



Schedule

Day 1 – November 7, 2019

All Day - Quiet Space - Reflection/Prayer/Meditation: Marvin Center Room 301

12:30pm - Registration Opens - Marvin Center Third Floor

1:00pm-2:00pm - Concurrent Sessions 1

Inclusive Leadership for Group Effectiveness

Marvin Center Room 307

Presented by Erika McMullen

Working with or leading diverse groups does not guarantee inclusion. Every person plays a role in inclusion, including assigned and emergent leaders. Individuals must recognize and interrupt biases and behaviors that hinder inclusion. Inclusive leadership is more than a feel good buzzword. Learn the behaviors and practices of inclusive leadership that foster positive outcomes for group effectiveness. ([*Excellence in Leadership Seminar*](#))

The Multicultural Café

Marvin Center Room 308

Presented by Sandra Davis featuring Hannah Hahn, Denise Bridges, and Christine A. Martin

The Multicultural Café in the School of Nursing is space where culturally and linguistically diverse populations come together to: exchange individual stories and experiences, learn from each other and create a supportive environment. A multicultural space allows students to collaborate and gain strength from those with whom they may share a common identity while at the same time promoting intercultural discourse and connection with a

broader community. Join us for dialogue on this topic and learn how we established and are sustaining a Multicultural Cafe and how it benefits students, staff and faculty.

2:15pm-3:15pm - Concurrent Sessions 2

Making Peace with Trauma

Marvin Center Room 308

Presented by Ayana Moore

Whether we acknowledge it or not, trauma is commonplace in the human experience. Trauma does not necessarily require that an ambulance is dispatched to a scene or a trauma surgeon arrive to perform a life changing procedure, for the experience to qualify as traumatic. Trauma is the imprint left on a person (physical, emotional, psychological, or spiritual) as a result of an intensely stressful experience, moment, or circumstance. Making Peace with Trauma will focus on the relationship between peace and trauma that is necessary for us to heal and become whole again. We all process trauma differently, but it is so important that we have the tools necessary to work through the steps of healing to achieve inner-peace.

Being the “First”: Roles and Responsibilities of “Diverse” Leadership in the Academy and the Role of a Champion

Marvin Center Room 310

Presented by Adnan Hyder and Natasha Kazeem

During this session, you will hear from a panel of members of our GW community who represent various demographics within leadership roles. They will discuss their lived experiences and how the intersectionality of their identity has impacted their experience within the academy. Additionally, you will hear reflections and advice on how one can be a champion for change. Each of us in our small spheres of influence can impart change and support issues, raise awareness, and educate ourselves on how to be more in touch with the threats to social justice that exist all around us. This session is meant to offer an environment that encourages curiosity and provides small tactical measures that can be used to achieve big wins for leaders at the University.

3:30pm-4:30pm - Concurrent Sessions 3

Decolonizing the GWU Experience: Reflections from Black Undergraduate and Graduate Students, Alumnae/I and Faculty

Marvin Center Room 307

Presented by Jameta Barlow featuring Bria Johnson and Hannah Edwards

Scholars are beginning to explicate the ways in which systems of oppression, namely colonialism and racism, have constructed our institutions of higher education (Squire, Williams & Truitt, 2018). For Black students at predominantly white institutions of higher learning, these experiences are magnified by contemporary national U.S. politics. At GWU, the interconnectedness of settler colonialist practices and anti-Black racism in these experiences results in isolated situations that together, configure an environment that can be hostile to the well-being of Black students, faculty, alumnae/i and administrators. Panelists will reflexively interrogate their experiences, related it to the evidence based literature and reveal an emergent framework, rooted in the social

sciences and humanities, for addressing the complex issues among Black students, faculty, staff and administrators.

Beyond Black and White: Race in the World

Marvin Center Room 308 (*program begins at 3:40pm*)

Presented by Alexa Alice Joubin

This session will focus on the critical history of race as an intersectional identity. Attendees will learn about the main features of racial discourse in the US as well as world history and will gain new analytical tools that prepare them to productively respond to racial tensions and go beyond the narrow focus on blackness. Following this research presentation there will be a small-group discussion and Q&A to foster conversations and develop collective capacity to critically self-reflect.

