



BEYOND THE SURFACE:

Examining Implicit Bias
2019 UNT EQUITY & DIVERSITY CONFERENCE

• February 28, 2019 •

Join the conversation!

• #EDC19atUNT •

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DIVISION OF INSTITUTIONAL
EQUITY & DIVERSITY

Welcome

Greetings,

On behalf of President Neal Smatresk, the administration, faculty, staff and students of the University of North Texas (UNT), I welcome you to the 19th annual Equity & Diversity Conference.

The UNT Division of Institutional Equity & Diversity is pleased to sponsor the Equity & Diversity Conference, one of the division's signature events. Over the past two decades, the conference has evolved into a vital resource for hundreds of professionals, students, educators and members of the Dallas-Fort Worth community who are committed to equity, access and inclusion in higher education and interested in topics of diversity.

This year's conference theme—***Beyond the Surface: Examining Implicit Bias***—is so important because everyone possesses these unconscious associations, and implicit bias affects our decisions, behaviors, and interactions with others. Conference keynote speakers and concurrent sessions will provide attendees with a variety of strategies and benefits for revealing and addressing implicit bias, both in themselves and others. Therefore, I invite you to engage in dialogue to cross boundaries and build bridges that will foster an inclusive campus climate and make UNT even better!

I sincerely hope that you will consider this a day well spent as you gain knowledge, enhance your professional skills, and increase your network of colleagues. Thank you for attending the 2019 Equity & Diversity Conference at UNT!

Respectfully,



Joanne G. Woodard

Vice President,
Division of Institutional
Equity & Diversity



SCHEDULE

Thursday, February 28, 2019

ALL EVENTS TAKE PLACE IN THE UNION

8:00 a.m.	◆	CHECK-IN, REGISTRATION AND CONTINENTAL BREAKFAST 314
9:00 - 9:45 a.m.	◆	WELCOME 314 JOANNE WOODARD, VICE PRESIDENT DIVISION OF INSTITUTIONAL EQUITY & DIVERSITY SHANI BARRAX MOORE, DIRECTOR OFFICE OF DIVERSITY AND INCLUSION PETERBILT CORPORATE-COLLEGIATE PARTNERSHIP INCLUSIVE EXCELLENCE AWARD PRESENTED BY DENTON FAMILY DENTAL <i>Office of Outreach</i>
10:00 - 10:50 a.m.	◆	CONCURRENT SESSIONS 1 (50 MINUTES) - "Switch the Code": Creating an Environment for the Voice of Women of Color 333 B - Discussing the Undiscussable 333 C - The Benefits and Costs of Doing Racial Equity Work 382 A
11:00 - 11:50 a.m.	◆	CONCURRENT SESSIONS 2 (50 MINUTES) - Indian Americans in American K-12 Schools 333 A - We Are More Than A Movement. We Are Students 333 B - Family Support and Effects on Mental Health in Sexual Minorities 333 C - Preventing Discrimination, Harassment, and Retaliation at UNT: Policies and Title IX 382 A
12:00 - 1:50 p.m.	◆	KEYNOTE LUNCHEON FEATURING HOWARD J. ROSS 314 CAMPUS INCLUSION CLIMATE SURVEY STUDENT INCENTIVE PRESENTATION BY HONDA OF DENTON 314

2:00 - 2:50 p.m.	 <p>CONCURRENT SESSIONS 3 (50 MINUTES)</p> <ul style="list-style-type: none"> - Supporting Undocumented Students Through Best Practices and Coalition Building 333 A - In the Emergency of the "N" Word, Make Sure to Use AAA 333 B - Lean on Me: Consulting with Peers to Address Equity Changes 333 C - Negative Effects of Implicit Bias and Unconscious Bias in the Workplace 382 A - Book Signing with Howard Ross 382 B
3:00 - 3:50 p.m.	 <p>CONCURRENT SESSIONS 4 (50 MINUTES)</p> <ul style="list-style-type: none"> - Redefined Cultural Relevance: The Afro Latinx Experience 333 A - Breaking the Box: Gender Norms and Sexual Violence 333 B - Storytelling as a Tool to Combat Implicit Bias..... 333 C - Incorporating Equity into the Tenure Process 382 A
4:00 - 5:00 p.m.	 <p>SOCIAL JUSTICE KEYNOTE WITH DR. JALANE SCHMIDT PRESENTED BY MAYHILL HOSPITAL BEHAVIORAL HEALTH</p> <p>CLOSING REMARKS 314</p>
6:00 - 7:30 p.m.	 <p>PETERBILT CORPORATE-COLLEGIATE PARTNERSHIP PANEL DISCUSSION AND NETWORKING EVENT 333 A - B</p>

External Sponsors

THE DIVISION OF INSTITUTIONAL EQUITY AND DIVERSITY THANKS ALL OF OUR EXTERNAL SPONSORS WHO HELPED MAKE OUR 2019 EQUITY AND DIVERSITY CONFERENCE A SUCCESS!



