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DIVISION OF INSTITUTIONAL
EQUITY & DIVERSITY



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Building Bridges to Inclusion

- 2018 UNT EQUITY & DIVERSITY CONFERENCE -

• February 22, 2018 •

Join the conversation!

• #EDC18atUNT •

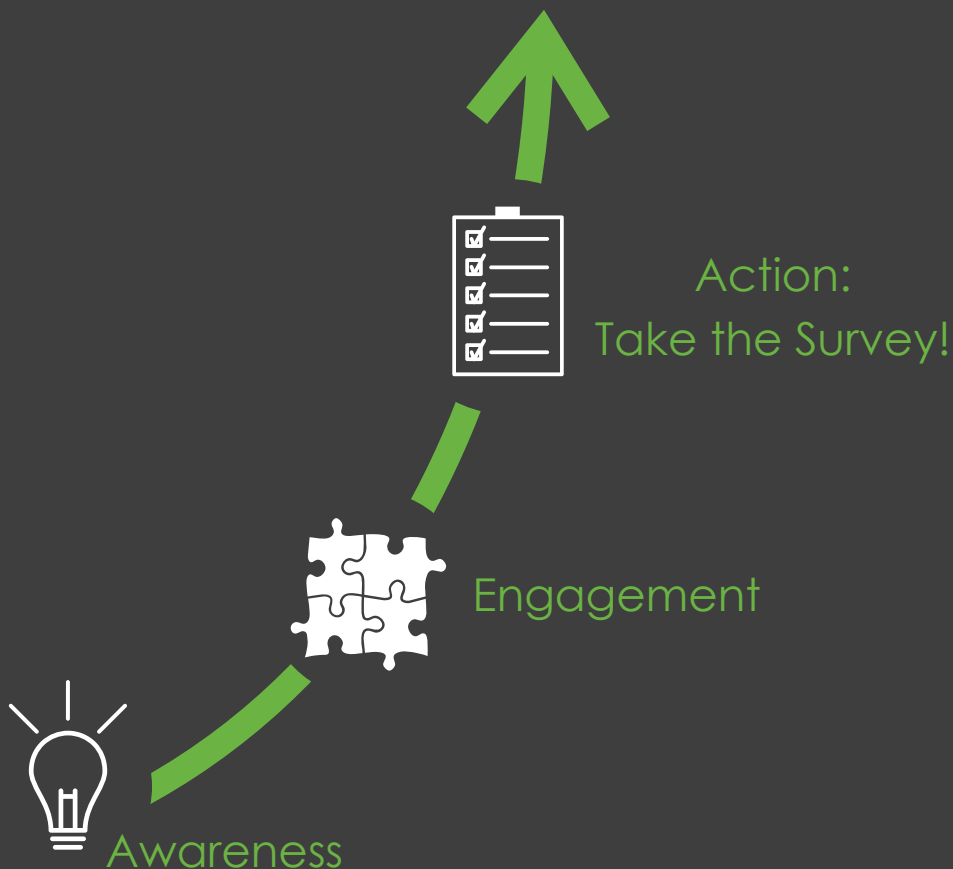
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OFFICE OF DIVERSITY
& INCLUSION
Pride Alliance
Multicultural Center

Coming in Fall 2018: UNT Climate Survey

The Division of Institutional Equity and Diversity
will distribute a survey to assess UNT's climate
of inclusion for faculty, staff, and students
in Fall of 2018.

MAKE YOUR VOICE HEARD!



Welcome

Greetings,

On behalf of President Neil Smatresk, the administration, faculty, staff and students, I welcome you to the University of North Texas (UNT) and the 18th annual Equity and Diversity Conference.

The UNT Division of Institutional Equity & Diversity is proud to sponsor the Equity and Diversity Conference and it is one of the division's signature events. The conference has evolved into a vital resource for hundreds of professionals, students, educators and members of the larger Denton community who are committed to equity, access and inclusion in higher education and interested in topics of diversity. This year's conference theme—**Access Granted: Building Bridges to Inclusion**—complements the mission of the division and underscores the university efforts to foster inclusive excellence.

With dynamic keynote speakers, concurrent sessions, and the concluding dramatic production, *What We Talk About When We Talk About Race*—the conference offers something for all attendees. Therefore, I invite you to engage in dialogue to cross boundaries and build bridges that will foster an inclusive campus climate.

As you participate in the many conference offerings, it is our sincere desire that you take this time not to focus on our differences but rather let our commonalities strengthen our communities. I hope you will enhance your professional skills, gain knowledge that will impact you in a positive manner in the various aspects of your life, and increase your network of colleagues.

Thank you for attending the 2018 Equity and Diversity Conference at UNT!

