UA Inclusive Excellence Symposium
Creating Allies, Elevating Voices, and Strengthening Communities
Friday, March 31, 2017, 8:00 a.m. - 1:30 p.m., University of Arizona
Sponsored by the Office for Diversity and Inclusive Excellence (ODIEX) – Office of the Provost
and the Associated Students of the University of Arizona (ASUA)

8:30 a.m. - 9:10 a.m.  CHECK IN, WELCOME AND OPENING REMARKS
Tucson Room, Student Union Memorial Center, Level 3
➢ Jesús Treviño, Vice Provost for Inclusive Excellence and Senior Diversity Officer
➢ Tatum Hammond, Administrative Vice President, Associated Students of the University of Arizona (ASUA)
➢ Andrew C. Comrie, Senior Vice President for Academic Affairs and Provost

9:15 a.m. - 10:15 a.m.  CONCURRENT WORKSHOP SESSIONS ROUND I
Student Union Memorial Center - University of Arizona

**Inclusive Assessment: Strategies for Assessing Diverse Student Populations**  Tucson Rm Level 3
Employing strong and inclusive assessment practices can help educators reframe their outlook on assessment and may present untapped opportunities for developing new insights related to student success, particularly among diverse student populations. Participants will be introduced to several inclusive assessment practices and will be encouraged to access an online toolkit to help support their on-going efforts to engage in equity-minded assessment strategies.

Presenters:
Marla A. Franco, Director, Assessment and Research Division of Student Affairs, Enrollment Management, Academic Initiatives and Student Success
Lucas Schalewski, Assessment and Research Specialist, Division of Student Affairs, Enrollment Management, Academic Initiatives and Student Success

**Combatting Imposter Syndrome**  San Pedro Rm Level 3
Imposter syndrome occurs when people are unable to accept their successes and internalize their accomplishments. They often attribute their accomplishments to luck rather than ability, and they fear that others will unmask them as a fraud. It is common among high achievers, especially women and those from underrepresented groups. This interactive workshop will provide an overview of impostor syndrome and examples of how impostor syndrome affects education and careers. There will be opportunities for participants to reflect and identify their own impostor thoughts and how it may be impacting their lives. Strategies will be offered on how to overcome impostor thoughts.

Presenters:
Mika Galilee-Belfer, Director, Strategic Planning and Special Projects
Laura Hunter, Associate Diversity Officer and Coordinator of Faculty Development

**Understanding Stereotypes and Myths about Islam and Muslims** (workshop suggested for students)  Santa Cruz Rm Level 3
This workshop is dedicated to addressing and debunking stereotypes and myths about Islam and Muslims.

Presenters: Muslim Student Association

**How Do We Build Community When There is so Much Space Between You and I?**  Tubac Rm Level 4
Participants will examine microaggressions, which are behaviors or statements that can inflict insult or injury despite our intentions to the contrary. Participants will better understand what microaggressions are and discuss how they can impact our work towards inclusion across difference. We will explore the many ways in which microaggressions can "show up" in daily life, and how we can interrupt them and disperse their harmful and splintering effects.

Presenters:
Michelle Pitot, Chief of Staff of YWCA Southern Arizona, adjunct faculty in the School of Government and Public Policy
E. Liane Hernandez, Community Outreach and Education Director of the YWCA Southern Arizona
Reframing Disability in Higher Education

While disability is commonly understood as a personal deficit or tragedy, the field of Disability Studies reframes disability as a sociopolitical construct created by disabling environments and legitimizes disability identity as something to be embraced. In this workshop, we will unpack prevalent models of disability that inform our differing perceptions of disability and discuss how they impact higher education.

Presenter: Jayci Robb, Access Consultant, Disability Resource Center

The Strength of Our Voices (workshop suggested for students)

Students will engage in dialogue about the issues affecting our community and nation. Participants will engage in a hands-on activity to express themselves through art forms such as movement, written, and visual arts. Participants will work together as a team to create a visual representation of unity to illustrate that even with all the difficulties and issues that each one of us face, when we unite, we can conquer them all. We all stand together in solidarity and strength.

Presenters:
Nadia Rivas, Undergraduate, College of Nursing, Pre-Nursing
Diana Vega, Undergraduate, College of Social & Behavior Sciences, Law
Javier Suarez, Undergraduate, Eller College of Management, Pre-Business
Angel Alvarez, Undergraduate, College of Medicine, Pre-Physiology
Graziela Yturralde, Undergraduate, College of Engineering
Janet Siqueiros, Undergraduate, College of Science, Biochemistry

Creating Sanctuary Selves and Institutions: What We can do Right Now to Protect, Support and Fight for ALL Immigrants and Refugees (workshop suggested for students)

Undocumented and DACAmented students are building sanctuary campuses at Arizona colleges and universities, despite the promises from governing boards and presidents that no such space is allowed. Through an online petition, resolution, meetings with institutional leaders, ongoing discussions, and actions, students are finding ways to make the UA welcoming to ALL immigrant and refugee students. Participants will learn more about "A Radical Expansion of Sanctuary" and identify ways to protect, support, and fight for ALL immigrants and refugees.