Disability and Accessibility 101

Marvin Center Room 310

Presented by Gabriela Rossner featuring AJ Link and Luana Kiwakana

Student leaders from the GW Disabled Student's Collective will lead a workshop and discussion about issues facing disabled people on campus and beyond. This session will start with a reflection on models of disability identity and how they impact the current discourse around disability. Then, accessibility will be discussed in terms of physical events, communication, and interpersonal conduct. (*Excellence in Leadership Seminar*)

5:30pm - Doors Open for Keynote Speaker - Lisner Auditorium

6:00pm - Keynote Speaker - MJ Rodriguez Lisner Auditorium



7:45pm - Reception with Keynote Speaker - Marvin Center Great Hall

Day 2 – November 8, 2019

All Day

Hospitality: Marvin Center Rooms 301 and 302

Diversity Summit Posters: Marvin Center Room 309

Quiet Space - Reflection/Prayer/Meditation: Marvin Center Room 413 and 414

Business Center: Marvin Center Room 402 and 404

8:30am - Registration Opens - Marvin Center Third Floor

9:30am-10:30am - Concurrent Sessions 4

Facing Anti-Semitism On and Off Campus

Marvin Center Amphitheater

Presented by Adena Kirstein, Executive Director of GW Hillel, and David Berstein, President and CEO of the Jewish Council for Public Affairs

Identity 101: A Beginner's Guide to Diversity, Inclusion in Action, and Self-Reflection

Marvin Center Room 307

Presented by Thomas de Lima

Navigating conversations or interactions surrounding identity-based issues can be challenging. Identity 101 invites students to learn through dialogue, activities, and self-reflection. While exploring current terminology and themes dealing with diversity and inclusion, students are given a space to think and share about how identity plays a role in the choices you make, the people you surround yourself with, and the spaces you occupy.

Our University Embraces Religion and Spirituality! Images, Discoveries, Strategies, and Next Evolutionary Steps

Marvin Center Room 308

Presented by Richard Ruth featuring Katherine Marshall Woods, Samuel Salamon, Hannah Navarro, and Shereen Ayoubi

We will present a pop-up photo gallery with images of places and moments where our university has moved from a stance of religious tolerance to one of deeper, more proactive, more welcoming religious embrace. Images will include ways we welcome and accommodate religious observance, include students and faculty of diverse religious identities as full and welcome members of our community, incorporate respect for religion and spirituality in our teaching and learning, and demonstrate that there is broad, informed support for all aspects of diverse religious expression and practice in our university community.

Cross-Class Competency at GWU: How Our Class Influences Our Culture and How We Interact with Each Other on Campus

Marvin Center Room 310

Presented by Julia Grifferty

Participants will define and differentiate what social class socio-economic status and how it influences their culture. A survey of class in the GW institution (students, staff, faculty) will be provided. Participants will be given the tools to reflect on encounters they have with someone they perceive to be from a different class on campus to uncover unconscious bias and provide them the tools to build trust and community. At the end, participants will be given an empty thank you card to eventually write on and deliver to a service work they foster a connection with after having genuine conversation. The session takes relevant research from social psychology, multicultural psychology and sociology.

Navigating Through Challenging Spaces as Your Authentic Self: Tools to Feel Empowered When Encountering Ignorance

Marvin Center Room 311

Presented by J Robinson

Participants will develop tools on how to navigate social and cultural challenges through mindful language and uplifting behaviors (reactions and actions).

10:45am-11:45am - Concurrent Sessions 5

How To Make Sense with Persistence: Influential Factors for Underrepresented Students and Their Successes.