Respectfully,



Joanne G. Woodard

Vice President,
Division of Institutional
Equity & Diversity







SCHEDULE

Thursday, February 22, 2018

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 INCLUSIVE EXCELLENCE AWARD PRESENTED BY GCC ENTERPRISES Housing and Residence Life
10:00 - 10:50 a.m.	◆	CONCURRENT SESSIONS 1 (50 MINUTES) - I Can't Speak for Us All..... 382 A - Supporting Undocumented Students: Sharing Best Practices and Building Networks 333 A - Leading the Pack: Mentoring while Navigating Through Self-Actualization 382 B - Navigating Privilege and Marginalization in Building Social Justice Competence..... 333 B
11:00 - 11:50 a.m.	◆	CONCURRENT SESSIONS 2 (50 MINUTES) - Know Thy Self: Building Momentum Through Student Advocacy 333 A - Building Bridges to Inclusion Through Universal Design 382 B - The Hard Conversation: Preparing Students To Talk About Racism 333 B - Work in Progress Screening: Rubi: A DACA Dreamer in Trump's America 333 C
12:00 - 1:50 p.m.	◆	KEYNOTE LUNCHEON FEATURING ROSA CLEMENTE 314

2:00 - 2:50 p.m.	 <p>CONCURRENT SESSIONS 3 (50 MINUTES)</p> <ul style="list-style-type: none"> - Bridges Over Borders 332 (SENATE) - Diversity and Ethnicity in Fine Art 382 A - Race and Romance: Navigating Interracial Relationships 382 B - Creating Inclusive Tutoring Spaces: Identity Training for Student Workers 333 C - New Faculty Mentoring at UNT: A Vehicle to Explore Inclusion 333 A
3:00 - 3:50 p.m.	 <p>CONCURRENT SESSIONS 4 (50 MINUTES)</p> <ul style="list-style-type: none"> - The Coalition for Change 332 (SENATE) - Creating Social Awareness in the Identity-safe Classroom 382 A - Teaching as Social Justice: Using Your Consciousness to Do Meaningful Work and Engineer Change 382 B - Finding a Voice in Media & Sharing Identity Stories 333 C
4:00 - 5:00 p.m.	 <p>SOCIAL JUSTICE KEYNOTE WITH DR. D-L STEWART AND CLOSING REMARKS 314</p>
5:30 p.m.	 <p>"WHAT WE TALK ABOUT WHEN WE TALK ABOUT RACE" PRODUCTION 226/326 (LYCEUM)</p>

External Sponsors

THE DIVISION OF INSTITUTIONAL EQUITY AND DIVERSITY THANKS ALL OF
OUR EXTERNAL SPONSORS WHO HELPED MAKE OUR 2018 EQUITY
AND DIVERSITY CONFERENCE A SUCCESS!



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SESSION SPEAKER REFERENCE GUIDE

Concurrent Sessions 1

A. I CAN'T SPEAK FOR US ALL

Nieesha Earls (she/her/hers)

Latrice Moore, M.Ed. (she/her/hers)

B. SUPPORTING UNDOCUMENTED STUDENTS: SHARING BEST PRACTICES AND BUILDING NETWORKS

Mariela Nuñez-Janes, Ph.D. (she/her/hers)

Mayra Olivares-Urueta, Ph.D. (she/her/hers)

C. LEADING THE PACK: MENTORING WHILE NAVIGATING THROUGH SELF-ACTUALIZATION

Michael Gonzalez (he/him/his)

D. NAVIGATING PRIVILEGE AND MARGINALIZATION IN BUILDING SOCIAL JUSTICE COMPETENCE

D-L Stewart, Ph.D. (he/they/ze)

Concurrent Sessions 2

A. KNOW THY SELF: BUILDING MOMENTUM THROUGH STUDENT ADVOCACY

Kim Jackson, M.A. (she/her/hers)

B. BUILDING BRIDGES TO INCLUSION THROUGH UNIVERSAL DESIGN

Devin Axtman, M.S. CRC (he/him/his)

C. THE HARD CONVERSATION: PREPARING STUDENTS TO TALK ABOUT RACISM

Chantel Hobbs, M.Ed. (she/her/hers)

D. WORK IN PROGRESS SCREENING: RUBÍ: A DACA DREAMER IN TRUMP'S AMERICA

Carolyn Brown, M.A. (she/her/hers)



Concurrent Sessions 3

A. BRIDGES OVER BORDERS

Andee Rodriguez, B.A. (they/them/theirs)

Mayra Olivares-Urueta, Ph.D. (she/her/hers)

B. DIVERSITY AND ETHNICITY IN FINE ART

Michelle Johnson

C. RACE AND ROMANCE: NAVIGATING INTERRACIAL RELATIONSHIPS

Trina Tan, M.Ed. (she/her/hers)

D. CREATING INCLUSIVE TUTORING SPACES: IDENTITY TRAINING FOR STUDENT WORKERS

Brecken Wellborn (he/him/his)

E. NEW FACULTY MENTORING AT UNT: A VEHICLE TO EXPLORE INCLUSION

David Brackett, Ph.D. (he/him/his)

Noelle Paufler, Ph.D. (she/her/hers)

Soo Jeong (she/her/hers)

Concurrent Sessions 4

A. THE COALITION FOR CHANGE

Roxanne Del Rio, Ph.D. (she/her/hers)

Sheryl English (she/her/hers)

Pat Smith (he/him/his)

B. CREATING SOCIAL AWARENESS IN THE IDENTITY-SAFE CLASSROOM

Ticily Medley, Ph.D., LMFT-S, LPC (she/her/hers)

C. TEACHING AS SOCIAL JUSTICE: USING YOUR CONSCIOUSNESS TO DO MEANINGFUL WORK AND ENGINEER CHANGE

Rebecca Halprin (she/her/hers)

D. FINDING A VOICE IN MEDIA & SHARING IDENTITY STORIES

Harry Benschhoff, Ph.D. (he/him/his)

Carolyn Brown, M.A. (she/her/hers)

Tracy Everbach, Ph.D. (she/her/hers)

WORKSHOP ABSTRACTS

Concurrent Sessions 1

I CAN'T SPEAK FOR US ALL

Nieesha Earls and Latrice Moore, M.Ed.