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SESSION SPEAKER REFERENCE GUIDE

Concurrent Sessions 1

A. "SWITCH THE CODE:" CREATING AN ENVIRONMENT FOR THE VOICE OF WOMEN OF COLOR

Rebecca Werts (she/her/hers)

B. DISCUSSING THE UNDISCUSSABLE

Emily VanKirk (she/her/hers & they/them/theirs)

C. THE BENEFITS AND COSTS OF DOING RACIAL EQUITY WORK

Jerry Hawkins (he/him/his)

Concurrent Sessions 2

A. INDIAN AMERICANS IN AMERICAN K-12 SCHOOLS

Pankaj Jain (he/him/his)

B. WE ARE MORE THAN A MOVEMENT. WE ARE STUDENTS

Stephon Bradberry (he/him/his)

C. FAMILY SUPPORT AND EFFECTS ON MENTAL HEALTH IN SEXUAL MINORITIES

Cynthia Dsauza (she/her/hers)

Deepika Bhargava (she/her/hers)

D. PREVENTING DISCRIMINATION, HARASSMENT, AND RETALIATION AT UNT: POLICIES AND TITLE IX

Jarrold Jenkins (he/him/his)

Concurrent Sessions 3

A. SUPPORTING UNDOCUMENTED STUDENTS THROUGH BEST PRACTICES AND COALITION BUILDING

Mariela Nuñez-Janes (she/her/hers)

Rebeca Perfecto (she/her/hers)

Nick Tapia-Fuselier (he/him/his)

B. IN THE EMERGENCY OF THE "N" WORD, MAKE SURE TO USE AAA

Alexandria Gurley (she/her/hers)



C. LEAN ON ME: CONSULTING WITH PEERS TO ADDRESS EQUITY CHALLENGES

Joe Babeu (he/him/his)

D. NEGATIVE EFFECTS OF IMPLICIT BIAS AND UNCONSCIOUS BIAS
IN THE WORKPLACE

Chata Walden (they/them/theirs)

E. BOOK SIGNING WITH HOWARD J. ROSS

Concurrent Sessions 4

A. REDEFINED CULTURAL RELEVANCE: THE AFRO LATINX EXPERIENCE

Gina Segura (she/her/hers)

B. BREAKING THE BOX: GENDER NORMS AND SEXUAL VIOLENCE

Sean Woods (he/him/his)

Sonya Parker Goode (she/her/hers)

C. STORYTELLING AS A TOOL TO COMBAT IMPLICIT BIAS

Angela Downes (she/her/hers)

Kay Elliott (she/her/hers)

D. INCORPORATING EQUITY INTO THE TENURE PROCESS

Ameerah McBride (she/her/hers)

WORKSHOP ABSTRACTS

Concurrent Sessions 1

"SWITCH THE CODE:" CREATING AN ENVIRONMENT FOR THE VOICE OF WOMEN OF COLOR

Rebecca Werts (she/her/hers), B.A.

Level: Beginner | Keywords: *African American/Black; Diversity & Inclusion; Intersectionality; Latina/o/x*

"Code-switching:" a change in dialect, vernacular, language, or behavior an individual may use to express themselves. From answering the phone to meeting with colleagues or classmates, code-switching can stem from the belief that one must adapt to a dominant culture or environment for social/professional acceptance or advancement. In this regard, it's important to identify and address the perceptions, biases, and barriers that prevent women of color from authentically expressing themselves.

DISCUSSING THE UNDISCUSSABLE

Emily VanKirk (she/her/hers and they/them/theirs), B.A.

Level: Beginner | Keywords: *Diversity & Inclusion; Leadership Development; Multicultural Affairs; Self-Care/Self-Work*

This workshop is an exploration of how to approach sensitive topics and set up boundaries for safe and engaging discussion. It includes skill-building activities

around defining and maintaining conversational boundaries. The workshop will also explore how to respond when boundaries are violated. Participants will learn about important considerations in dialogue, setting boundaries, and will develop confidence in their own skills and ability to talk about sensitive topics.

THE BENEFITS AND COSTS OF DOING RACIAL EQUITY WORK

Jerry Hawkins (he/him/his), M.A.

Level: Beginner | Keywords: *Coalition Building; Changing Institutional Practices; Intergroup Dialogue/Facilitation; Intersectionality*

In our session, we will explore national and local examples of the outcomes of doing racial equity work. First, we will detail some rewarding benefits of doing racial equity work to the individual, the institution, and the system. Next, we will dive into some of the serious costs to people and institutions who choose to engage in this work. We will conclude by sharing strategies for support and opportunities to engage.



Concurrent Sessions 2

INDIAN AMERICANS IN AMERICAN K-12 SCHOOLS

Pankaj Jain (he/him/his), Ph.D.

Level: **Intermediate** | **Keywords:** *Asian, Pacific, Islander, and Desi American; Cultural Humility; Diversity & Inclusion; Immigration; Multicultural Affairs*

This session explores the growing interest of Desi Americans in American K-12 Schools and the challenges involved, through a case study. The case study follows the local election process of the board of trustees in North Texas. It also touches upon how Desi Americans see themselves in America and how and to what extent this country is ready to acknowledge their presence.

WE ARE MORE THAN A MOVEMENT. WE ARE STUDENTS

Stephon Bradberry (he/him/his)

Level: **Beginner** | **Keywords:** *African American/Black; Changing Institutional Practices; Diversity & Inclusion; Intersectionality*

Since its inception on college campuses during the 1960s, The Black Student Union has been a source of community, uplift, education, and empowerment for college students all around our country. BSU was created because - well simply put, African Americans have interests and passions and need outlets. As a BSU it is our imperative to self-determine our collective future—to take ownership of our authority to develop collectively while pursuing a common interest—one of liberation.

FAMILY SUPPORT AND EFFECTS ON MENTAL HEALTH IN SEXUAL MINORITIES

Deepika Bhargava (she/her/hers), M.D. and Cynthia Dsauza (she/her/hers), Ph.D.

