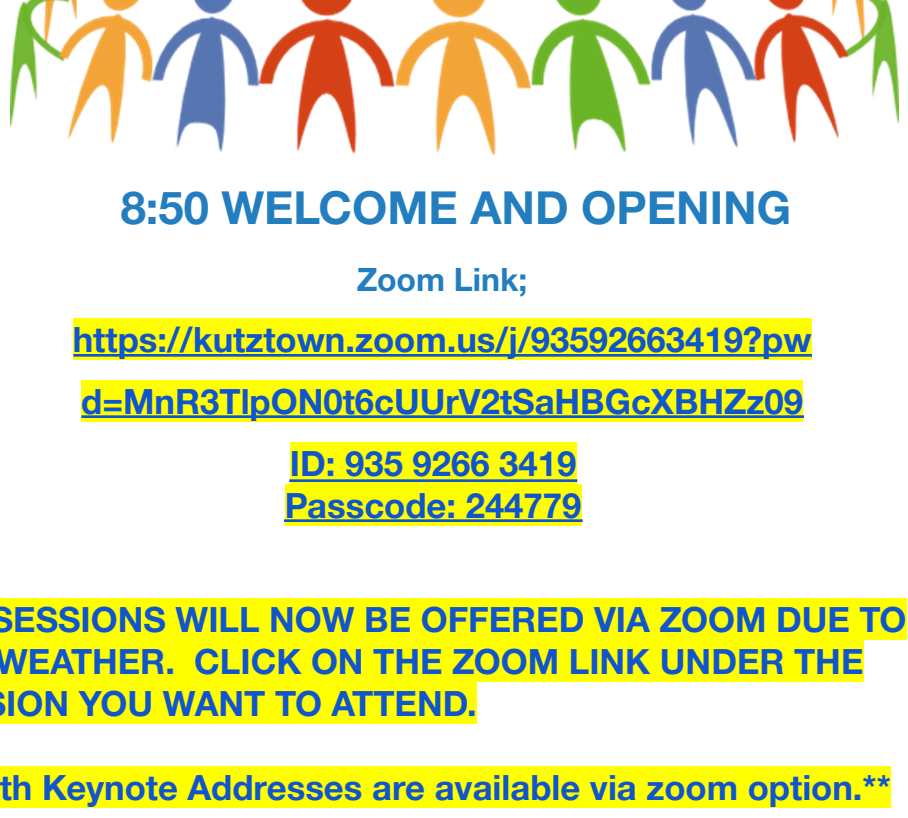


# Contemporary Issues in Human Diversity & Social Justice



## 8:50 WELCOME AND OPENING

Zoom Link;

<https://kutztown.zoom.us/j/93592663419?pwd=d=MnR3TltpON0t6cUURv2tSaHBGcXBHZZ09>

ID: 935 9266 3419

Passcode: 244779

**ALL SESSIONS WILL NOW BE OFFERED VIA ZOOM DUE TO THE WEATHER. CLICK ON THE ZOOM LINK UNDER THE SESSION YOU WANT TO ATTEND.**

**\*\*Both Keynote Addresses are available via zoom option.\*\***

## 9:00 - 9:50 AM First Breakout Session

SESSION 1	SESSION 2	SESSION 3
<b>Now Virtual</b> Use zoom link below	<b>Now Virtual</b> Use zoom link below	<b>Now Virtual</b> Use zoom link below
<b>JUST Another Nice White Lady? Exploring A Just Relationship Between a Black Woman &amp; her White Professor</b>	<b>Mental Health in the Black Community</b>	<b>Learning for Justice in Our Classrooms</b>
<b>Jane Ammon</b> , Chestnut Hill College <b>Paullicia Mack</b> , Chestnut Hill College	<b>Jasmine Lord</b> , Kutztown University <b>Ahmaad Franklin</b> , Kutztown University	<b>Colleen Clemens</b> , Kutztown University
Join Zoom Meeting <a href="https://kutztown.zoom.us/j/93592663419?pwd=d=MnR3TltpON0t6cUURv2tSaHBGcXBHZZ09">https://kutztown.zoom.us/j/93592663419?pwd=d=MnR3TltpON0t6cUURv2tSaHBGcXBHZZ09</a>	Join Zoom Meeting	Join Zoom Meeting <a href="https://kutztown.zoom.us/j/6267340969">https://kutztown.zoom.us/j/6267340969</a>
ID: 935 9266 3419 Passcode: 244779		

