



8:50 WELCOME AND OPENING REMARKS

HUMAN DIVERSITY CONFERENCE MAIN ROOM
MSU 183

HTTPS://KUTZTOWN.ZOOM.US/j/99478761096?pwd=
=BVHWOCTLO1VHYNNJN1VCYITKDXRSQ109

ZOOM PASSCODE: 282920

9:00 - 9:50 BREAKOUT SESSIONS

- 1 BREAKOUT ROOM MSU 116**
Bringing Zambia to Kutztown: Exploring Nine Provinces, Nine Distinct Cultures
Brenda Muzeta, Kutztown University
Christine Saidi, Kutztown University
<https://kutztown.zoom.us/j/99478761096?pwd=2FRVH0a0aWFodHB-M0GhNS1RpZz09>
Zoom Passcode: 317604
- 2 BREAKOUT ROOM MSU 183**
Leading Through Grief: Inclusive & Collaborative Practices
Patricia Brenner, Kutztown University
<https://kutztown.zoom.us/j/99478761096?pwd=VdY3NkRzZlUjQk96dmx-uhNlsvdz09>
Zoom Passcode: 282920
- 3 BREAKOUT ROOM MSU 223**
Writing through Whiteness: Utilizing Personal Narratives to Strengthen the Racial Competency of White Teachers
Paul Walsh, Kutztown University
In-person only
- 4 BREAKOUT ROOM MSU 312**
Racism within Justice, Health, and Healthcare
Deshond Freeman, Kutztown University
<https://kutztown.zoom.us/j/91700160235?pwd=K001ck82M1NVUkY2VX-FUUVnS4wU09>
Zoom Passcode: 347270
- 5 BREAKOUT ROOM MSU 322**
Language Barriers in Health Communication among Asian American Immigrants
Van Anh Nguyen, Kutztown University
<https://kutztown.zoom.us/j/9185337175?pwd=Sk42NkRzZlUjQk96dmx-uhNlsvdz09>
Zoom Passcode: 223531

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 change, and educates the community in order to create an environment in which all members will receive proper recognition, encouragement and support.