Level: **Beginner** | **Keywords:** *Cultural Humility; Diversity & Inclusion; Privilege; Sexuality*

This workshop will be used to explore the effects of ally support, more specifically, family support on the general mental health of sexual minority persons. A panel comprised of sexual minority persons and a supportive family member will explore the development of those relationships and the importance of the support in the development of identity and mental health. This panel will highlight how parents can support their children and also come to terms with their own biases and preconceptions.

PREVENTING DISCRIMINATION, HARASSMENT, AND RETALIATION AT UNT: POLICIES AND TITLE IX

Jarrold Jenkins (he/him/his)

Level: **Beginner** | **Keywords:** *Affirmative Action; Assessment/Evaluation; Diversity & Inclusion; Talent Acquisition and Recruitment*

Where is the line between flirtation and sexual harassment, or impoliteness and discrimination? What happens if the lines are crossed? This workshop explores the role of the Office of Equal Opportunity at UNT, the policies it enforces prohibiting discrimination and harassment, and the Title IX requirements pertaining to sexual misconduct. All UNT faculty and staff are required to receive Title IX training every two years, and this workshop satisfies that training requirement.



Concurrent Sessions 3

SUPPORTING UNDOCUMENTED STUDENTS THROUGH BEST PRACTICES AND COALITION BUILDING

Mariela Nuñez-Janes (she/her/hers), Ph.D., Rebeca Perfecto (she/her/hers), M.B.A., and Nick Tapia-Fuselier (he/him/his), M.Ed.

Level: Advanced | Keywords: *Coalition Building; Diversity & Inclusion; Immigration; Multicultural Affairs*

We will focus on best practices and coalition building across institutions of higher education while thinking beyond the stigma of illegality in order to support undocumented students in times of uncertainty. This is an interactive session so come ready to share ideas and concerns along with a commitment to build a movement beyond the moment provided by this conference!

IN THE EMERGENCY OF THE “N” WORD, MAKE SURE TO USE AAA

Alexandria Gurley (she/her/hers), M.A.

Level: Beginner | Keywords: *African American/Black; Cultural Humility; Diversity & Inclusion; Intergroup Dialogue/Facilitation*

There are some words that are very racially charged and painfully insensitive in their use. This talk will start with the history of the very controversial “N” word, a word marked as derogatory for African Americans. It seeks to answer the age old question “Can I say it?” With that regard, one should always utilize AAA when in question. That is Access, Authority, and Authenticity: consider each and

its bearing on you and the word, your position, and your intent.

LEAN ON ME: CONSULTING WITH PEERS TO ADDRESS EQUITY CHALLENGES

Joe Babeu (he/him/his), M.Ed.

Level: Beginner | Keywords: *Diversity & Inclusion; Equal Opportunity; Equitable Practices; Intergroup Dialogue/Facilitation*

Learn about the intentional choices that Education Opens Doors has made to address implicit bias within their Roadmap to Success program. You will also be able to reflect on a challenge that you face related to equity and consult with Education Opens Doors staff and other peers to develop a plan of action in order to overcome that challenge. At the end of the session, you will walk away with strategies and skills which you can use to pursue racial equity at your organization.

NEGATIVE EFFECTS OF IMPLICIT BIAS AND UNCONSCIOUS BIAS IN THE WORKPLACE

Chata Walden (they/them/theirs), B.S.

Level: Beginner | Keywords: *Assessment/Evaluation; Diversity & Inclusion; Changing Institutional Practices; Privilege*

Understanding the difference between Implicit Bias and Unconscious Bias is a powerful tool that can positively affect one’s workspace environment. In this workshop we will uncover common bias on both university and community college campuses while unpacking tips and tricks on ways to remove Implicit Bias from both our workspaces and our institutions with the hope to



create a more inclusive environment for faculty, staff, and students.

BOOK SIGNING WITH HOWARD J. ROSS

Howard J. Ross (he/him/his)

Level: All Levels | **Keywords:** *Intergroup Dialogue/Facilitation*

Conference participants have the opportunity to have their purchased book, *Our Search for Belonging: How Our Need to Connect Is Tearing Us Apart*, signed by our Keynote speaker, Howard J. Ross. In this book, Howard J. Ross, with Jon Robert Tartaglione, explores how our human need to belong is the driving force behind the increasing division of our world. Filled with tested practices for opening safe and honest dialogue in the workplace and challenges to confront our own tendencies to bond with those who are like us, *Our Search for Belonging* is a powerful statement of hope in a disquieting time. Books will be available for purchase at the session.

Concurrent Sessions 4

REDEFINED CULTURAL RELEVANCE: THE AFRO LATINX EXPERIENCE

Gina Segura (she/her/hers), B.B.A.

Level: Intermediate | **Keywords:** *African American/Black; Diversity & Inclusion; Latina/o/x*

Latinx students are increasingly attending U.S. colleges and universities. For student affairs professionals broadening access and furthering the success for such a population serves as a critical charge, however Afro Latinx students are often hidden and buried under

the classification of being Latinx or Black. The presenter provides insight shedding light on the Afro Latinx identity through personal experience and focus on historical context showcasing the importance of this diverse population.

BREAKING THE BOX: GENDER NORMS & SEXUAL VIOLENCE

Sean Woods (he/him/his), B.A. and Sonya Parker Goode (she/her/hers), CLC, CAMS-I

Level: Beginner | **Keywords:** *Gender Identity & Gender Expression; Intergroup Dialogue/Facilitation; Intersectionality; Privilege*

Explores gender stereotypes and how narrow definitions of gender can limit options for everyone, as well as put all people at risk of experiencing/perpetrating violence. This interactive session may include scenario-based group activities and a discussion on the dynamics of sexual violence.