SESSION 4
<b>Now Virtual</b> Use zoom link below
<b>A Truly Inclusive University: Visions of a Fair and Just Academic Future</b>
<b>Dr. Rebecca Gibson</b> , Virginia Commonwealth University <b>Lee Hill</b> , Virginia Commonwealth University <b>Kayla Ruiz</b> , Virginia Commonwealth University
Join Zoom Meeting <a href="https://kutztown.zoom.us/j/93516074818?pwd=NkVlMm1tSkFia2t56TEpbcXkQXWFiUT09">https://kutztown.zoom.us/j/93516074818?pwd=NkVlMm1tSkFia2t56TEpbcXkQXWFiUT09</a>
ID: 935 1607 4818 Passcode: 793872

## 9:00 - 9:50 AM SESSION DESCRIPTIONS

### 1

#### ZOOM ONLY

**JUST Another Nice White Lady? Exploring A Just Relationship Between a Black Woman and her White Professor**

**Jane Ammon**,  
Chestnut Hill College  
**Paullicia Mack**,  
Chestnut Hill College

Rooted in the mission of Chestnut Hill College, building JUST relationships between students and professors is a core value. This presentation explores how a Black graduate teacher education student and her White Womanist professor navigated their relationship across intersections of race, academic voice, communication, trust building, faith, spirituality, and boundaries. Grounding their dialogue in Black Feminist Thought, Womanism, and Critical Whiteness Studies, we will share their journey across a semester through storytelling and candid conversations.

### 2

#### ZOOM ONLY

**Mental Health in the Black Community**

**Jasmine Lord**, Kutztown University  
**Ahmaad Franklin**, Kutztown University

This presentation acts as a beginner guide to navigating mental health in a marginalized community. We will discuss how stigmatization, lack of representation, and systemic barriers culminate to negatively impact the mindset surrounding mental health for the Black community. We will pay particular attention to the impact that the aforementioned topics have on the mental health of Black men.

### 3

#### ZOOM ONLY

**Learning for Justice in Our Classrooms**

**Colleen Clemens**, Kutztown University

This presentation will consider the role of Teaching Tolerance/Learning for Justice in our classrooms. I will share what writing for TT has offered me, and, more importantly, how TT has informed my pedagogy for 25 years. Participants will leave with a better understanding of the resource and how they might use and contribute to it.

### 4

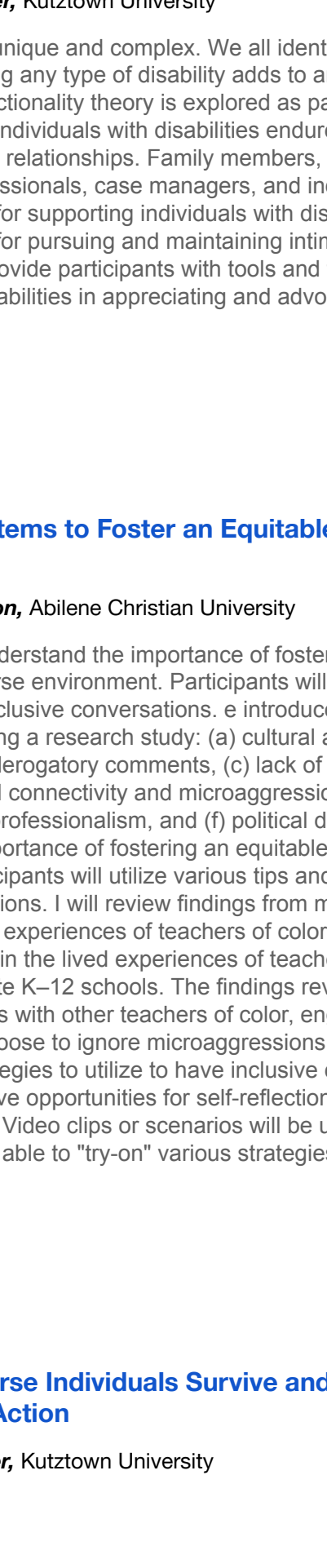
#### ZOOM ONLY

**A Truly Inclusive University: Visions of a Fair and Just Academic Future**

**Dr. Rebecca Gibson**,  
Virginia Commonwealth University  
**Lee Hill**,  
Virginia Commonwealth University  
**Kayla Ruiz**,  
Virginia Commonwealth University