9:00 - 9:50 SESSION DESCRIPTION

- 1 BREAKOUT ROOM MSU 116**
Bringing Zambia to Kutztown: Exploring Nine Provinces, Nine Distinct Cultures
Brenda Muzeta, Kutztown University
Christine Saidi, Kutztown University
Zambia, a landlocked country that sits at the crossroads of Southern Central Africa, is a country surrounded by a wealth of cultural artifacts. This presentation will take participants to the warm heart of Africa, exploring the nine provinces of Zambia including the distinct culture and traditional practices of each province. Participants will take away an abundance of knowledge on diverse cultural experiences that exist in a matrilineal society within the same geographical context.
<https://kutztown.zoom.us/j/99478761096?pwd=dmVsd2FRVH0a0aWFodHB-M0GhNS1RpZz09>
Zoom Passcode: 317604
- 2 BREAKOUT ROOM MSU 183**
Leading Through Grief: Inclusive & Collaborative Practices
Patricia Brenner, Kutztown University
In the aftermath of two years of unprecedented loss, racial violence, and political upheaval, how can we move forward together to build an empathetic, and compassionate world? This presentation will educate those present on current models of grief while demonstrating culturally sensitive research-based inclusive and collaborative practices that support grief sharing and meaning-making experiences. During the introduction of the session, participants will take part in an exercise called "Five Mindful Minutes" to explore current grief issues. After the explanation of each of the models, the workshop leader will demonstrate a grief practice that is culturally sensitive and inclusive, and representative of the model. The Five Mindful Minutes practice will be repeated after each demonstration. Our final discussion will focus on how we can infuse grief practices into evolving leadership practice which promotes leadership for collective well-being. Learning outcomes include: participants will learn three current grief models and practices associated with grief management in each model which are culturally sensitive and inclusive, participants will participate in at least one culturally sensitive and inclusive bereavement practice, and participants will gain awareness of and insights into how we can encourage leaders in our institutions and communities to address personal and community issues of grief with understanding and compassion in order to promote advocacy, healing and reform.
<https://kutztown.zoom.us/j/99478761096?pwd=VdY3NkRzZlUjQk96dmx-uhNlsvdz09>
Zoom Passcode: 282920
- 3 BREAKOUT ROOM MSU 223**
Writing through Whiteness: Utilizing Personal Narratives to Strengthen the Racial Competency of White Teachers
Paul Walsh, Kutztown University
While the student population in the United States is becoming increasingly diverse, the teaching force is still White-dominant by a large margin. In the 2017-2018 school year, 79% of public-school teachers in the United States were White and non-Hispanic (National Center for Education Statistics). This White-dominant population of teachers is tasked with educating increasing amounts of students of Color from diverse backgrounds. With this charge should come the necessity for White teachers to critically consider the complex ways that whiteness characterizes the American education system and their ways of teaching. However, White teachers cannot navigate issues of race in their schools and classrooms without working to strengthen their own racial competency. This dissertation study aimed to assess the degree to which personal narrative writing as part of engaging in a White racial inquiry group impacted the ability of White educators to strengthen their racial competency. The dissertation narrates the stories of two White educators as they reflected deeply about their racial experiences personally and professionally through personal narrative writing and group discussions of that writing.
In-person only
- 4 BREAKOUT ROOM MSU 312**
Racism within Justice, Health, and Healthcare
Deshond Freeman, Kutztown University
In relations to human diversity, during my session I will present/share my research on racism within Justice, Health, Healthcare. The presentation will consist of my findings and possible solutions to alleviating aspects of justice, health, and healthcare inequalities.
<https://kutztown.zoom.us/j/91700160235?pwd=K001ck82M1NVUkY2VX-FUUVnS4wU09>
Zoom Passcode: 347270
- 5 BREAKOUT ROOM MSU 322**
Language Barriers in Health Communication among Asian American Immigrants
Van Anh Nguyen, Kutztown University
Language barriers are proven to significantly influence communication. This topic has been studied by many scholars for years. Specifically, language barriers have been known to be one of the factors that deter the effectiveness in communicating between patients and health providers. Immigrants tend to encounter language barriers regularly. Not being able to communicate and express what they mean can tremendously influence their daily social life. Miscommunication between patients and healthcare providers can lead to serious consequences, including death, overdoses, and medical errors. Statistics show that limited English proficiency patients (LEPPs) had problems with medical comprehension, which resulted in 49% having problem understanding a medical instruction, 34.7% being confused about how to use medication, 41.8% having trouble understanding the label on the medication, and 15.8% have a bad reaction to medication due to problems understanding instructions (Wilson et al., 2015). There are terminologies specified for the healthcare sector that only an elite few native speakers can understand. It is necessary to emphasize the importance of acknowledging the issue to find out the solutions. Alleviating medical errors due to a lack of effective communication between patients and providers is vital to bring a higher quality of care.
<https://kutztown.zoom.us/j/9185337175?pwd=Sk42NkRzZlUjQk96dmx-uhNlsvdz09>
Zoom Passcode: 223531

10:00 - 10:50 KEYNOTE PRESENTATION: MSU183

FAR FROM THE DREAM: RACIAL TRAUMA IN A POLARIZED AMERICA — DR. DAN JURMAN



Dr. Dan Jurman will take the audience through his previous work to make Pennsylvania a trauma informed state, the highlighting of racial and historical trauma embedded in that effort, and how that intersects with his personal journey as a person experiencing both racial trauma and "undercover privilege."

Dan got his start working with at-risk youth in places like Camden, Newark and Atlantic City over 35 years ago. He has a Bachelor's Degree from Kutztown University and a Doctoral Degree from Lancaster Theological Seminary. His career has included working with people with intellectual disabilities, providing healthcare at rural and urban Federally Qualified Health Centers, and doing community organizing and anti-poverty work. In December 2019, Dan began serving as the first Executive Director of Governor Wolf's new Office of Advocacy and Reform where his focus was to create better outcomes for all people whose circumstances have made them vulnerable. He left that role in January 2022 to return to nonprofit leadership. In addition to his volunteer roles in the community, Dr. Jurman was also an adjunct professor/guest lecturer at the Penn State Hershey Department of Public Health Sciences and an adjunct professor at Lancaster Theological Seminary where he co-taught a course on the intersection between Theology and Poverty.