STORYTELLING AS A TOOL TO COMBAT IMPLICIT BIAS

Angela Downes (she/her/hers), J.D. and Kay Elliott, J.D., LL.M., M.A.

Level: Beginner | **Keywords:** *African American/Black; Diversity & Inclusion; Latina/o/x; Multicultural Affairs*

Stories entertain, serving as a mechanism to share points of view, and promote different perspectives on history and culture. We are impacted by the stories we hear. It is by this exposure that we expand our understanding of people and circumstances that are different from our own. In this session, participants



explore how storytelling evolved through history and can serve to impact implicit bias. We will explore historical works and current pop culture as examples of moral teaching and entertainment.

INCORPORATING EQUITY INTO THE TENURE PROCESS

Ameerah McBride (she/her/hers), J.D.

Level: Beginner

Keywords: *Academic Affairs; Changing Institutional Practices; Diversity & Inclusion; Equal Opportunity; Faculty Recruitment and Retention*

This presentation will introduce participants to the concept of the Tenure Observer, a trained representative of the equity and diversity office, who attends meetings of the tenure review or personnel committee as a non-voting, impartial observer. The presentation will discuss potential methods for recruiting volunteers and vetting applicants, as well as an overview of the prerequisite training required. Finally, this presentation will discuss the observation process.



GIVE US YOUR FEEDBACK!

COMPLETE AN EVALUATION AT THE
END OF EVERY SESSION

THE DIVISION OF INSTITUTIONAL EQUITY AND DIVERSITY THANKS



DENTON FAMILY
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The Office of Outreach leads college planning, targeted recruitment, and retention initiatives that impact underrepresented students at each phase of the P-16 education pipeline. Led by Landon Ellison as a component of the Office of Admissions, Outreach works to ensure students from low-socioeconomic status and diverse backgrounds have the tools to succeed in higher education. Programs within Outreach such as the G-Force Mentorship Program, Ventanilla de Orientación Educativa, and the Multicultural Scholastic Awards Program assist UNT and the state of Texas in providing students within underserved populations with the tools and resources to enroll and complete a college degree.

Supervised by Outreach Assistant Director Gwendolyn Moore, G-Force Mentors travel weekly to high schools to assist with local GO Centers providing college enrollment guidance, academic tutoring, and peer mentoring to provide resources that promote awareness of higher education to create a college-going culture. UNT G-Force Mentors develop and supervise GO Centers in 24 high schools in partnership with

K-12 sponsors around the North Texas Region with sizeable populations of students of color and first generation college students. Outreach also operates bridge programs in Denton's community centers to create college readiness spaces. The program assists school districts and organizations throughout DFW with financial aid and college application workshops and presentations in both English and Spanish.

G-Force Mentors are also active in UNT's campus-based access and community engagement efforts. Regularly assisting the Division of Enrollment with recruitment efforts such as Senior Days and Preview Day, they also assist with financial aid based events; mentors are available three times a week in the Multicultural Center to help students with their financial aid questions, through the On Campus GO Center. They also increase awareness of teaching, learning, and student development opportunities by actively recruiting for the MARTIAL Eagles and the new Latinx Living Learning Communities. G-Force Mentors also played a pivotal role serving as volunteers for various Campus Inclusion Climate Survey student engagement efforts. The Ventanilla de Orientación Educativa (Office of Educational Guidance) of the Dallas Mexican Consulate houses Brenda Barajas, a full time Admissions Officer to assist families with the entire P-16 pipeline in both



the United States and Mexico. The Ventanilla is a valuable resource for Spanish-speaking families to become a part of the UNT family to ensure they can access all resources for students once enrolled. Strengthening UNT's community engagements in the Dallas/Fort Worth Metroplex, The Ventanilla has also developed a partnership with the Dallas ISD Racial Equity Office so that students from underrepresented groups have access to higher education opportunities, including those at UNT. Office of Admissions Assistant Director of Outreach Rebeca Perfecto has been instrumental in the university's DACA Task Force, creating DACA FAQs and other resources for prospective and existing students. She also provided support for the Spanish-language Campus Inclusion Climate, Survey, assisting Spanish-speaking staff to participate. The Multicultural Scholastic Award (MSA) Program is a scholarship and student retention initiative targeting academically talented students from diverse backgrounds. The MSA Program provides financial assistance, academic support, and student development support needed for success at UNT. MSA Scholars are encouraged to participate in multicultural campus initiatives such as the Men of Color Cohort, A Few Good Men, the "Fortify the Leader in You" (F.L.Y.) Peer Ambassador Program, TRIO, and MARTIAL Eagles. They also participate in service-oriented events benefiting the UNT Community.

Office of Outreach full time staff, student employees, and scholars receive annual training from the

Multicultural Center on diversity and inclusivity, and have developed partnerships with organizations such as Denton County Friends of the Family to provide student employees with sexual harassment training. They also sponsor the Annual National Hispanic Institute's Texas Collegiate World Series, where 150 students of Hispanic descent spend five days at UNT learning tools and resources for transition to adulthood. For the past two years, the C5 Youth Foundation of Texas has included UNT as its only overnight campus stay for a group of majority African American and Latinx students as a part of their college road trip.

Landon Ellison's service on the Men of Color Task Force and Latinx Advisory Council led to a presentation at the Texas Association of College Registrars and Admissions Officers (TACRAO) Full Circle Conference for Recruiting and Retaining Underrepresented Groups. Delivered with Rebeca Perfecto and Lauren Whiteman of the Multicultural Center, the presentation gave other universities and colleges insight on working collaboratively to more effectively assist students of color.