Marvin Center Room 307

Presented by Julian Batts

Underrepresented students clearly demonstrate academic excellence across institutions of higher education; but this paired with their sense of belonging to campus has led to feelings of disconnectedness. How the campus community works to develop a stronger sense of belonging for underrepresented students should be challenged for critical reflection. This session will present factors that impact the confidence of underrepresented students persisting forward toward graduation. Participants will explore data that illustrates why GW students have chosen to withdraw, and the intersection it holds with community development. The session will reconsider the role of the campus community, to reshape its efforts for the persistence of underrepresented students – specifically within Black-identified, LGBTQ+, and first-generation student communities.

Give Me Your Spoons: Living with an Invisible Disability at GW

Marvin Center Room 308

Presented by Briana Taylor

The term, “Spoon Theory,” was coined in 2003 by Christine Miserandino, in 2003 in her essay, "The Spoon Theory." As a woman with Lupus, the author uses the word spoons to discuss how much energy is consumed by activities of daily life when an individual has a chronic/invisible illness. Believers in the concept will argue that a person with a chronic/invisible illness spends a large amount of conscious time every day determining which tasks need and/or deserve a piece of their limited energy reserves. In recent years, the concept has been adopted and adapted by and for individuals living with mental health challenges, which qualify as an invisible disability. Often, individuals (for the purposes of this conversation on university campuses) are reluctant to talk about and receive mental health support due to stigma however, when students struggle in silence research finds that they struggle academically (Wang et. al 2014). Without an understanding of the spoons concept, it is tempting for others to view the students as, “lazy” or, “unmotivated,” which has the potential to skew the student’s

perception of his or her own abilities. The hope of this presentation is to give participants an understanding of the spoon concept and how it can manifest itself on a college campus. Participants will come away with practical ways to assist each other when they see a community member who might lack some spoons.

Trailblazing the Path Forward - Diverse Leaders in Entrepreneurship

Marvin Center Room 310

Presented by Stephanie Asher featuring Antwanye Ford, President & Chief of Enlightened, Inc., Matthew Shapiro, Founder & CEO, 6 Wheels Consulting, LLC, and Qyana Stewart, CEO & Principal Consultant, GlobalForce Tech Consulting

Have a passion for change, side-hustle, or desire to bring your idea to reality? Join us for this powerhouse panel as accomplished entrepreneurs from diverse backgrounds share their journeys and challenges in their path to success! Panelists will examine the risks and rewards associated with starting their own businesses. Concepts challenged include using entrepreneurship to break through barriers in the workplace, power dynamics, unequal resource allocation, and linear career paths. We will also discuss entrepreneurship as a career opportunity. Audience members will be invited to ask questions. Don't miss this inspiring conversation!

Managing Learning Environment Disruption through Restorative Practices and Culturally Relevant Pedagogy

Marvin Center Room 311

Presented by Christine Anthony

Developing effective learning environment is an essential step in education. Disruptions to that environment, especially from the students in it, can damage the learning experience for everyone. This session focuses on effective ways to address disruptive behavior in a learning environment through policy, restorative approaches, and culturally relevant pedagogy. While this content will focus on the environment created in academic classes, including those offered remotely, the content is applicable to a variety of environments and interactions.

The Righteous Miss: Inclusivity in the Environmental Movement On and Off Campus

Marvin Center Amphitheater

Presented by Meaghan Chapple featuring Everette Bradford, Jonah White, & Hollis Maye-Key.

This educational session will explore the importance of diversity, equity and inclusion in sustainability, featuring Jonah White, Everette Bradford, and Hollis Maye-Keye, with Meghan Chapple as moderator of the panel. Panelists will discuss and reflect on the question: Why is diversity important for the sustainability movement? The importance of sustainability is apparent in all facets of daily life: in the air we breathe, water we drink, and food we eat. However, access to even the basic elements of life — air, water, and food — is not granted equally. Rather, environmental conditions in communities of color are significantly worse compared to white communities. There are countless examples of this reality: communities of color have higher exposure rates to air pollution than white communities. Lead poisoning disproportionately affects children of color. The urban heat island effect is more severe in minority neighborhoods. This panel will discuss these issues and connect them to the GW community. This session will provide opportunities for participants to share their experiences, grapple with uncomfortable truths, and begin to understand how to change their behavior to foster a more diverse and inclusive movement, starting with the sustainability community at GW.