<https://kutztown.zoom.us/j/94082058427?pwd=TJNWUURUTGVS5WFIDU2I2w0ZjZlU09>
Zoom Passcode: 408533

11:00 - 11:50 BREAKOUT SESSIONS

- 1 BREAKOUT ROOM MSU 116**
But What About Us?: The Effects of School-wide Trauma on Educators
Lori G. Berryman, Kutztown University
Edward Luckey, Kutztown University
MaryJo Rosania-Harvie, Kutztown University
Melanie Turrano, Kutztown University
<https://kutztown.zoom.us/j/94731325705?pwd=RElaNGJLWHYwS29KTUJL-zlkaFhsZz09>
Zoom Passcode: 341316
- 2 BREAKOUT ROOM MSU 183**
Only the Beginning: The Importance and Limitations of Land Acknowledgments
Amanda Morris, Kutztown University
Amanda Funk, Co-Founder and Executive Director of the Widoktadwen Center for Native Knowledge.
Colleen Clemens, Kutztown University
<https://kutztown.zoom.us/j/95418911966?pwd=FhGcGjwS2QxOEdEhrczB-scHFMIlnhQ09>
Zoom Passcode: 159130
- 3 BREAKOUT ROOM MSU 223**
Privilege and Power
Amanda Slichter, Kutztown University
In-person only
- 4 BREAKOUT ROOM MSU 312**
Fostering Resiliency in the Wake of Trauma: How to Attend to Self-Care Using a Social Justice Framework
Ashley Coombs, Kutztown University
Emilie Rievers, Kutztown University
Rachael Pursell, Kutztown University
Ericka Belskie, Kutztown University
<https://kutztown.zoom.us/j/93409830683?pwd=VW0vMmVWg5ZUJlQ3U5VWFxMmVlYWVmdz09>
Zoom Passcode: 277453
- 5 BREAKOUT ROOM MSU 322**
College Kids Just Wanna have Fun: Effective Teaching Through Diverse Interactive Games
Brenda Muzeta, Kutztown University
Deborah Johnson, Kutztown University
<https://kutztown.zoom.us/j/98049869038?pwd=M0plVTlVieU5vZjNCOXprclN-JOURmZz09>
Zoom Passcode: 818702