The Division of Institutional Equity is proud to present the 2019 Inclusive Excellence Award to the Office of Outreach with a \$5000 gift from Denton Family Dental Clinic to continue their engagement in the Dallas-Fort Worth and UNT community. Accepting the award are Director Landon Ellison and Assistant Director Gwendolyn Moore.

THRIVE AT THE UNION.

The University Union is the place to get the most out of your college experience.

The University Union is the center for campus life at UNT, and offers many programs and services to help students get the most out of their college experiences. From resources on campus to exciting events, the Union is the place to thrive at UNT.

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KEYNOTE SPEAKER

Howard J. Ross

he/him/his

Our 2019 keynote speaker is Howard J. Ross, lifelong social justice advocate who is considered one of the world's seminal thought leaders on identifying and addressing unconscious bias.

Ross is the author of the Washington Post best seller, *Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives* (2014) and *Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose and Performance*, (2011).

His new book, *Our Search for Belonging: How the Need for Connection is Tearing Our Culture Apart*, will be available for purchase and book signing at the conference.





SOCIAL JUSTICE SPEAKER

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Dr. Jalane Schmidt

she/her/hers

Dr. Jalane Schmidt is Associate Professor of Religious Studies at the University of Virginia, where she teaches classes on Latin American, Caribbean, and African diaspora religions.

For years, she has conducted field research and archival research in Cuba, and she is the author of "*Cachita's Streets: The Virgin of Charity,*

Race and Revolution in Cuba" (Duke University Press, 2015). She also teaches classes on critical whiteness studies and religion, and on social movements. She is an organizer with the Charlottesville chapter of Black Lives Matter. She has appeared in numerous national and international news outlets, and frequently speaks to audiences about whiteness, white supremacy, policing, and affordable housing.

Schmidt has been active since 2016 in the local struggle to rid Charlottesville of its Confederate monuments, and during the 2017 #SummerOfHate, she helped organize counter-demonstrations against white supremacist rallies in Charlottesville.

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WORKSHOP SPEAKERS

Concurrent Sessions 1

Jerry Hawkins

he/him/his

Jerry Hawkins, M.A., is the Director of Dallas Truth, Racial Healing, and Transformation (DTRHT), part of a national 14-city initiative by The W.K. Kellogg Foundation. Jerry was formerly the Project Director of Bachman Lake Together, an early childhood collective impact initiative in Dallas, and Director of Children's Services at the Wilkinson Center in East Dallas/Southeast Dallas. Jerry is also a co-founder of The Imagining Freedom Institute (The IF Institute), a thought leadership group that works with organizations and institutions to build their capacity for internal and external equity and social justice, and a co-creator of the Race to Equity DFW conversation series.

He is a current Leadership Arts Institute Fellow with the Business Council for the Arts, and sits on the Trustee-appointed Racial Equity Advisory Council for Dallas ISD. Jerry is a past Fellow with Leadership ISD, and a past Leadership Fellow with D Academy/ D Magazine. Jerry served as an Advisory Board member at Children's Medical Center and on Dallas ISD's African American Student Success Task Force. Jerry is also a highly sought after trainer and consultant of social justice and racial equity work.

Emily VanKirk

she/her/hers & they/them/theirs

Mx. Emily VanKirk is a current UNT student as well as a student affairs professional. They are pursuing a Master's in Higher Education and work to provide LGBTQ+ initiatives at their home institution.

Rebecca Werts

she/her/hers

Rebecca Werts is an Academic Advisor at the University of North Texas. She received her BA in Psychology in 2013, and is currently completing her M.S. in Clinical Mental Health Counseling. As a first generation college student, Rebecca is intentional and passionate about education, student success and personal development.

Concurrent Sessions 2

Deepika Bhargava

she/her/hers

Dr. Bhargava is a Board-Certified Adult and Geriatric Psychiatrist. She is a Diplomate of The American Board of Psychiatry and Neurology. Dr. B completed her residency at Wright State University and fellowship at UT Southwestern Medical Center in Geriatric Psychiatry. She is a strong advocate for an integrated approach to mental health that is bio-psycho-social-spiritual-nutritional based. Dr. B is a passionate believer that mental and physical health go hand in hand to



create balance in life. She is committed to making an impact on her community by providing the highest quality care for her patients.

Dr. B has held many leadership roles in her career. She is the Medical Director at North Texas Psychiatric Services, where she works with other psychiatrists to offer medication management to children, adolescents, adults, and the elderly. She is a Medical Director at Exult Healthcare which is an integrated behavioral health facility that runs programming for substance abuse, mood disorders, trauma, and other comorbidities. Dr. B is also one of the Medical Directors at Empower2Wellness where she leads the mental health unit as a part of a multidisciplinary team. Her focus is on identifying maladaptive eating patterns, triggers, and roadblocks to recovery and offers behavior modification to achieve overall wellness and weight goals.

Stephon Bradberry

he/him/his

Stephon Bradberry is a UNT senior graduating May 2019. He has a passion for community building, social and racial justice, and advocacy that has led him to major in Integrative Studies concentrating in Political science, International Studies, and Sociology; with a minor in African American Studies. Born in Niagara Falls, New York, Stephon moved to Texas nearly 12 years ago, quickly calling Texas, "home." He loves hot fries, reading, and re-watching Netflix shows. Stephon's first campus involvement was the University Program Council and he immediately fell in love with the UNT

campus community. Presently, Stephon has connected passion, purpose, and position as the 6th president of the Black Student Union and Chief of Staff of the Student Government Association. Here, he is able to forge a new way forward for student life, creating a community worthy of its students. At the University of North Texas, Stephon has found his calling—helping young people ignite their own fire, self-determine their own future, and change their own communities.