Level: Beginner | **Keywords:** *Race and Ethnicity, Self-Care*

As an African-American/Black woman, it can be difficult to navigate the office politics in a predominantly White office. Are you constantly feeling singled out, asked to explain your culture, or questioned about certain slang? Join us for an open discussion about the role of being the token person of color, particularly the token African-American/Black woman.

SUPPORTING UNDOCUMENTED STUDENTS: SHARING BEST PRACTICES AND BUILDING NETWORKS

Mariela Nuñez-Janes, Ph.D. and

Mayra Olivares-Urueta, Ph.D.

Level: Advanced | **Keywords:**

Citizenship and Immigration and Coalition Building

This session focuses on coalition building across institutions of higher education in order to support undocumented students in times of uncertainty. Presenters will share best practices, identify areas of need, and begin building a network. The network established in this session intends to create a working group that will allow participants and presenters to exchange information and ideas to

support undocumented students in our college campuses. Participants will be ready to commit to building a movement beyond the moment provided by this conference!

LEADING THE PACK: MENTORING WHILE NAVIGATING THROUGH SELF-ACTUALIZATION

Michael Gonzalez

Level: Beginner | **Keywords:** *Race and Ethnicity, Self-Care*

This roundtable discussion will highlight how individuals working toward self-actualization can still mentor students. Specifically, mentoring students of color who have already moved through or are “further along” in racial/ethnic self-actualization than you, the mentor. We will discuss self-actualization alongside racial/ethnic identity development theories and share practices on how you, in any stage, can still provide impactful mentorship.

NAVIGATING PRIVILEGE AND MARGINALIZATION IN BUILDING SOCIAL JUSTICE COMPETENCE

D-L Stewart, Ph.D.

Level: Advanced | **Keywords:** *Coalition Building and Organizational Change*

All people are members of multiple social groups and likely claim several social identities. Recognizing that some of those identities are privileged



while others are marginalized is important. It can be easier to ignore our privileged identities, but doing so risks breaking bridges instead of building them. This session will engage participants in considering how their privileged and marginalized identities interact to enable or hinder the development of social justice competence.

Concurrent Sessions 2

KNOW THY SELF: BUILDING MOMENTUM THROUGH STUDENT ADVOCACY

Kim Jackson, M.A.

Level: Beginner | **Keywords:** *Cultural Humility, Leadership and Self-Care*

This program is designed for students who wish to be change agents and game-changers regarding social justice and diversity and inclusion efforts in the classroom. Students will learn ways to leverage their sphere of influence to cultivate more diverse and inclusive learning environments and hold their peers, faculty, staff, and administrators accountable for providing a space conducive to paving the way for positive and sustainable change.

BUILDING BRIDGES TO INCLUSION THROUGH UNIVERSAL DESIGN

Devin Axtman, M.S. CRC

Level: Beginner | **Keywords:** *Academic Affairs Coalition Building, and Leadership*

People with disabilities are a part of our community and have trouble with access. Planning considerations may be necessary for people with disabilities to have a bridge to

inclusion. This interactive program will discuss strategies for inclusion by introducing the principles of Universal Design. Attendees will learn concrete methods of incorporating Universal Design into their daily work to foster inclusion.

THE HARD CONVERSATION: PREPARING STUDENTS TO TALK ABOUT RACISM

Chantel Hobbs, M.Ed.

Level: Beginner | **Keywords:** *Coalition Building, Minority Serving Institution (MSI) and Race and Ethnicity*

This session serves as an opportunity for students and collegiate advocates to develop skills to have cross-racial dialogues about racism. With race based hate crimes on the rise across college campuses, it is essential that all individuals become aware of their own biases, and are equipped with the resources necessary to prevent manifestations of racism. Many student and collegiate advocates admit they do not know where to begin to address race-based violence. For students and collegiate advocates, developing the skills and confidence to have hard conversations about race is the first step to prevent racism on campus.

WORK IN PROGRESS SCREENING: RUBÍ: A DACA DREAMER IN TRUMP'S AMERICA

Carolyn Brown, M.A.

Level: Beginner | **Keywords:** *Citizenship and Immigration, Class/Socioeconomic Status and Race and Ethnicity*

"Rubí: A DACA Dreamer in Trump's America" tells the story of how the Trump presidency's anti-immigrant



stance has imperiled the lives and aspirations of more than 800,000 young adults now registered under DACA. Through revealing interviews, 22-year old Rubi and her parents recount their family's harrowing journey to the United States and their subsequent struggles to survive and succeed. Rubí graduates from college and begins a promising career -- just as DACA is rescinded.