11:00 - 11:50 SESSION DESCRIPTION

- 1 BREAKOUT ROOM MSU 116**
But What About Us?: The Effects of School-wide Trauma on Educators
Lori G. Berryman, Kutztown University
Edward Luckey, Kutztown University
MaryJo Rosania-Harvie, Kutztown University
Melanie Turrano, Kutztown University
Layers of mitigation techniques help alleviate the trauma that stems from a student's death or other school-wide trauma, especially at the institutional level. Grief counselors are present, regular activities are suspended, and memorials and vigils may even be held to honor the deceased. Teachers play a large part in this; they use several strategies to achieve emotional balance in the classroom. We position ourselves as pillars of strength. We listen. We provide immediate support to those suffering. But what responses are in place that help educators through bereavement? This educator-facilitated discussion will provide a space for fellow educators to narrate their experiences with grief, discuss the lasting effects of school-wide trauma, and explore institutional protocols that can help alleviate the effects of trauma on educators.
<https://kutztown.zoom.us/j/94731325705?pwd=RElaNGJLWHYwS29KTUJL-zlkaFhsZz09>
Zoom Passcode: 341316
- 2 BREAKOUT ROOM MSU 183**
Only the Beginning: The Importance and Limitations of Land Acknowledgments
Amanda Morris, Kutztown University
Amanda Funk, KU alumna with her Master's in English with a focus on indigenous rhetorics, an enrolled member of the Citizen Potawatomi Nation, and Co-Founder and Executive Director of the Widoktadwen Center for Native Knowledge (See Bio Below)
Colleen Clemens, Kutztown University
This facilitated discussion will discuss the role land acknowledgments play in an institution's obligation to work toward healing and reparations with indigenous nations but will also complicate the idea by engaging with current scholarship on the limitations of such acknowledgments. This panel will also share the process a small committee has been undergoing to work on an acknowledgement for the KU community.
<https://kutztown.zoom.us/j/95418911966?pwd=FhGcGjwS2QxOEdEhrczB-scHFMIlnhQ09>
Zoom Passcode: 159130
- 3 BREAKOUT ROOM MSU 223**
Privilege and Power
Amanda Slichter, Kutztown University
In this interactive session, attendees will be assisted in identifying their privilege. Through independent reflection and group discussion, attendees will link their privileges to the power they have to take action and advocacy, healing, and reform starts from within. This session recognizes this self-work by ending with attendees writing commitment statements to guide their ongoing work.
In-person only
- 4 BREAKOUT ROOM MSU 312**
Fostering Resiliency in the Wake of Trauma: How to Attend to Self-Care Using a Social Justice Framework
Ashley Coombs, Kutztown University
Emilie Rievers, Kutztown University
Rachael Pursell, Kutztown University
Ericka Belskie, Kutztown University
The world is facing unprecedented shifts in several life domains. Many of these shifts are predicated on traumatic events, such as the COVID-19 pandemic and increases in the power of racism, motivated violence, brutality. Trauma impacts everyone differently, and the effects range from minute to utterly devastating (SAMHSA, 2014). Impacts are further exacerbated when addressing trauma in historically marginalized populations (Pyles, 2020). While it is normal to experience traumatic stress in the wake of unusual or disruptive events, there are factors that can precipitate short and long-term stressors, which either protect against or accelerate risk for trauma-related disorders (ACA, 2011; SAMHSA, 2014). Despite several recommendations for self-care strategies available to the public (ACA, 2011; CDC, 2019), many of them are individualistic and tend to ignore historical oppression and its role in perpetuating traumatic stress (Pyles, 2020). Widespread adoption and applicability of self-care requires the use of a social justice framework that embraces awareness of intersectional identities and community supports (Grenshaw, 1998; Pachter et al., 2017; Pyles, 2020). The purpose of this presentation is to highlight protective factors that foster resiliency in the face of trauma. Additionally, this presentation will outline acts of self-care that are couched in an intersectional, social justice framework.
<https://kutztown.zoom.us/j/93409830683?pwd=VW0vMmVWg5ZUJlQ3U5VWFxMmVlYWVmdz09>
Zoom Passcode: 277453
- 5 BREAKOUT ROOM MSU 322**
College Kids Just Wanna have Fun: Effective Teaching Through Diverse Interactive Games
Brenda Muzeta, Kutztown University
Deborah Johnson, Kutztown University
According to research, using game play in the classroom increases student participation, encourages collaboration, offers students opportunities to learn through motivation, maximizes student participation, and increases engagement resulting in successful teaching and learning (Dietrich, N., Jimenez, M., Souto, M., Harrison, A. W., Coudret, C., & Olmos, E. (2021); (Bean, J. C., & Melzer, D. (2021)). This presentation will focus on student-centered game strategies for effective teaching in a college classroom context. Participants will explore (and participate in) a range of activities. While the games are aimed at helping students access new course content, they also serve as models on how future teachers can deliver content in their own classrooms.
<https://kutztown.zoom.us/j/98049869038?pwd=M0plVTlVieU5vZjNCOXprclN-JOURmZz09>
Zoom Passcode: 818702

12:00 - 1:00 LUNCH BREAK — MSU 218

BOX LUNCHES PROVIDED

1-1:50 - BREAKOUT SESSIONS

- 1 BREAKOUT ROOM MSU 116**
Decentering Whiteness Through a Creative Self-Study of Womanist Pedagogy
Jane Ammon, Lehigh Carbon Community College and Kutztown University
<https://kutztown.zoom.us/j/94054227240?pwd=YzI3NkRzZlUjQk96dmx-uhNlsvdz09>
Zoom Passcode: 602465
- 2 BREAKOUT ROOM MSU 183**
Strength, Beauty, and Resilience - The Impact of Memory on Feminist Educators
MaryJo Rosania-Harvie, Kutztown University
<https://kutztown.zoom.us/j/94564272148?pwd=VW0vMmVWg5ZUJlQ3U5VWFxMmVlYWVmdz09>
Zoom Passcode: 715259
- 3 BREAKOUT ROOM MSU 223**
Community Building Exercises to Deflate Racism
Deborah Johnson, Kutztown University
The session will focus on building lines of respect, team building, taking a look at community tools for empathy, compassion, and how to develop growth dispositions toward change. This is a highly interactive, participatory session for students, staff, and faculty. Be prepared to share, give, and take, and laugh.
In-person only
- 4 BREAKOUT ROOM MSU 312**
Health Disparities Faced by the Homeless Population
Hannah Laychock, Kutztown University
<https://kutztown.zoom.us/j/99310385793?pwd=Nm1FNlU0ZlUjQk96dmx-uhNlsvdz09>
Zoom Passcode: 565385