Cynthia Dsauza

she/her/hers

Dr. Cynthia Dsauza is a licensed marriage and family therapist and received her Ph.D. in Marriage and Family Therapy at Texas Tech University. Her clinical and research specialization is in eating disorder and addiction treatment and has worked extensively in the field. Her research has included addiction recovery in emerging adults, factors influencing long term recovery, spirituality in long term recovery, treatment of binge eating disorder and food addiction. Dr. Dsauza also specializes in the treatment of process addictions (sex addiction, gambling, etc.). She has worked in community agencies and private practice with individuals, couples, and families looking to work towards growth and healing. Dr. Dsauza believes that change comes from understanding what drives our behavior and then making a conscious effort to change what doesn't work for us anymore. Her greatest joy is working with people to find solutions to their problems so that they can go on to live their life to the fullest.



Pankaj Jain

he/him/his

Dr. Pankaj Jain recently published *Science and Socio-Religious Revolution in India: Moving the Mountains* (January 2017), and is also the author of *Dharma and Ecology of Hindu Communities: Sustenance and Sustainability* (May 2011), which won the 2012 DANAM Book Award and the 2011 Uberoi Book Award, and is an Associate Professor in the Department of Philosophy & Religion. He has published articles in journals such as *Religious Studies Review*, *Worldviews*, *Religion Compass*, *Journal of Vaishnava Studies*, *Union Seminary Quarterly Review*, and the *Journal of Visual Anthropology*. He also contributes to the Huffington Post, Washington Post's forum On Faith, Times of India's Speaking Tree, and Patheos. His research has been supported by a Fulbright Fellowship, Charn Uswachoke International Development Fund, and Wenner-Gren Grant. His teaching interests include Religion and Ecology, Asian Diaspora, and Sustainability of Religious Communities in America. Interested in connecting ancient practices with contemporary issues, he is exploring the connections between religious traditions and sustainability in the USA and in India.

Jarrod Jenkins

he/him/his

Jarrod Jenkins is an Equal Opportunity Investigator at the University of North Texas. He investigates allegations of discrimination and harassment that affect members of the UNT community. Before joining UNT, he worked at a large oil and gas company in Oklahoma, the Internal Revenue Service, and a

private tax firm in Dallas. In addition to litigating tax controversies, he worked in labor employment law while at the IRS. He earned a BBA from the University of Oklahoma and a JD from the University of Virginia School of Law.

Concurrent Sessions 3

Joe Babeu

he/him/his

Joe is a second year master's student in the Higher Education Program at UNT. She identifies as an Afro Latina and has done extensive research on this topic. Recently, the presenter was selected to present a poster board on this topic at a national conference.

Alexandria Gurley

she/her/hers

Alexandria Gurley is a graduate of Claremont Graduate University (MA, Cultural Studies, 2011) and University of California, Irvine (BA, African American Studies, 2008). Her current work is in Career Services within the Dallas Community College District. Her past experience has also included Multicultural Programs at Quincy University, Student Activities for Tarrant County College District, as well as site director over Boys and Girls Club and a freelance spoken word artist. She has had articles published on assessment and work and life balance in Campus Activities Programming Magazine. She stays afloat of current trends in higher education with regard to diversity and multicultural affairs with presentations and attendance at conferences and roundtables.



Mariela Nuñez-Janes

she/her/hers

Dr. Nuñez-Janes' (profe) applied scholarship in the area of immigrant education emphasizes the survival strategies of undocumented Latinx students as they learn and unlearn the stigma of illegality. She examines the transition to higher education and the organizing practices of undocumented activists to theorize youth efforts as pedagogies of *acompañamiento*/accompaniment. Her publications include the book chapter "Do I Look Illegal? Undocumented Latino Students and the Challenges of Life in the Shadows," the journal article "Organic Activists: Undocumented Youth Creating Spaces of *Acompañamiento*" (*Diaspora, Indigenous, and Minority Education: An International Journal*) and the bilingual blog entry co-authored with youth activists "Creating Sanctuary: Practices of *Acompañamiento*" (Cultural Anthropology-Hot Spots Series). As an engaged scholar Dr. Nuñez-Janes has participated in educate the educator workshops, community forums about immigration, and advocacy efforts in support of immigrant students and families. She is the recipient of the 2017 UNT President Advisory Council Community Engagement Award.

Rebeca Perfecto

she/her/hers

Ms. Rebeca Perfecto is the Assistant Director for Freshman Recruitment and Outreach at the University of North Texas. Her team's focus is the recruitment of underrepresented populations with a focus on Hispanic and Latinx, DACA, Bill 1528, African

American and Black, and Low SES students. She has developed a Mentorship program and resource guide for DACA and undocumented students at UNT. She obtained her Bachelors at the University of North Texas and her Master's in Business Administration from Texas Woman's University.

Nick Tapia-Fuselier

he/him/his

Nicholas is a former student affairs professional and current doctoral student in the Higher Education Ph.D. program at UNT. He earned a Master's degree in Student Affairs in Higher Education from Texas State University and a Bachelor's degree in Interdisciplinary Studies from the University of New Orleans. His primary research interest explores the ways in which higher education institutions, particularly community colleges, build capacity to serve, support, and advocate for undocumented students.

