their own captions. This consists of a Student Affairs housed hardware appliance that allows the upload of media files for automated transcription by the use of speech recognition technology. Users can then correct and edit transcripts and automatically output a range of caption format files that can be added to media content.

- Attendees will learn about the importance legality and ethical obligation of closed captioning for students who are deaf and hard of hearing for equal access to the educational materials.
- Attendees will learn about the third party vendors that can provide closed captioning at a cost and then introduce the in house solutions at FAU (Docsoft).
- Attendees will learn how to conduct the whole transcription process using Docsoft, from manually uploading a multimedia file to automating the process and editing the finished transcript.

Attendees will learn how to use the Docsoft Transcription Editor. This hands-on training will give participants a chance to try the editing process.

Facilitator(s):

Michelle Shaw, Director, Student Accessibility Services - Florida Atlantic University

Stuart Buckley, Assistant Director, Student Accessibility Services - Florida Atlantic University

Establishing Culturally Relevant Curricular and Co-curricular Programs

(Sponsored in part by the Hispanic Serving Institution Research Interest Group)

In this workshop, participants will be exposed to the current research and literature on the topic of creating culturally relevant practices at HSIs. They will also discuss practical ways to implement culturally relevant curricula, pedagogy, and programs. Participants are encouraged to bring laptops so that they can engage in hands-on assessment and development of their current practices.

Facilitator(s):

Dr. Gina Garcia, Assistant Professor, Department of Administrative and Policy Studies - University of Pittsburgh

LGBTQ+ FAQs

LGBTQ stands for "lesbian, gay, bisexual, transgender and queer/questioning." What does the "+" signify? While these terms have increasing global resonance, other terms may be used to describe people who form same-sex relationships and those who exhibit non-binary gender identities. These terms may differ when they intersect with race, culture, or ethnicity. Join us for an introduction to LGBTQ+ terminology and frequently asked questions in an environment that promotes open and civil discourse. Participants will also learn ways to be effective allies to the LGBTQ+ community and to help make FAU an even more welcoming and inclusive community.

Facilitator(s):

Office of Diversity and Multicultural Affairs - Florida Atlantic University

Luncheon Keynote Address

Rosa Clemente: "Puerto Rico: Hidden Histories and Stories of Resistance"
(Sponsored in part by Peace, Justice, and Human Rights)

Rosa Clemente, a native of the South Bronx, is one of the most raw, honest, political, social, and cultural voices in the country. From Harvard to prisons, Rosa has spent her life dedicated to scholar activism. She is currently a doctoral student in the W.E.B. Dubois department of UMASS-Amherst. Throughout her scholarly career, Rosa has been a constant on the ground presence through the many political struggles facing Black and Latinx people in the 21st century.

Rosa is the president and founder of Know Thy Self Productions, which has produced four major community activism tours and consults on issues such as Hip-Hop activism, media justice, voter engagement among youth of color, third party politics, intercultural relations between Black and Latinx, immigrants' rights as an extension of human rights, and universal healthcare. She is a frequent guest on television, radio and online media, as her opinion on critical current events is widely sought after.

Rosa is a leading scholar on the issues of Afro-Latinx identity. Her groundbreaking article, Who is Black?, published in 2001, was the catalyst for many discussions regarding Blackness in the Latinx culture. She continues to discuss cultural identity, political identity and racial identity in and out of the academy.

Afternoon Breakout Sessions

Recognizing the Need for Cultural Competency in Our "Every Day"

This workshop provides space to engage in a discussion on the culture, power and privilege within organizations/workplaces. The session introduces participants to such concepts as micro-aggressions, bias and strategies to increase self-awareness and self-reflection in everyday work and life.

Facilitator(s):

Sharbari Dey, Assistant Director, Education and Special Initiatives - University of North Carolina: Chapel Hill, Diversity and Multicultural Affairs

Tightening the Leash: Policies & Procedures for Emotional Support Animals in Housing

One of the greatest challenges for post-secondary education is the influx of Emotional Support Animals (ESA's) on campus. What do we do in order to provide the accommodation while maintaining a standard of operations across the board? We will share our journey on tightening up the leash on ESA's for students with disabilities living in college housing. How these ESA's differ from Service Animals and the different laws that are applicable to each animal. Student Accessibility Services has created a work flow to assist in making sure students register with our office for services in order to have the accommodation for an ESA, requiring proof of vaccinations (Florida State Law) and also having discussions with students about their responsibilities for their animal within housing and around campus. This presentation will conclude with a chance to for the audience to discuss concerns, issues or questions regarding ESA.

- Attendees will gain understanding on identifying an ESA and why they are allowed on campus?

- Attendees will gain understanding regarding the difference Services Animals and ESA's
- Attendees will identify items such as ADA, Fair Housing, state laws regarding vaccinations and or misrepresenting the use of a service animal that is an ESA.

Facilitator(s):

Michelle Shaw, Director, Student Accessibility Services - Florida Atlantic University

The International Student Perspective: Voices and Experiences

This session will focus on learning about the international student experience in U.S. universities and specifically at FAU. A panel of international students will participate in a guided discussion on issues of academic success, social integration, cultural learning, and approaches to enhancing the overall international student experience. The session will also include a brief overview of current trends, research and resources related to international students in the U.S.

Facilitator(s):

Dr. Mihaela Metianu, Executive Director, Center for Global Engagement, Florida Atlantic University

Edyta Klimczak, Director of International Services, Florida Atlantic University

Sharon Rodriguez-Bennaroch, Coordinator for International Student Engagement, Florida Atlantic University

On the Basis of Sex: Trans*Education

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):

Office of Diversity and Multicultural Affairs - Florida Atlantic University

Closing

Multicultural Mixer for Faculty, Staff and Students

"Connecting a Diverse Community"

Faculty, staff and students are invited to a multicultural mixer for refreshments and networking.