Concurrent Sessions 3

BRIDGES OVER BORDERS

**Andee Rodriguez, B.A. and
Mayra Olivares-Urueta, Ph.D.**

Level: Beginner | **Keywords:** *Cultural Humility, Gender Identity and Expression, Race and Ethnicity*

Invisible borders exist in higher education. Often, these borders become impermeable depending on students' identities and lived experiences. Presenters will explore these borders and share ideas about how higher education professionals may begin to build bridges to positively affect academic success and equity for students.

DIVERSITY AND ETHNICITY IN FINE ART

Michelle Johnson

Level: Intermediate | **Keywords:** *Race and Ethnicity and Veterans*

In this session, participants will respond to various pieces of artwork and use them as discussion topics regarding cultural diversity and ethnicity.

RACE AND ROMANCE: NAVIGATING INTERRACIAL RELATIONSHIPS

Trina Tan, M.Ed.

Level: Beginner | **Keywords:** *Coalition Building, Race and Ethnicity and Sexuality and Romantic Attraction*

With the ever-evolving population of students on college campuses, institutions are seeing more students in interracial relationships. This interactive workshop provides a space for students to express their unique experiences in interracial/intercultural dating beyond the binary. Participants will have the opportunity to contribute to topics ranging from the fetishization of People of Color, family pressure, intercultural communication, and more.

CREATING INCLUSIVE TUTORING SPACES: IDENTITY TRAINING FOR STUDENT WORKERS

Brecken Wellborn

Level: Beginner | **Keywords:** *Leadership, Mentoring and Organizational Change*

This workshop explores the Learning Center's Student Worker Identity Training, which was developed for student workers to create inclusive tutoring spaces. This program discusses the variety of services offered by student workers, introduces both Ally Training and Identity Awareness Training for student workers (including activities), and presents qualitative data that analyzes student worker perceptions on identity training.



NEW FACULTY MENTORING AT UNT: A VEHICLE TO EXPLORE INCLUSION

David Brackett, Ph.D., Noelle Pauffer, Ph.D. and Soo Jeong

Level: Beginner | Keywords:

Assessment/Evaluation, Leadership and Mentoring

This session presents the perceptions and experiences of diverse faculty at UNT. Results indicate that mentoring programs must focus on the unique individual and collective needs of faculty across rank in addition to a multitude of other identifying demographic characteristics. Failure to meet the needs expressed by faculty is likely to contribute to turnover and organizational instability as faculty will choose to work at an institution that recognizes them as partners. Diversification of the university requires a diversified approach to mentoring within the academy. The demographic characteristics of higher education have changed over time, most notably during the last 40 years. According to Finkelstein (2010), faculty composition changed dramatically between 1969 and the early 2000s. Currently, more diverse Generation Xers and the Millennial generation are replacing the Baby Boom generation as they retire (Finkelstein, 2010). The changes in faculty composition require universities to adapt and change in many ways, from how they educate the next generation of faculty to how they recruit, retain, and meet the needs of this new guard.

Concurrent Sessions 4

THE COALITION FOR CHANGE

Roxanne Del Rio, Ph.D., Sheryl English and Pat Smith

Level: Beginner | Keywords: *Citizenship and Immigration, Coalition Building and Race and Ethnicity*

The Denton Together Coalition is made up of stakeholders including: business leaders, civil organizations, religious based organizations, citizens, police and fire departments, City of Denton appointed officials, and Institutions of Higher Education (NCTC, TWU, and UNT). The Denton Together Coalition has come together to discuss community issues. In this session, participants will work to identify solutions to problems that affect the city and community.

CREATING SOCIAL AWARENESS IN THE IDENTITY-SAFE CLASSROOM

Ticily Medley, Ph.D., LMFT-S, LPC

Level: Beginner | Keywords: *Academic Affairs, Coalition Building and Cultural Humility*

This session outlines low-stress ways to facilitate the development of social awareness in classroom settings as a method for impacting inclusion. Participants will collaboratively explore methods of encouraging and empowering students to engage in social justice. The facilitator will share examples of successful integration of social awareness in face-to-face and online courses in higher education settings.



**TEACHING AS SOCIAL JUSTICE:
USING YOUR CONSCIOUSNESS TO DO
MEANINGFUL WORK AND ENGINEER
CHANGE**

Rebecca Halprin

Level: Beginner | **Keywords:** *Coalition Building, Leadership and Mentoring*

At a time when our country appears more divided than ever – when the value of Black lives is publicly debated, when the rights of immigrants are challenged, and when the chasm between the rich and the poor grows every day – we desperately need urgent course-corrective action. This workshop will examine practical ways in which we can move towards purposeful action, intentional engagement, and meaningful work to engineer the changes we desire. The session focuses on teaching and education as a means to achieving these ambitious outcomes.

**FINDING A VOICE IN MEDIA & SHARING
IDENTITY STORIES**

Harry Benshoff, Ph.D., Carolyn Brown, M.A. and Tracy Everbach, Ph.D.