This interactive session, built around the concept of a truly inclusive university, will feature a panel discussion, and then action-oriented activities focused on the creation of a fair and just academic future. The panel, consisting of two undergraduate students and one faculty member, will discuss our own experiences of the way in which lack of inclusivity has affected our time in academia. After a short discussion, we will open the floor to attendees to help us reimagine a university setting that emphasizes inclusivity while maintaining academic standards. Attendees can assist with activities such as: Brainstorming how to rebuild the university around concepts of diversity, equity, and inclusion; looking at the architecture of universities and rearranging things to focus on inclusivity; suggesting changes to the administrative structure of the university to bring equity to the forefront of the university mission; and addressing the challenges of hybridity and competing access needs.

## 10:00 - 10:50 AM KEYNOTE ADDRESS



**Dr. Mary Rita Weller**  
**Mary Rita Weller, Assistant Professor, teaches full-time at Kutztown University's Department of Social Work. She has over 20 years of clinical experience working primarily with children and adults that have experienced trauma, as well as supporting sexual minorities and individuals with disabilities. Mary Rita holds undergraduate degrees in sociology and Spanish from the State University of New York, Oneonta. She received her Master's of Social Work from Temple University in Philadelphia, PA. She received her Doctor of Philosophy degree in education with a concentration in human sexuality from Widener University in Chester, PA. She is licensed in the Commonwealth of Pennsylvania in social work.**

**Join Zoom Meeting**

<https://kutztown.zoom.us/j/94289089196?pwd=S1phNTFuRzZxWTNCek1Eb1Y1R1FPdz09>

Meeting ID: 942 8908 9196 Passcode: 803168

**SOCIAL JUSTICE AWARDS WINNERS WILL BE RECOGNIZED AFTER THE KEYNOTE ADDRESS**

**All sessions can be accessed through zoom by using the link under the session title below.**

## 11:00-11:50 AM Second Breakout Session

SESSION 1	SESSION 2	SESSION 3
<b>Now Virtual</b> Use zoom link below	<b>Now Virtual</b> Use zoom link below	<b>Now Virtual</b> Use zoom link below
<b>Don't Mistake my Kindness for Weakness: How Effective Teachers Balance Academic Rigor and Connective Instruction</b>	<b>Disability &amp; Intersectionality</b>	<b>We Matter! Systems to Foster an Equitable and Inclusive Work Environment</b>
<b>Dr. Andy Minnes</b> , Kutztown University <b>Abigail Sommer</b> , Kutztown University	<b>Dr. Mary Rita Weller</b> Kutztown University	<b>Dr. Torine Champion</b> , Ablene Christian University
Join Zoom Meeting <a href="https://kutztown.zoom.us/j/93153698672?pwd=d=eHNsdlpQV0crM0V0cDJJNTFLRWo5dz09">https://kutztown.zoom.us/j/93153698672?pwd=d=eHNsdlpQV0crM0V0cDJJNTFLRWo5dz09</a>	Join Zoom Meeting <a href="https://kutztown.zoom.us/j/94289089196?pwd=S1phNTFuRzZxWTNCek1Eb1Y1R1FPdz09">https://kutztown.zoom.us/j/94289089196?pwd=S1phNTFuRzZxWTNCek1Eb1Y1R1FPdz09</a>	Join Zoom Meeting <a href="https://kutztown.zoom.us/j/96383058341?pwd=d=c3hjRFhNd2p2anRjZjlxOGQ0ZTBkZ09">https://kutztown.zoom.us/j/96383058341?pwd=d=c3hjRFhNd2p2anRjZjlxOGQ0ZTBkZ09</a>
ID: 931 5369 8672 Passcode: 684335	ID: 942 8908 9196 Passcode: 803168	ID: 963 8305 6341 Passcode: 526301

SESSION 4
<b>Now Virtual</b> Use zoom link below
<b>How Neurodiverse Individuals Survive and Thrive Through Faith, Hope, &amp; Action</b>
<b>Dr. Patricia Brenner</b> , Kutztown University
Join Zoom Meeting <a href="https://kutztown.zoom.us/j/91294356731?pwd=YkhgaTNValhkdmRWbUJhZ3NVeVhMUT09">https://kutztown.zoom.us/j/91294356731?pwd=YkhgaTNValhkdmRWbUJhZ3NVeVhMUT09</a>
Meeting ID: 912 9435 6731 Passcode: 987067