Presenters: Student leaders with the UA Immigrant Student Resource Center and ScholarshipsA-Z

10:15 a.m. - 10:30 a.m. BREAK (15 MINUTES)

10:30 a.m. - 11:30 a.m. CONCURRENT WORKSHOP SESSIONS ROUND II

Diverse Student Organizations vs. Inclusive Student Organizations

We will discuss what it really means to be a diverse student organization and the importance of incorporating inclusivity within your membership. Participants will create an inclusivity action plan to incorporate in their organization.

Presenters:
Marcos Guzman, Coordinator, Fraternity & Sorority Programs, Dean of Students
Lauren Leif, Assistant Director, Fraternity & Sorority Programs, Dean of Students

Understanding Native American Students’ College Experience at the UA Through Digital Storytelling

The two-tiered UA Native SOAR mentoring program interweaves pedagogically appropriate methods and Indigenous inspired philosophies with digital media. Through digital stories, participants will learn the experiences of Native American UA students and key strategies to engage students with creative teaching techniques.

Presenters:
Amanda Cheromiah, Coordinator, Early Academic Outreach
Kyle Harvey, Undergraduate, Native SOAR Mentor
Constructing the Caucasian: How Whiteness Oppresses Us All, Yes, Even White Folks
Tubac Rm Level 4
This workshop will explore the origins of the word Caucasian, the construction of whiteness in Europe and the Americas, white identity development, and the notions of white privilege and white fragility. As seen in the 2016 presidential election, Donald Trump received the most votes under the guise of economic nationalist policies. We need to ask ourselves the following questions: Where do Trump supporters fit into the conversation of diversity and inclusion? How do we work with white allies who at times are part of the problem via inaction, microaggressions, and implicit bias? We will talk about the complexity of whiteness and the question of who gets to wear the cloak of whiteness. Participants will learn about ways we can talk about race and class in a way that calls out but also calls in white allies, who are a vital part of creating a more equitable, just, loving, and whole society.
Presenter: Zack Ritter, Assistant Dean for Institutional Diversity, Harvey Mudd College

Intentional and Inclusive Programming for Social Justice
Presidio Rm Level 4
Attendees will learn Residence Life’s 5 Core Components of Social Justice as well as our tips and best practices for effective programming aimed to educate, celebrate, and build community. We will discuss topics such as power and privilege, identity and intersectionality, socialization, cultural competency and allyship and then dive deeper into “dos and don’ts” to ensure that attendees leave equipped to host an event that is indeed socially just and inclusive.
Presencers:
Sherard Robbins, Assistant Director for Social Justice Education, Residence Life
Lorene Fisher, Graduate Assistant for Social Justice Education, Residence Life

Collaboration Building for Social Justice Within Academic Institutional Hegemony: A Case Study
Copper Rm Level 4
(workshop suggested for students)
Historically, social justice movements led by students have played a significant role in shaping progressive change in academic institutions. In spite of this, oppressive structures still reproduce systems of privilege and inequality within academia, which have implications on students’ lives and contributions to shaping the future of academic and post-academic professions. Incremental approaches to diversity, social justice, and inclusive excellence often fail to institute structural change and are co-opted to maintain institutional white supremacy. This workshop will discuss a framework for student mobilization and collaboration building in academic settings and will provide tools for social justice activism from a student perspective. Using work within the College of Public Health as a case study, the presenters will discuss successes and challenges in pursuing radical social justice change to create inclusive dynamics within academic structures.
Presencers:
Shawna Follis, Ph.D. student, Epidemiology
Caroline King, MPH student, Biostatistics
Erika Nacim, MPH student, Global Health

Why I am Not Here for your White Tears: An Introduction to Racism, White Supremacy and White Privilege
Agave Rm Level 4
White supremacy is something that our country has dealt with since its inception. Due to the insidious ways in which racism has been able to adapt and rebrand itself, it has been difficult to combat and address racism in meaningful and long lasting ways. This workshop will provide an introduction to the concepts of racism, white privilege and white fragility through an intersectional lens. We will explore how white supremacy is reinforced through acts of casual racisms and theories on why white folks have difficulty with combatting racism both interpersonally and structurally.
Presenter: Karlyn Bradley, Community Member

11:30 a.m. – 12:00 p.m.  BREAK AND TRAVEL TO TUCSON HOTEL UNIVERSITY PARK

12:00 p.m. – 1:30 p.m.  LUNCHEON, KEYNOTE SPEAKER, CLOSING REMARKS
Canyon Room, Tucson Hotel University Park (formerly known as the Tucson Marriott University Park)
- Recognition, Charlinda Haudley, Symposium Chair, Program Coordinator Sr., Office for Diversity and Inclusive Excellence
- Welcome Remarks, Ann Weaver Hart, President, University of Arizona
- Native American Prayer for Four Directions, Miguel Flores Jr., Community Advisory Board, UA Native American Research and Training Center
- Keynote Speaker, Kathleen Wong (Lau), Chief Diversity Officer, San Jose State University, Office of Diversity, Equity, and Inclusion
- Closing Remarks, Laura Hunter, Associate Diversity Officer and Coordinator of Faculty Development.