11:45am-12:00pm - Comfort Break

12:00pm - 1:45pm - Lunch & Panel
Confronting White Supremacy
Marvin Center Grand Ballroom



Iselin Gambert, Moderator



Stephen John Quaye, Panelist



Ruby Corado, Panelist



Kenrya Rankin, Panelist



Rory Kramer, Panelist



The theme for this year's Diversity Summit Lunch panel is *Confronting White Supremacy*. In alignment with the theme of **BE BOLD: Learning. Unlearning. Relearning.**, this moderated panel will bring together scholars, activists, and public figures from various backgrounds and perspectives to discuss what white supremacy is (or isn't); how they understand its relationship to their work; and ways they confront it in everyday life. Students, faculty, staff, and administration from all backgrounds are invited to attend, ask questions, and enjoy lunch. Panelists include:

- **Dr. Rory Kramer**, Associate Professor of Sociology at Villanova University whose research focuses on the physical and social boundaries between races in the United States
- **Kenrya Rankin**, Editorial Director at Colorlines & Author of *How We Fight White Supremacy*
- **Ruby Corado**, Founder & Director of Casa Ruby
- **Dr. Stephen John Quaye**, Associate Professor at The Ohio State University; Led the creation of the ACPA Strategic Imperative for Racial Justice & Decolonization

Moderated by **Iselin Gambert**, professor of legal writing at the GW Law School whose scholarship examines manifestations of sexism, racism, and speciesism through US legal theory and society.

2:00pm-3:00pm - Concurrent Sessions 6

Does Self-Care Get Us Liberated?

Marvin Center 307

Presented by Christopher Hooten

During this session, participants build their capacity for critically analyzing the role of healing in the social justice space and examine the limitations of self-care as a tool for collective liberation. Participants will examine which forms of self-care are actively practiced, how accessible these forms of self-care are, and which populations are historically left-out and why. The session will end with a brainstorm to identify solutions to common pitfalls of self-care and conceptualize a process for creating a community-wide ethos of care that is accessible to all persons.

Old Town Road: How Microaggressions Can Affect Well-Being in the Workplace

Marvin Center Room 308

Presented by Victor Lee

During this session, participants will explore microaggressions in the workplace and their impact on teams. Participants will identify words and impacts that affect workplace relationships and come away with tools to address microaggressions.

Military Culture Workshop

Marvin Center 310

Presented by Dr. Andy Sonn featuring Mac Manning and Collin Markstrom

Learn more about military culture, including the life experiences of service members, along with the experiences of individuals transitioning from boots to backpacks. We will also cover promising practices for supporting military student success, including resources, services, and facilities that bolster military student retention, graduation rates, and overall engagement. This workshop was created by student veterans for individuals who work with military students at colleges and universities.

We Aren't Voiceless, You Just Haven't Been Listening

Marvin Center Room 311

Presented by Nana Evison and Naja Nelson

Join us for a conversation on sexual violence. We will watch and listen to excerpts from interviews, TED talks, news clips, senate hearings, and so much more to examine the prominence of sexual trauma and abuse in marginalized communities of color. Much will be provided on how we, as members within the GW community, can serve as allies and liaisons to assist anyone who is currently healing and recovering alongside working to dismantle rape culture.

3:15pm-4:15pm - Concurrent Sessions 7

A Balancing Act: A Film Analysis Examining the Intersection of Athletic Identity and Racial Identity

Marvin Center Room 307

Presented by Shelby McKay

Race and athletics are identities student-athletes of color may balance during their athletic career. A student-athlete's reaction to events and situations can be different depending on which identity is more salient in the moment, race or athletics. As college football, basketball, and track and field continue to recruit a large number of Black athletes, student affairs professionals will observe Black student-athletes balance their two salient identities. Through a film analysis this presentation examines the identity development of Black male athletes in two different films, *Race* and *The Express: The Ernie Davis Story*. Both films depict the lives of Black male athletes during college as they trained to become the best in their sport while experiencing racism. Each movie is set in an era of racial discrimination and hate against Blacks and non-Whites. The main character in each film, balances two intersecting identities, racial identity and athletic identity. To conclude the presentation, a facilitated discussion will occur to discuss the intersection of identities beyond films and pop culture.