Level: Beginner

Keywords: *Race and Ethnicity and Veterans*

This panel will explore race and gender stereotypes in the media and how re-creating a stereotyped narrative can empower students of color and women while educating others. Panelists will include faculty, staff, and students who will be discussing their experiences and sharing their work related to the conference theme: "Access Granted: Building Bridges to Inclusion." Panelists will explore how media-making can be used in the classroom or in the community to inspire change and inclusion.

THE DIVISION OF INSTITUTIONAL EQUITY AND DIVERSITY THANKS



AND GREGORY AND CAROL CODY

FOR THEIR 2018 INCLUSIVE EXCELLENCE AWARD SPONSORSHIP TO
SUPPORT UNT HOUSING AND RESIDENCE LIFE'S CONTINUED EFFORTS TO
INSTITUTIONALIZE DIVERSITY, EQUITY AND INCLUSION

2018 INCLUSIVE EXCELLENCE AWARD

PRESENTED BY



UNT Housing and Residence Life

The Division of Institutional Equity and Diversity supports and affirms efforts across the University that demonstrate a commitment to diversity, equity and inclusion. The Association of American Colleges and Universities to which the University of North Texas belongs has created a framework for this commitment called Inclusive Excellence. Defined as the active process through which colleges and universities achieve excellence in learning, teaching, student development, institutional functioning, and engagement in local and global communities, this approach has become a model of connecting educational quality and inclusion efforts for universities across the country. As such, our Division created an Inclusive Excellence Award to recognize units who exemplify these qualities. This year's Inclusive Excellence Award recipient is UNT's Department of Housing and Residence Life.

Housing and Residence Life's diversity, equity, and inclusion journey began in 2016 when Executive Director Gina Vanacore engaged the Office of Diversity and Inclusion to help assess the diversity, equity, and inclusion needs within the department for which she had recently taken leadership. Some of the concerns that emerged included a need to provide adequate time and space to address some of the identity and climate-based challenges within the department, and needing departmental, divisional, and Institutional Equity and Diversity's support to help support their efforts to successfully create and sustain a climate of intentional inclusion within Housing and Residence Life. The work to address these opportunities began with the hiring of Dr. Tomás Sanchez as the Associate Director of Residence Life, who worked directly with the Office of Diversity and Inclusion to create a strategy to engage in these efforts two new units that were created within the department: housing and residence life.

This strategy included Dr. Sanchez beginning with administering to staff members that were live-in and live-in support staff (Assistant Directors, Community Directors, Assistant Community Directors, and Graduate Assistants) the Intercultural Development Inventory (IDI) to assess intercultural competence – the



ability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. The results of the test indicated a gap in their perceived and actual cultural competence, which necessitated training and development to help develop those competencies.

The training and development process began with the piloting of Inclusion, Equity and Community Building with residence life staff, a five-module training that addressed topics such as cultural humility and the application to critical incidents, bias awareness and identity authoring, microaggressions and privilege, and an assessment of the department's organizational culture. Housing staff began completing the series the following semester, which resulted in most of the department's full-time professional staff participating in the series (plans are underway for custodial staff to receive training as well). The data collected from the series has helped them to identify opportunities for improving organizational culture, and helped the Office of Diversity and Inclusion better cultivate their training and development for other UNT units.

The Department of Housing and Residence Life has continued this journey in pursuit of becoming a multicultural organization and assessing their policies, programs, practices, and people via their departmental committees (including diversity and equity, staff training, staff and student recruitment and selection, policy and manual, appreciation

and recognition, and bias response protocol). Departmental meetings have been restructured to invite voices from all levels of the organization to be included in operational decisions, and additional training has been extended to resident assistants (RAs) to develop cultural humility and increase awareness about the influence and impact of social identities on students' experiences. Some ongoing initiatives include gender inclusive housing options for students, applying affirmative actions in the recruitment and selection of full-time and part-time staff so that the organization is reflective of the students it serves, and modification of housing rate structures to reduce the stigma associated with socioeconomic accommodations.

These efforts, led by Executive Director Gina Vanacore's commitment to actualize the diversity, equity, and intentional inclusion vision of the department, are a model for institutionalizing Inclusive Excellence.

The Division of Institutional Equity and Diversity is proud to support the Department of Housing and Residence Life's continued commitment with a \$5000 gift from GCC Enterprises, and honor them with the 2018 Inclusive Excellence Award.

Accepting the award are Executive Director Gina Vanacore and Associate Director of Residence Life Dr. Tomás Sanchez.

KEYNOTE SPEAKER

Rosa Clemente

she/her/hers

Our 2018 keynote speaker is Rosa Clemente, 2008 Green Party Vice Presidential candidate, community organizer, and journalist. From Harvard to prisons, Rosa has spent her life dedicated to scholar activism.

She is the president and founder of Know Thy Self Productions, which has produced four major community activism tours and consults on issues such as Hip-Hope activism, media justice, voter engagement among youth of color, third party politics, intercultural relations between Black and Latinx, immigrants' rights as an extension of human rights, and universal healthcare.

She is a frequent guest on television, radio, and online media.