## 11:00 - 11:50 SESSION DESCRIPTIONS

### 1

#### ZOOM ONLY

**Don't Mistake my Kindness for Weakness: How Effective Teachers Balance Academic Rigor and Connective Instruction**

**Dr. Andy Minnes**, Kutztown University  
**Abigail Sommer**, Kutztown University

As reflective teachers committed to equity and engagement, we want to understand how good teachers develop meaningful relationships with their students. Our preliminary research indicates that meaningful student-teacher relationships require responsiveness, trust, and sustained efforts over time. Teachers effective at connecting with students tend to be able to bridge the gap between content, students' lives and interests, and instructional methods. In extending our mixed-methods research, we seek to address the lived experience primary research question: How do teachers cultivate relational trust with diverse learners over the course of the school year? We believe that this research question positions the significance of teachers being responsive to the human diversity naturally embedded in every classroom. We believe that a more refined understanding of how student-teacher relationships evolve will enhance our work at KU's College of Education and in the local communities we serve.

### 2

#### ZOOM ONLY

**Disability & Intersectionality**

**Dr. Mary Rita Weller**, Kutztown University

All individuals are unique and complex. We all identify differently with vast experiences. Having any type of disability adds to another layer of identity complexity. Intersectionality theory is explored as part of peeling off layers of oppression that individuals with disabilities endure, especially in light of supporting intimate relationships. Family members, educators, support staff, medical professionals, case managers, and individuals themselves are often at a loss for supporting individuals with disabilities, and self-determination for pursuing and maintaining intimate relationships. This presentation will provide participants with tools and techniques to assist individuals with disabilities in appreciating and advocating for meaningful relationships.

### 3

#### ZOOM ONLY

**We Matter! Systems to Foster an Equitable and Inclusive Work Environment**

**Dr. Torine Champion**, Ablene Christian University

Participants will understand the importance of fostering an equitable, inclusive, and diverse environment. Participants will utilize various tips and tools to promote inclusive conversations. e introduced to six themes that were revealed during a research study: (a) cultural academic, (b) congregating and derogatory comments, (c) lack of academic freedom, (d) lack of professional connectivity and microaggressions, (e) coping strategies while maintaining professionalism, and (f) political divide. Participants will understand the importance of fostering an equitable, inclusive, and diverse environment. Participants will utilize various tips and tools to promote inclusive conversations. I will review findings from my research study which examined the lived experiences of teachers of color and identify commonalities within K-12 schools. The findings revealed that teachers of color build networks with other teachers of color, engage in self-advocacy and prayer, and choose to ignore microaggressions. Participants will be equipped with strategies to utilize to have inclusive conversations. Participants will have opportunities for self-reflection, think-pair-share, and group discussions. Video clips or scenarios will be used to provoke thinking. Participants will be able to "try-on" various strategies and engage in action planning.

### 4

#### ZOOM ONLY

**How Neurodiverse Individuals Survive and Thrive Through Faith, Hope, & Action**

**Dr. Patricia Brenner**, Kutztown University

Panel Members;

The role of spirituality in individuals with neurodiverse conditions has been examined more closely and extensively in the past few years (Chambers-Richards, Chireh, & D'Arcy, 2022; Latchem & Greenhalgh, 2014; Diego-Cordero, Martos-Lorite, & Vega-Escano, 2022; Qureshi, Khaili, & Ahsanad, 2018; Pendersen, Nuetzman, Gubbels, & Hummel, 2018). Interdisciplinary practices as well as integration of spiritual practices are increasing and the outcomes overall are positive. In this panel, you will learn about three to five individuals with neurodiverse disorders, including their individual diagnoses and prognosis. Each panelist through a series of questions will then elaborate on personal and community practices which each believes are spiritual in nature and or are faith-based and have provided them with hope to move forward with their life goals amidst trials and challenges. Each individual will then elaborate on how having a sense of hope in their lives has led to advocacy for others with the same or similar neurodiverse issues.