Talking Back: Confronting Standard English

Marvin Center Room 308

Presented by Sandra Friedman

This workshop will challenge the audience to rethink their assumptions about linguistic diversity and offer strategies to shift institutional culture. Presenters will increase awareness of why Standard Academic English is problematic, offer students ways to advocate for themselves, and discuss how faculty could modify their practices to foster inclusivity in the classroom and on the campus more broadly.

Women's Leadership in Higher Education

Marvin Center Amphitheater

Presented by Christy Anthony

Featuring Caroline Laguerre-Brown, Dr. Elizabeth Chacko, Dr. M.L. "Cissy" Petty, and Tanya Vogel.

Moderated by Dr. Ashley Stone

For centuries, U.S. higher education leadership was long assumed to be a domain exclusive to men. In more recent decades, women have increasingly assumed a variety of high-level leadership roles in higher education. This panel, consisting of four women leaders at GW, will discuss and take questions addressing aspects of women's leadership in higher education, including intersections with other identities, pathways toward leadership, navigating gender norms and expectations in leadership roles, and how views of women's leadership change over time and context.

4:15pm-5:00pm - A Conversation About the Colonial with Student Leaders of the Anything But Colonial Coalition - Marvin Center Amphitheater

4:15pm-5:00pm - Poster Session - Marvin Center Room 309

A GameStop: A Look Into the Relationships with Video Games and Gender.

Presented by Gabriel Young

This poster presentation will analyze the relationship between video games and gender through the history, current issues, and advocacy efforts happening today to promote a more inclusive gaming environment.

Black Women, Radical Love, and the Black Radical Imagination

Presented by Breya Johnson, Research Day Special Prize Winner

Bootylicious: The Reclamation of Black Femininity and Sexuality.

Presented by Shontrice Barnes

This poster presentation reviews the ways in which Black women's femininity and sexuality has been policed and restricted under the white patriarchal system. The research addresses how Black women's bodies have been dehumanized, over-sexualized, and burdened with negative stereotypes that have affected the way in which they express their femininity and sexuality. The hypothesis argues that in the last few years Black women have worked to reclaim and redefine their femininity and sexuality, thus creating their own standard. Using the theoretical frameworks of Hip Hop Feminism and Black Feminism, this research seeks to understand how Black women are developing a framework for understanding Black femininity and sexuality, while disrupting white beauty standards and Black respectability politics. The qualitative research method used for the research is case study. These case studies include two Black women divas (Beyoncé and Megan Thee Stallion) to analyze how they have transformed Black femininity and sexuality through their careers. This analysis is intended to end the policing of Black women's bodies by showcasing how it contributes to the systematic oppression of Black women, while providing a framework to understanding Black femininity and sexuality.

GW Votes: Engaging All GW Students in the Democratic Process.

Presented by Jonah Lewis

GW Votes is a campus wide initiative to increase the voting rate and democratic engagement of the GW student population. We are making strides in increasing this rate and being national leaders in voting. Still, nationwide voting trends are still varied by different social identities such as race, age, field of study, and others. This poster presentation will provide a review of the voting landscape at GW and nationally as well as the differing voting rates occurring across social groups. Additionally, this poster presentation will address possible engagement strategies to engage all groups in voting and will invite participants to actively brainstorm means to promote voting and civic engagement among students at GW.

Making Thinking Visible: Museum Education Graduate Students Engaged with DEAI

Presented by Lotte Lent

How does diversity, equity, accessibility, and inclusion (DEAI) training, and closely affiliated experiences in our curriculum, affect the way we think about the role of the museum educator and champion for inclusive environments? Driven by this question, the Museum Education Program faculty at the George Washington University, asked their 2019 cohort of graduate students to reflect on a year-long series of experiences focused on DEAI. These included training via the Multicultural Student Services Center, auxiliary programming, in-class speakers and relevant readings/resources.