1:00 - 1:50 SESSION DESCRIPTION

- 1 BREAKOUT ROOM MSU 116**
Decentering Whiteness Through a Creative Self-Study of Womanist Pedagogy
Jane Ammon, Lehigh Carbon Community College and Kutztown University
This presentation will share my vision and ideas of how embracing womanist pedagogy could education from White normative to equitably inclusive for all learners. The voices of BIPOC and White community college students served as the center of my research, using Hamilton and Pinnegar's (2015) self-study methodology, Self-Study of Teaching and Teacher Education Practices (S-STEP). Student's autoethnographies and reflective journals, reflective journaling about classroom pedagogy, and mentoring moments with students were analyzed, informed by narrative inquiry and dialogical voice. Womanism in education is grounded in educators decentering themselves as a means of empowering their students (Sheared, 1994). Fraser-Burgess, et al. (2020) argue womanist caring pedagogy in the academy allows for a dismantling of the Whiteness which continues to marginalize students, in its ability to unpack White normative thinking, through embodied care which encourages the embrace of intersectionality, as well as conversations that promote social change. Over one semester, I listened, learned into student voices, and reflected on my own positioning as a White, hearing impaired, woman and mother of a child of color. Listening to their voices and allowing their stories to alter my thinking and my creativity, I worked towards unpacking biases, beliefs, and prior learning I have in relation to my own privilege as a White woman educator, utilizing womanist pedagogy. Through the self-reflective creative works of narrative prose, journaling and photovoice, I will share my vision and ideas of how embracing womanist pedagogy could shift education programs from White normative to equitably inclusive for all learners.
<https://kutztown.zoom.us/j/94054227240?pwd=YzI3NkRzZlUjQk96dmx-uhNlsvdz09>
Zoom Passcode: 602465
- 2 BREAKOUT ROOM MSU 183**
Strength, Beauty, and Resilience - The Impact of Memory on Feminist Educators
MaryJo Rosania-Harvie, Kutztown University
MaryJo Rosania-Harvie will present her EdD dissertation research study that examines the educational trajectories and memories of three female educators that overlap with the path of the researcher - one as her student, and two as colleagues, and. The study looks to overlaps in their trajectories and how positive and negative experiences influenced their feminist and postmodern leadership styles. The researcher considers the impact this has for students, educational leadership, and learning institutions moving forward.
<https://kutztown.zoom.us/j/94564272148?pwd=VW0vMmVWg5ZUJlQ3U5VWFxMmVlYWVmdz09>
Zoom Passcode: 715259
- 3 BREAKOUT ROOM MSU 223**
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Deborah Johnson, Kutztown University
The session will focus on building lines of respect, team building, taking a look at community tools for empathy, compassion, and how to develop growth dispositions toward change. This is a highly interactive, participatory session for students, staff, and faculty. Be prepared to share, give, and take, and laugh.
In-person only
- 4 BREAKOUT ROOM MSU 312**
Health Disparities Faced by the Homeless Population
Hannah Laychock, Kutztown University
In a single night of 2020, the United States had a total of 580,466 people reported as homeless. This is a troubling statistic considering the likely number of undocumented or reported homeless people not contributing to the sum total. What makes the statistics even more concerning is the harmful affects that homelessness burdens its victims with. These effects can change the course of one's personal life in a negative way. The situation that these people find themselves in causes many health problems, and with these health problems come a need for medical advice or treatment. However, many homeless people do not get the opportunity to be privileged with such medical care. It has become extremely difficult for them to receive access to healthcare in any form, and when they do receive it, it is difficult to maintain the treatment prescribed. In this work, I will investigate the disparities faced by the homeless community within the healthcare system. I will look at the moral obligations we have to these people, the ways in which the community can help and how healthcare can become more accessible and less biased against those within the community.
<https://kutztown.zoom.us/j/99310385793?pwd=Nm1FNlU0ZlUjQk96dmx-uhNlsvdz09>
Zoom Passcode: 565385