## 11:50 - 12:15 - POSTER PRESENTATION

Zoom Only

## Advocacy in Action; A Counseling Perspective on Assisting New Refugees

On February 24, 2022, Vladimir Putin announced the beginning of the invasion of Ukraine. This invasion quickly turned into a full-scale war and has become Europe's largest humanitarian crisis since World War II (Center for Preventive Action, 2022). More than 6 million Ukrainians, primarily women and children, have fled the country, and since March of 2022, more than 71,000 Ukrainians have settled in the U.S. My poster presentation will discuss the various resources both online and in-person (in the state of Pennsylvania) for Ukrainian refugees. Some of these resources include job opportunities, access to an interpreter, and free workshops regarding adjustment to the U.S. Furthermore, the poster presentation will highlight working with Ukrainian refugees from a counselor's point of view and why it is vital to incorporate the Hope-Action Theory into sessions.

**Presented by: Gwendolyn Phoebe Murray, Kutztown University**

**Join Zoom Meeting:**  
<https://kutztown.zoom.us/my/brennerp>

Pass Code: 717 563 50

**LUNCH**

**12:00 - 12:45 - On Your Own**



## 12:50 - 1:50 PM KEYNOTE ADDRESS



### Venus Ricks

**Venus L. Ricks, M.Ed., is the former Director of Diversity, Equity & Inclusion for the Commonwealth of Pennsylvania. Venus received her M.Ed. in Higher Education Administration from the University of Massachusetts Amherst and her B.A. in Sociology from Susquehanna University. She has worked in social services and higher education administration, as well as teaching and facilitating in the area of diversity, equity, and inclusion for almost 20 years. As a Human Research Technologist, Venus spent time working for Penn State's E-motion Development Lab and Parents and Children Together (PACT) where she worked with colleagues on community-based participatory research via the LaNT and TEENS projects. She is currently the Education Program Coordinator for the Antiracist Development Institute at Penn State Dickinson Law and serves as co-chair for the Equity Advisory Council of HEAL PA.**

**Join Zoom Meeting**

<https://kutztown.zoom.us/j/97600847070?pwd=YnlRTDhQY0x0dG1Ya1dNcnBDb1RCdz09>

Meeting ID: 976 0084 7070 Passcode: 407066

**The Commission would like to thank ARAMARK for sponsoring our Keynote speaker.**

**All sessions can be accessed through zoom by using the link under the session title below.**

## 2:00-2:50 PM Third Breakout Session

SESSION 1	SESSION 2	SESSION 3
<b>Now Virtual</b> Use zoom link below	<b>Now Virtual</b> Use zoom link below	<b>Now Virtual</b> Use zoom link below
<b>Compassionate Leadership: Building Momentum for Diversity, Equity, and Inclusion Initiatives</b>	<b>Identifying Bias &amp; Developing &amp; Developing Awareness</b>	<b>Understanding Microaggressions</b>
<b>Dr. Sally Hyatt</b> , Kutztown University <b>Dr. Patricia Brenner</b> , Kutztown University	<b>Bilal Salaam</b> Kutztown University	<b>Jennifer Hanf</b> , Director of Equity Initiative, League of Women Voters of Pennsylvania
Join Zoom Meeting <a href="https://kutztown.zoom.us/j/97600847070?pwd=YnlRTDhQY0x0dG1Ya1dNcnBDb1RCdz09">https://kutztown.zoom.us/j/97600847070?pwd=YnlRTDhQY0x0dG1Ya1dNcnBDb1RCdz09</a>	Join Zoom Meeting <a href="https://kutztown.zoom.us/j/99032571380?pwd=RFZKZWU4dHllVzFnNlpaNFBUWXV0Zz09">https://kutztown.zoom.us/j/99032571380?pwd=RFZKZWU4dHllVzFnNlpaNFBUWXV0Zz09</a>	Join Zoom Meeting <a href="https://kutztown.zoom.us/j/7506718615">https://kutztown.zoom.us/j/7506718615</a>
ID: 976 0084 7070 Passcode: 407066	ID: 990 3257 1360 Passcode: 680712	ID: 750 671 8615

SESSION 4.
<b>Now Virtual</b> Use zoom link below
<b>DEI &amp; Religion</b>
<b>Kevin Smyth</b> , Kutztown University
Join Zoom Meeting

### 1

#### BREAKOUT ROOM MSU 183

**Compassionate Leadership: Building Momentum for Diversity, Equity, and Inclusion Initiatives**

**Dr. Sally Hyatt**, Kutztown University  
**Dr. Patricia Brenner**, Kutztown University

What kind of a leader are you? How do you advocate for yourself or others in situations that are sensitive and relative to diversity, equity, and inclusion? In this workshop participants will learn about compassionate leadership and related leadership theories that support its essential components. Participants will gain awareness and insight of this leadership model through activities and assessments. Participants will also discuss and share how this model can be shared and promoted on college campuses.