SOCIAL JUSTICE SPEAKER

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BEHAVIORAL HEALTH

Dr. D-L Stewart

he/they/ze

Dr. Stewart is a professor in the School of Education and Tri-Director of the Student Affairs in Higher Education Program at Colorado State University. Ze is a scholar, educator, and activist focused on empowering and imagining futures that sustain and cultivate the learning, growth, and success of marginalized groups in U.S. higher education institutions.

Dr. Stewart's work is motivated by an ethic of love grounded in justice and informed by an intersectional framework that recognizes both the lived experiences of individuals with multiple marginalities, as well as the material effects of interlocking systems of oppression.

Over the course of zir 17-year faculty career, ze has focused most intently on issues of race and ethnicity, sexuality, and gender, as well as religion, faith, and spirituality in zir research, teaching, and service to professional organizations and institutions across the nation.



Dr. Stewart is the author of over four dozen journal articles and book chapters, as well as either editor, coeditor, or author for three books covering multicultural student services, gender and sexual diversity of U.S. college students, and historical experiences of Black collegians in northern liberal arts colleges.

Dr. Stewart has also provided professional service and leadership to a number of scholarly and professional associations, most substantively through a variety of roles in ACPA—College Student Educators International, as well as for the Association for the Study of Higher Education, in which ze led the Council on Ethnic Participation for three years. Dr. Stewart was named an ACPA Senior Scholar in March 2017.

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WORKSHOP SPEAKERS

Concurrent Sessions 1

Nieesha Earls

she/her/hers

Nieesha Earls is the graduate assistant for Parent Programs with Orientation & Transition Programs. Prior to coming to the University of North Texas, Nieesha received her B.A. in Mass Communication at Sam Houston State University. A self-proclaimed Womanist, Nieesha is passionate about the empowerment of all women and embracing our culture along with our femininity. She will graduate this May with her M.Ed. in Higher Education.

Michael Gonzalez

he/him/his

Michael Gonzalez is a Graduate Student in the University of North Texas' Higher Education program. Prior to his start in the program Michael attended Sam Houston State University where he received a Bachelor of Arts in Music. Currently Michael serves as a Graduate Assistant (GA) for Mentoring and Transition Programs with the Office of Orientation and Transition Programs. His role as a GA and his experiences surrounding identity development led to, "Leading the Pack: Mentoring while Navigating Through Self-Actualization.

Dr. Mariela Nuñez-Janes, Ph.D.

she/her/hers

Mariela Nuñez-Janes (profe) is Associate Professor of Anthropology at UNT. She has published in journals such as Anthropology & Education Quarterly, and Diaspora, Indigenous, and Minority Education about her research with youth, participatory methodologies, and feminist pedagogies. Profe is the 2017 recipient of the UNT Foundation Community Engagement Award for her work with high school and undocumented youth and a founding member of La Colectiva, a women of color faculty mentoring group at UNT.

Latrice Moore, M.Ed.

she/her/hers

BIO UNAVAILABLE

Dr. Mayra Olivares-Urueta, Ph.D.

(also in Session 3) *she/her/hers*

Dr. Mayra Olivares-Urueta currently serves as Vice President for Student Development Services at Tarrant County College Northeast campus. Dr. OU has more than ten years of experience within Student Affairs in a variety of institutions of higher education including, two multi-campus community college districts, a university medical center, and a public state university. Dr. OU's research focuses on the success of Latinx students in graduate allied health professions programs and anti-deficit narratives about the educational experiences of minoritized students.



D-L Stewart, Ph.D.

(also Social Justice Speaker)

he/they/ze

Dr. Dafina-Lazarus (D-L) Stewart (PGPs: he, they, or ze) is professor in the School of Education and Tri-Chair of the Student Affairs in Higher Education program at Colorado State University. Over the course of his 17-year faculty career, ze has focused most intently on issues of race and ethnicity, sexuality, and gender, as well as religion, faith, and spirituality in their research, teaching, and service to professional organizations and institutions across the nation.

Concurrent Sessions 2

Devin Axtman, M.S. CRC

he/him/his

Devin Axtman is a Student Services Coordinator for the UNT Office of Disability Accommodation. Devin is also a Certified Rehabilitation Counselor (CRC), a professional who helps people with disabilities live full and independent lives. Devin arranges student accommodations and increases disability awareness. Devin also is an advisor for the UNT chapter of Delta Alpha Pi International Honor Society, an honor society for students with disabilities. Devin is a UNT alum receiving 2 Bachelor's degrees and a Master's degree in Rehabilitation Counseling.

Carolyn Brown, M.A. (also in Session 4)

she/her/hers

Carolyn Brown is faculty at Mayborn School of Journalism and an award-winning filmmaker and journalist. Her area of expertise is Latino immigrant communities, the border and Latino

representations in the media. Her documentaries have been distributed by American Public Television, NBC, and NETA. Brown has appeared as an expert on national broadcast shows including The CBS Evening News, CNN in Español, and NPR. Brown's journalism career spans more than a decade. She worked at MSNBC, Fox News Channel and CBS News.