Chata Walden

they/them/theirs

Chata Walden is a mother, partner, and passionate advocate for community college students who identify in the LGBTQ+ community. They completed their Bachelors of Science in Disability Rehabilitation from University of North Texas in 2015 and are nearly complete with their Masters in Higher Education from UNT. They pride themselves as being a life-long learner who loves to be on the front lines of advocating for justice within their community. They are a former roller derby queen and love to use sports as a way to connect with other Queer families within the Dallas/



Fort Worth area. You can find Chata any given weekend reading a good book and spending time teaching their children about love, equality, and forgiveness.

Concurrent Sessions 4

Angela Downes

she/her/hers

Angela Downes is a law professor at UNT Dallas College of Law. She is Assistant Director of Experiential Education where she oversees the Mediation Program at the UNT Dallas Community Lawyering Center Legal Clinics and coordinates the Mediation Program for law students. After positions with the Collin and Dallas counties' District Attorney's offices, Professor Downes served as the Attorney for Court Programs at the national office of Mothers Against Drunk Driving (MADD). She is a former Senior Attorney at the National District Attorneys Association in Alexandria, Virginia, where she focused on child abuse, domestic violence, human trafficking, and elder abuse. She has provided training, policy expertise and technical assistance to non-profit agencies on the interpersonal violence issues of child abuse, child protection, domestic violence, human trafficking, and elder abuse. She is a recognized subject matter expert on interpersonal violence issues. In 2008, she was appointed by the governor to serve on the Texas State Board of Examiners of Psychologists and was re-appointed in 2013. Professor Downes serves as an associate municipal judge for the City of Glenn Heights, Texas.

Kay Elliott

Kay Elliott, J.D., LL.M., M.A. is the 2017 outstanding TMCA Credentialed Mediator who coaches national championship ADR teams and has taught Negotiation, Mediation, Family Mediation, and Advanced Dispute Resolution Courses at Texas Wesleyan and Texas A&M School of Law as well as Texas Woman's University, Baylor and U.N.T. Law schools. She has mediated and arbitrated over 2200 cases since 1982 and has trained over a thousand mediators and facilitators in universities, graduate schools, businesses, bar association and government agencies. She has also taught mediation in China, France and the U.K. She has served on the SBOT-ADR, TMCA, and TMTR councils, is a past president of ACR – Dallas, and is the former chair of the Tarrant County Bar Association ADR section. She is a board member of the Texas Academy of Distinguished Neutrals. In 2015 she was a judge at the international law student Negotiation Competition in Europe, and her ADR teams have won seven national ADR competitions. She has been named a Texas Super Lawyer for the past seven years. Ms. Elliott is the current managing editor of the SBOT-ADR newsletter and a frequent contributor of articles to the TAM newsletter. Her current areas of research, writing, and workshop presentations are the neuroscience of implicit bias, emotional intelligence enhancement, and cross-cultural competency for mediators. She is the co-editor and chapter author of the 2018 State Bar of Texas ADR Handbook and Simple Dispute Resolution, a Handbook of Settlement Science Solutions (2009). She has helped



the Texas A&M ADR program to be recognized as first in Texas and recently recognized by the A.B.A as one of the top ten advocacy programs in the U.S.A..

Sonya Parker Goode

she/her/hers

Sonya Parker Goode CLC, CAMS-I has been active in the field of training and education for over twenty years, focusing on teaching life skills and soft skills training programs and promoting personal development, empowerment, and healing for women and teens throughout Dallas and Collin Counties. Sonya has served as CEO and Life Coach for INSPIRE U Coaching and Educational Services for the last 10 years and is also a PT adjunct instructor for the Dallas County Community College District.

Sonya's most recent accomplishments include the coordination and facilitation of Social Emotional Learning –Mindfulness for Youth program for Big Thought in Dallas, TX, an Adult GED program for Allen Community Outreach in Allen, TX, and moderating a panel discussion on Self Love at the 2018 Lez Talk Women's Conference, a women's empowerment conference bringing together lesbian, transgender, bisexual, pansexual and demisexual women as well as our allies for a day of empowerment, support, love, and learning. In her current role as Director of Outreach and Prevention at the Dallas Area Rape Crisis Center, she hopes to see a culture shift amongst people as they begin to understand that sexual violence is a complex and universal public health problem

that needs more awareness and intervention at all levels, including individual, relationship, community, and societal, if we intend to eradicate sexual violence.

Ameerah McBride

she/her/hers

Ameerah Mc Bride currently serves as the Chief Diversity Officer at Texas State University. In this position, Ameerah is responsible for the oversight and implementation of strategic university planning related to equity, diversity and inclusion including recruitment. Prior to joining Texas State University, Ameerah was the Chief Diversity Officer and Director of Equity and Access at the University of Wisconsin Oshkosh and the Investigator/Deputy Title IX Coordinator with the Office of Institutional Equity at Kansas State University. Ameerah is a graduate of Clark Atlanta University and received her JD from Ohio Northern University.

Gina Segura

she/her/hers

Gina Segura is a second year master's student in the Higher Education Program at UNT. She identifies as an Afro Latina and has done extensive research on this topic. Recently, the presenter was selected to present a poster board on this topic at a national conference.