This poster session will delve into the process of attempting to document the learning and thinking of faculty and students via the protocol, "CONNECT - EXTEND - CHALLENGE" and present the results and reflections of the DEAI training.

Sembrando Poder

Presented by Alexandra Retana

The current situation at the U.S.-Mexico border has left Central and South American migrants without shelter, sustenance, or basic necessities for life. The Remain in Mexico Policy is further exacerbating the conditions at

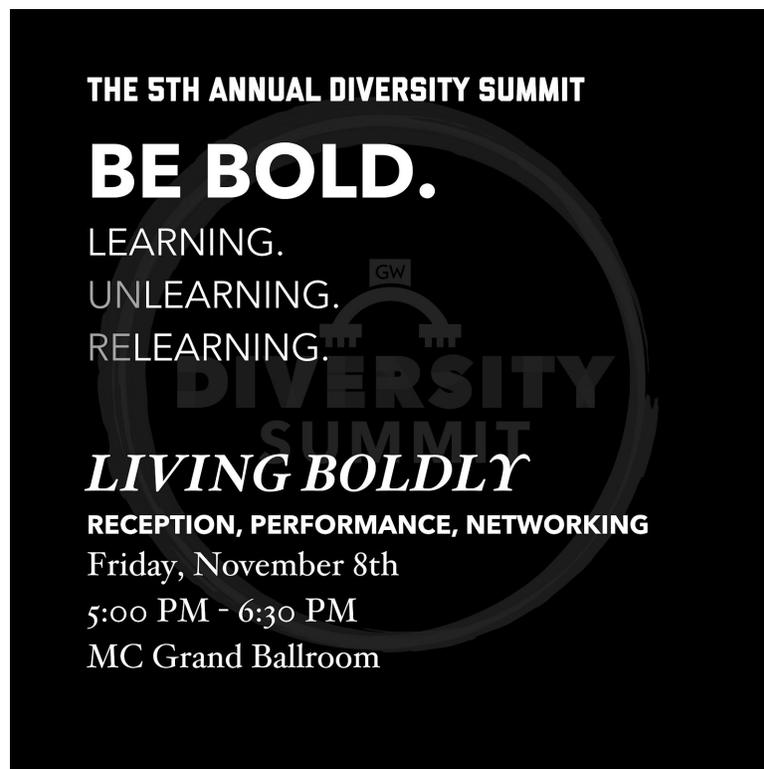
border camps leaving a larger portion of the population susceptible to extortion, murder, family separation, and other dangers. These factors are also disproportionately affecting women, children, disabled, elderly, and LGBTQ+ individuals.

Votes for All: Women of Color and the Suffrage Movement

Presented by Caitlyn Phung, Taarika Gopinath, Shree Venkataraman, Riya Gavaskar and AnaSofia Stieglitz

This poster presentation will be on women of color and their role in the suffrage movement. We want to focus on this topic for many reasons. First, as the first women of color orientated club on campus, we want to educate people on activists and leaders. In our presentation we will highlight women of color who have been overlooked and the extent to which they were welcomed by the suffrage movement. In addition, we will connect our topic to the feminist theory of human rights, which emphasizes the enjoyment of rights. Through this lens we will analyze voter suppression in the 2018 Georgia Gubernatorial Race and the lack of intersectionality of the women's rights movement.

5:00pm-6:30pm - Closing Reception *Living Boldly* **Grand Ballroom**



All attendees are invited to come together and be in community for *Living Boldly: 5th Annual Diversity Summit Closing Reception* in the Marvin Center Grand Ballroom. We encourage people to take what they learned, unlearned, and relearned beyond the Diversity Summit by networking with invited DC-based organizations, activists, and community leaders who live *boldly* each day. Enjoy food and performances from DC locals who are *bold* in bringing equity and justice into all spaces. Join us as we celebrate the strength in GW's diversity and work towards being a preeminent institution.