Chantel Hobbs, M.Ed.

she/her/hers

Chantel L. Hobbs, M.Ed is an Advocacy Consultant and DEI Practitioner with CLH Social Solutions, LLC located in Dallas, TX. Chantel facilitates learning spaces for dialogue and discovery on matters related to advancing race consciousness, and social justice advocacy efforts within individuals and institutions. Chantel also utilizes her professional experience as a Racial Equity Consultant and Workforce Development Specialist to advise institutions in developing diverse, inclusive and equitable practices, while aiming to advance leadership pipelines for women and people of color.

Kim Jackson, M.A.

she/her/hers

Kim Jackson currently serves as the Chair for Visual and Performing Arts at Tarrant County College- Northwest Campus. She also serves as an Associate Professor of Humanities and Dance and teaches additional classes in English, drama, creative writing. She received her bachelors in dance and English, and masters in theatre from Texas Woman's University. Ms. Jackson has over 20 years of experience as a diversity and inclusion practitioner



designing and facilitating trainings committed to civil engagement, cultural humility and social justice.

Concurrent Sessions 3

David Brackett, Ph.D.

he/him/his

Dr. David A. Brackett earned a Bachelor of Arts in Economics and a Master of Science in Education from Johns Hopkins University. Dr. Brackett graduated from the University of Nevada, Reno with a Ph.D. in Educational Leadership in 2014. He participated in the David L. Clark National Graduate Student Research Seminar in Educational Administration and Policy in April 2014. Dr. Brackett's research interests include school law, educational leadership development, educational policy and the convergence of school law and social justice.

Soo Jeong

she/her/hers

BIO UNAVAILABLE

Michelle Johnson

BIO UNAVAILABLE

Noelle Paufler, Ph.D.

she/her/hers

Dr. Noelle A. Paufler received her PhD in Educational Policy and Evaluation with an emphasis in Research Methods from Arizona State University. Her experiences as a high school social studies teacher, district administrator and applied researcher in large urban and suburban school districts inspired her to conduct research related to teacher accountability policies and

systems. Her research interests include: educational policy, communication of educational research and its influence on policy, and impact of standards and accountability systems on practitioners in local contexts.

Andee Rodriguez, B.A.

they/them/theirs

Andee Rodriguez currently serves as a Financial Aid Associate at Tarrant County College. Their current interests and advocacy are focused on minoritized groups with a strong emphasis on the LGBTQ+ community. They also serve as a facilitator for Safe Space and Transgender Cultural Competency training, advisor to their campus LGBTQ+ Student Organization, and an active member of the Diversity and Inclusion Council at Tarrant County College.

Trina Tan, M.Ed.

she/her/hers

Trina Tan (she/her) is a Dating and Relationships Educator who created "Dating Takes Practice." As a student affairs professional, Trina's students often shared frustrations about their love life in correlation to cultural differences. This inspired her to help college students navigate the messiness, confusion, and love in relationships and identity. Trina is from California, and she earned her Masters of Education from the University of Vermont where she did research on interracial relationships, dating anxiety, and lessons from sex therapy.



Brecken Wellborn

he/him/his

Brecken Hunter Wellborn is one of the Coordinators for Supplemental Instruction in the UNT Learning Center. He began working with the Supplemental Instruction program at UNT as an SI Leader while completing his Bachelor of Arts. After graduation, he became the Graduate Assistant for the program, and soon became a Coordinator. He is dedicated to the success of his staff of SI Leaders and the students they tutor and mentor.

Concurrent Sessions 4

Harry Benshoff, Ph.D.

he/him/his

Dr. Harry Benshoff earned his MA and PhD in Critical Studies from University of Southern California's prestigious School of Cinema-Television. He is the author of books such as *Monsters in the Closet: Homosexuality and the Horror Film*, *Dark Shadows*, and *Film and Television Analysis: An Introduction to Theories, Methods, and Approaches*. With Sean Griffin, he co-authored *America on Film: Representing Race, Class, Gender, and Sexuality at the Movies*, and *Queer Images: A History of Gay and Lesbian Film in America*.

Roxanne Del Rio, Ph.D.

she/her/hers

Dr. Roxanne Del Rio has pursued a twenty-year career in Higher Education, serving in institutions of higher education such as University of Dallas, University Texas at Arlington and North Central Texas College where she currently serves as Dean of Students. Roxanne currently serves on various

non-profit communities organizations within Denton County such as the Together Coalition. She received a Master of Public Administration and a Ph.D. in Higher Education Administration for the University of North Texas.

Sheryl English

she/her/hers

Sheryl English is a local Realtor who resides in Denton, TX. She relocated from Los Angeles with her family in 2002, and became active in the community and local politics. She is the Chair of the Denton Together Coalition, Vice Chair on the board of commissioners for the Denton Housing Authority, VP of Community Relations for the Denton Public School Foundation, she's the first African American female board member on the Denton Chamber of Commerce. She serves has served on various boards within the City of Denton and Denton ISD.

Tracy Everbach, Ph.D.

she/her/hers

Dr. Tracy Everbach is an associate professor of journalism in the Mayborn School of Journalism at the University of North Texas. She teaches undergraduate and graduate classes on race, gender and media, news reporting, mass communication theories and qualitative research methods. She received her Ph.D. in journalism from the University of Missouri-Columbia. Her research focuses on women's work and leadership in journalism, and on representations of race and gender in media.