### 2

#### ZOOM ONLY

**Identifying Bias & Developing Awareness**

**Bilal Salaam**, Kutztown University

This 45-minute brief presentation with audience engagement, is to help everyone gain insight into identifying bias and developing an awareness for themselves and of others. As the world has become technologically advanced we are slowly moving away from human interaction on a daily basis and operate in many spaces in a silo. In these silos, algorithms typically reinforce stereotypes, and ideas we see on tv or social media and within our community and family structure. Since we cannot change reality as it presents itself, our bias or the story we tell ourselves must have more than one book or perspective. This workshop challenges our own ideas, perspectives, and programming to enter a cultural change within ourselves. The hope of this program will leave attendees with a sense of assurance that they have a renewed capacity to grow and be more helpful, understanding, and merciful to others and allow themselves grace, patience, and resilience by way of sincerity.

### 3

#### ZOOM ONLY

**Understanding Microaggressions**

**Jennifer Hanf**, Director of Equity Initiative, League of Women Voters of Pennsylvania

A microaggression is a subtle behavior, conscious or unconscious, generally directed at members of marginalized groups with hostile and harmful effects. Bias towards others is at the root of microaggressions. These are careless daily assaults that target and cause harm to a person's identity, well-being, and sense of belonging in society. Unchecked, microaggressions affect performance and authentic interactions on all levels. How can we learn to identify and interrupt microaggressions in ourselves and others? How can we learn to communicate in a more inclusive and caring way?

### 4

#### ZOOM ONLY

**DEI & Religion**

**Kevin Smyth**, Kutztown University

What is the first thing you think of when you hear the words "Diversity, Equity,



and Inclusion"? For many, it is not religion, but religion plays a huge part in the daily lives and experiences of the faithful. In this presentation participants will learn about the various ways in which holding a religious identity can impact one's lived experiences and how to be more inclusive toward individuals of all religious identities. Religion will be explored as a social phenomenon without touching on the specific beliefs of any one major religion outside of examples for the sake of explanation. Participants will gain new perspectives and insights into the place of religion in our society and in our DEI spaces, as well as gain tools for how to actively include and accept individuals who hold a religious identity.

**THE COMMISSION ON HUMAN DIVERSITY Pursues the goal of having a university community where all members honor each other's differences. It sets priorities, monitors changes, and educates the community in order to create an environment in which all members will receive proper recognition, encouragement, and support.**

## Commission on Human Diversity Members 2023

*Jerry Schearer, Chief Diversity Officer*  
*Patricia Brenner, Chair*  
*Stephen Stoeffler, Vice Chair*  
*Tyler Schwab, Secretary*

*Cheryl Brattley*  
*Vale Deeter*  
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*Nate Rosario*  
*Makiya Savage*  
*Kevin Smyth*  
*Erica Stratton*  
*Mark Wolfmeyer*

**Please remember to complete an evaluation form and give us your feedback on themes and topics for the 2024 conference.**

**Thank you for attending the conference! Please consider joining us on March 28th from 10 am - 4 pm in the Rohrbach Library for The Human Library. You can sign up to be a book here;**



# HUMAN LIBRARY®

HOSTED BY ROHRBACH LIBRARY  
COMMISSION ON HUMAN DIVERSITY  
CENTERS FOR DIVERSITY AND INCLUSION

## ROHRBACH LIBRARY

TUESDAY, MARCH 28, 2023 | 10 AM - 4 PM

### Unjudge Someone

The Human Library is a place where real people are on loan to readers. Stop by any time from 10 AM to 4 PM on March 28th to check out a Human Book. Join the conversation about topics that are sometimes difficult, controversial, and stigmatizing.



### JOIN THE MOVEMENT AND BECOME A HUMAN BOOK!

Scan the QR code or go online to **library.kutztown.edu/humanlibrary** and fill out an application to be in Kutztown University's Human Library.



## Commission on Human Diversity 13th Annual Conference Evaluation Kutztown University, 2023