2:00 - 2:50 KEYNOTE PRESENTATION: MSU183

We Are the Medicine: Native Knowledge and Historical Reckoning for Community Healing

Amanda Funk, KU alumna with her Master's in English with a focus on indigenous rhetorics, an enrolled member of the Citizen Potawatomi Nation, and Co-Founder and Executive Director of the Widoktadwen Center for Native Knowledge—

A common theme among Urban Natives is this sense of invisibility as we walk through daily life. There are no state or federally recognized tribes in Pennsylvania, no tribal reservations, and minimal evidence of the presence of Indigenous people in the communities where we live. And because we're invisible to society, we're also invisible to each other. Removal from ancestral homelands, Indian boarding schools, and later the federal push for relocation to cities, left many Urban Natives disconnected from community, culture, and traditional lifeways. Assimilation, rather than improving the lives of Native Americans, embedded us in a society sick with colonialism. This presentation explores how a longing for cultural connection and community launched a decolonial mission to promote the visibility of Native Americans in Berks County and beyond, bringing our people, our traditions, and our complex histories into the light of truth to heal our communities. We'll investigate what it means to be the medicine, empowered to heal the wounds of history through decolonial practices that elevate Indigenous knowledge and community connection.

Amanda is an enrolled member of the Citizen Potawatomi Nation, raised and educated in Berks County. She earned both her Master's and Bachelor's degrees in English from Kutztown University, and her Associate's degree in Communications from Reading Area Community College. In 2014, while a graduate student, Amanda won the Scholars for the Dream Travel Award through the Conference on College Composition and Communication for her scholarship relating to the visibility and authenticity of Native American identity. She has taught at Reading Area Community College and Alvernia University and tutored writing at both, with a special focus in adult education—a personal passion. Amanda also serves on the Cabinet of Emerging Leaders United through the United Way of Berks County, and on the Board of Directors of the Association of Fundraising Professionals Berks Regional Chapter. She is the Co-Founder and Executive Director of the Widoktadwen Center for Native Knowledge in Reading, PA.
<https://kutztown.zoom.us/j/99149097995?pwd=R1V1Y1TI5cmx56en-RUUJH0WwZlTkoxdz09>
Zoom Passcode: 039480

2:50 - 3:00 CLOSING REMARKS- MSU 183

THE KU COMMISSION ON HUMAN DIVERSITY

The commission on Human Diversity reports directly to the Administrative Council and is established to: Facilitate the development of an environment in which members of the university community are valued and their differences honored.

Provide understanding for and among all groups pursued through the arrangement and support of special activities such as open forums, diversity dialogues and education workshops that promote awareness and honor of each other's differences.

Educate, be consulted on policy, and provide recommendations in all areas of diversity. In particular, the committee is charged by the President to specifically consider issues related to religion, sexuality, and disability awareness.

2021 - 2022 COMMISSION ON HUMAN DIVERSITY

Stephen Stoefler — Chair
College of Liberal Arts & Sciences Representative

Jessica Robinson
College of Visual & Performing Arts Representative

Laurie McMillan
Academic Dean/Director

Hannah Hotalen — Secretary
SCUPA Representative

Amy Pfeiler-Wunder
At-Large Faculty Member Representative

Mark Wolfmeyer
At-Large Faculty Member Representative

Lindsey Runell
At-Large Professional Staff Representative

Patricia Brenner — Vice Chair
College of Education Representative

Rajeev Kumar
College of Business Representative

Erica Stratton
AFSCME Representative

Tyler Schwab
At-Large Professional Staff Representative

Jerry W Schaefer
GLBTQ Response Center Liaison

Melinda Quinones
Multicultural Center Liaison

Kevin Smyth
Graduate Student Representative

Vicki L. Meloney
Program Designer