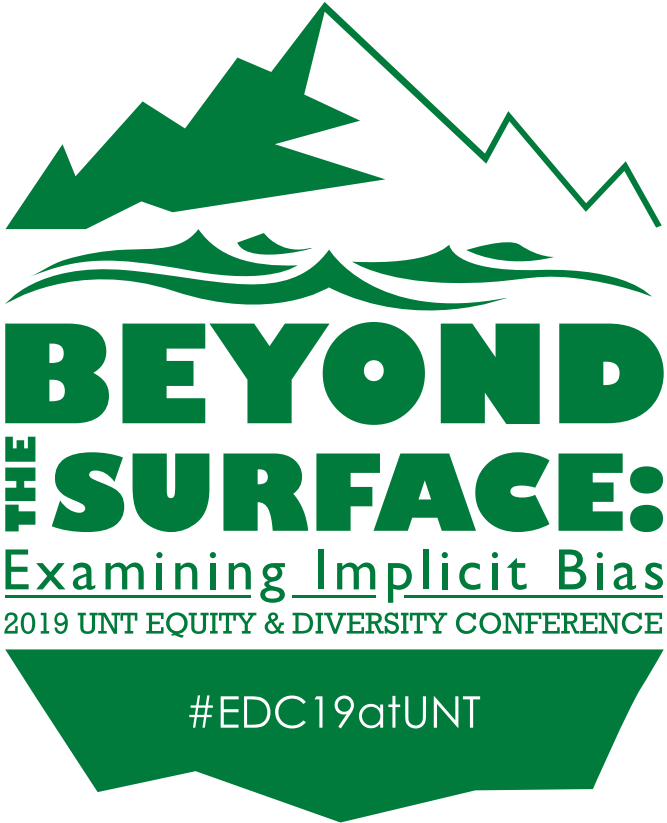
Sean Woods

he/him/his

Sean Woods is the Primary Prevention Coordinator at the Dallas Area Rape Crisis Center. He is a 2016 University of Texas at Austin graduate, and he has been with DARCC since November

of 2017. Sean has facilitated sexual violence prevention training to over 100 students, faculty, and staff at Texas Woman's University, Southern Methodist University, and the University of Texas at Arlington. He advocates for sexual assault survivors, trains students the importance of safe communities and healthy relationships, and encourages them to "Be An Upstander" while pursuing a degree at either of the seven Dallas County Community Colleges (DCCCD). Sean has also created sexual violence prevention content for workshops and trainings for nursing

students at Baylor University School-Nursing, law enforcement officers at Garland, Eastfield, and SMU PD, and the DCCCD Licensed Professional Counselors. In addition, he presented a workshop entitled "How Men Can Stop Rape: Stay W.O.K.E." at the Cultivating Safe College Campuses Conference in 2017. Sean is passionate for discussing and engaging in conversations around sexual violence and ways to decrease attitudes and behaviors that promote sexual violence culture.



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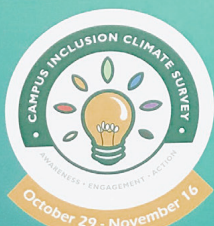
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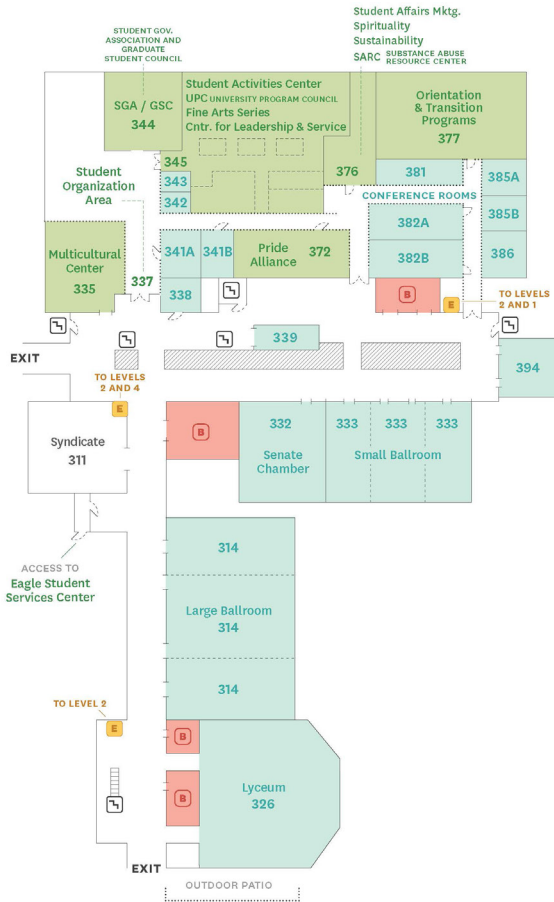
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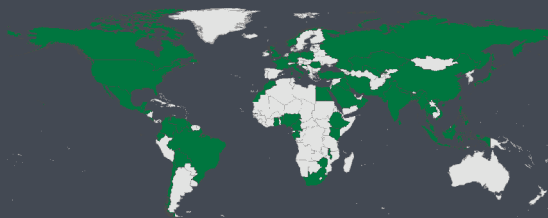


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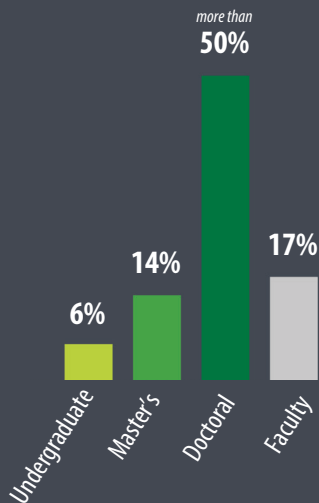
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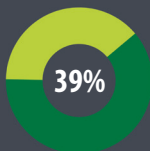
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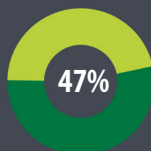
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