Rebecca Halprin

she/her/hers

Rebecca graduated from the University of Massachusetts, Boston Summa Cum Laude with a BA in American Studies and Communications. Rebecca serves as the Manager of Recruitment for Relay Graduate School of Education and works across Louisiana, Texas, and Oklahoma. Rebecca identifies promising and talented college students and recent college graduates who will make exceptional teachers, builds strong and strategic relationships with college and nonprofit partners, and executes on a recruitment strategy to reach ambitious goals for Relay programming.

Ticily Medley, Ph.D., LMFT-S, LPC

she/her/hers

Ticily Medley is the Director of Counseling on the Tarrant County College South Campus in Fort Worth, TX. Prior to her current position, she served as an Assistant/Associate Professor of Psychology at TCC. She is also a consultant with Aurora Change Agency. She is a licensed counselor whose passions are life-long learning, social advocacy through building inclusion awareness and creating mental health awareness.

Pat Smith

he/him/his

Pat Smith is the Director of Local Outreach and Director of Safety and Security at Denton Bible Church. As the Director of Local Outreach, he leads efforts to build bridges with the community to meet physical needs and develop spiritual relationships. Pat oversees twelve ministries to include Vision Ministries, SWEAT Team, Mercy Heart and the Shiloh Field Community Garden. As Director of Safety and Security, Pat oversees the protection of the main church campus and eight overseas locations around the world.





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**DIVISION OF INSTITUTIONAL
EQUITY & DIVERSITY**

The Division kicked off its new Denton Community Television public affairs show, "Social Justice and Community Engagement," with its first guests in November.

The program's goal is to align the work of the Division of Institutional Equity and Diversity and others across the university with those of the City of Denton to encourage citizens to engage with inclusion and equity initiatives.

Hosted by Director of Diversity and Inclusion Shani Barrax Moore, the inaugural episode, which aired in January, featured "Unlikely Allies in the Academy" speakers Dr. Theresa Torres and Lisa McCarty, and Denton Together Coalition Co-Chair Sheryl English.

The second episode will feature interviews from Equity and Diversity Conference keynote and social justice speakers Rosa Clemente and Dr. D-L Stewart.

Produced by the Mayborn College of Journalism, the show airs on Denton Community Television and will feature new content throughout the year. Episodes are also available on the Division's website.

For more information or to submit content ideas, contact the Office of Diversity and Inclusion at Diversity.Inclusion@unt.edu.

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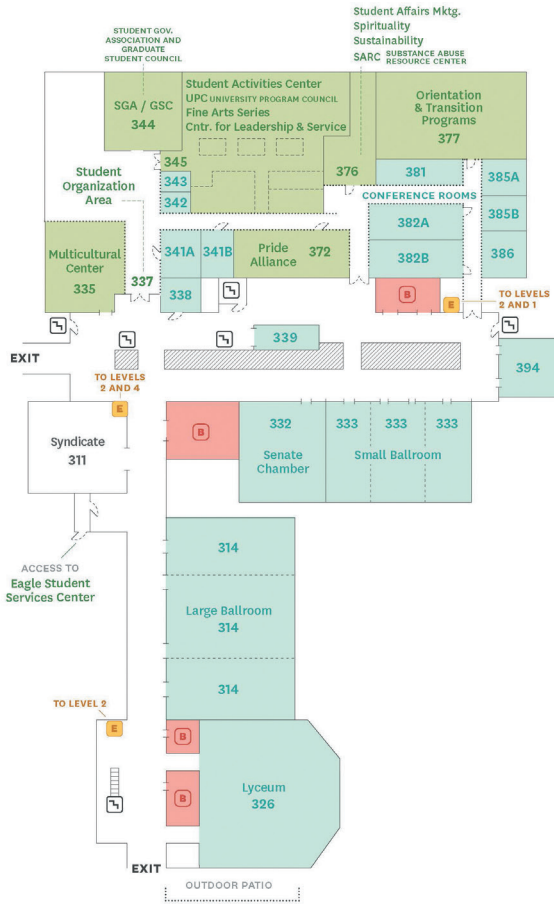
UNIVERSITY RELATIONS, COMMUNICATIONS & MARKETING

UNION MAP



BUILDING MAP

LEVEL 3



MAP KEY

- B BATHROOMS (B)
- O OFFICES & ADMIN.
- E ELEVATORS (E)
- R RESERVEABLE SPACES
- D DINING
- S RETAIL & SERVICES

Stairs

All gender bathroom located on the 4th floor in room 432

THE DIVISION OF INSTITUTIONAL EQUITY AND DIVERSITY



2018 EQUITY & DIVERSITY CONFERENCE COMMITTEE

Co-Chair, Shani Barrax Moore, Office of Diversity and Inclusion
Co-Chair, Teresita Hurtado-Ramos, Office of Diversity and Inclusion
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Pamela Fuller, Multicultural Center and Pride Alliance
Christi Hestand, Division of Institutional Equity & Diversity
Kathleen Hobson-Bond, Pride Alliance
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FOR MORE INFORMATION ON PROGRAMS AND SERVICES:

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