

February 20, 2020

Join the conversation!
#EDC20atUNT

UNT[®] EQUITY AND DIVERSITY CONFERENCE

20th

Looking Back, Moving Forward:

REFLECT, AFFECT, CONNECT

Presented by: 



UNT[®] | DIVISION OF INSTITUTIONAL
EQUITY & DIVERSITY

Welcome

Greetings,

On behalf of the Division of Institutional Equity and Diversity, I welcome you to the University of North Texas and the 20th annual Equity and Diversity Conference. Our conference theme is **Looking Back, Moving Forward: Reflect, Affect, Connect**.

The University of North Texas is a Tier I research university whose commitment to diversity and inclusion can be traced back to its founding more than 130 years ago when the first group of students included women and Creek Indians. From that one moment in time, a movement was born to create an educational powerhouse to serve the North Texas region. Today, we continue this commitment by using the framework of inclusive excellence to guide our equity and diversity work at the university. Our primary goal is to champion equity, access, and engagement to create a welcoming campus community where diverse faculty, staff, and students thrive. In the next few years, UNT is poised to become a minority serving institution (MSI) and a Hispanic serving institution (HSI). Having a welcoming and supportive university community is of critical importance to all who work and learn here.

We believe that this conference will assist us in developing cultural competence and a university community that values, supports, and respects each other and leverages the educational benefits of diversity. Therefore, we invite you to engage in dialogue to cross boundaries and build bridges that will create a better place to work and learn. As you navigate through the conference, it is our sincere desire that you will take this time not to focus on our differences but rather let our commonalities strengthen our communities. We 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 2020 Equity and Diversity Conference at UNT!

Respectfully,



Joanne G. Woodard

Vice President,
Division of Institutional
Equity and Diversity

UNT[®]
EQUITY AND DIVERSITY CONFERENCE

20th



Looking Back, Moving Forward:

REFLECT, AFFECT, CONNECT

Presented by: 

**DOWNLOAD OUR
MOBILE APP**



1. If you did not open the link in your email, you can type <https://crowd.cc/s/3E4q0> in your web browser on your smartphone.
2. Click on the Store Button to download the “CrowdCompass AttendeeHub” mobile app (varies for iOS and Android).
3. Search for the event “UNT Equity and Diversity Conference” exactly as it appears.
4. Tap the  icon, then tap the “Download” button to access the event.
5. Tap the  submenu icon in the top left.
6. Tap “Log in for more features.”
7. Enter Information as requested and a 4-digit verification code should be sent to your email inbox.
8. Input the code within the mobile app.
9. Congratulations! You should be logged in.

Web users: Open the web browser. Type <https://crowd.cc/edc20> in the address bar, and press enter. Click Log-in at the top and follow Steps 7 and 8 to log-in successfully.



SCHEDULE

Thursday, February 20, 2020

ALL EVENTS TAKE PLACE IN THE UNION

7:45 a.m.

CHECK-IN AND CONTINENTAL BREAKFAST

314

8:30 a.m.

WELCOME

JOANNE WOODARD, VICE PRESIDENT,
DIVISION OF INSTITUTIONAL EQUITY AND DIVERSITY

314

LESA ROE, CHANCELLOR,
UNT SYSTEM

INCLUSIVE EXCELLENCE AWARD
PRESENTED BY HILTI

G. Brint Ryan College of Business

SHANI BARRAX MOORE, DIRECTOR,
DIVERSITY AND INCLUSION

9:00 a.m.

SOCIAL JUSTICE KEYNOTE WITH DR. JUAN SÁNCHEZ MUÑOZ
PRESENTED BY FIDELITY INVESTMENTS

314

10:00 a.m.

CONCURRENT SESSIONS I

ACADEMIC TRACK

- » Closing the Gap, Opening the Possibilities - Generational Differences in an Age of Apathy
- » Culturally Responsive Career Development to Promote Student Success
- » I Got You, Sista - African American Women's Perceptions of Navigating Mental Health and Coping
- » Intercultural Conflict in the Classroom
- » Supporting Undocumented and Immigrant Students and Families
- » Why Americans Should Care More About What's Happening in Palestine

382A

385

333A

332

382B

339

CORPORATE TRACK

- » ERGs at Peterbilt and Their Corporate Benefit
- » The Multigenerational Workplace

394

341

11:00 a.m.

CONCURRENT SESSIONS 2



ACADEMIC TRACK

- » Avoiding Educational Malpractice: When Pedagogy and Programming Cause Trauma 385
- » How to Find Unlikely Allies in the Academy 382A
- » Multicultural Mindfulness 333A
- » The Effect of Title IX Enforcement on Underrepresented Populations 339
- » Understanding Identity Intersections in Systemic Contexts 382B
- » We Are Better Together - Casting Down Microaggressions 341

CORPORATE TRACK

- » Compliance to Inclusion: a Paradigm Shift 394

12:00 p.m.



KEYNOTE LUNCHEON WITH BAKARI SELLERS

PRESENTED BY



314

2:00 p.m.



EQUITY AND DIVERSITY CAREER FAIR

PRESENTED BY COMERICA

333B-C

2:00 p.m.

CONCURRENT SESSIONS 3



ACADEMIC TRACK

- » Cultural Humility Includes Developing a Poverty-Informed Practice 382B
- » Equipped to Be You - 12 Tools for Emotional Self Care 385
- » Experiencing College as a Student with A Disability 382A
- » The Effect of Racial and Ethnic Trauma on Minority Populations' Health 332

CORPORATE TRACK

- » Engaging Men in Gender Initiatives 394
- » The ROI of D&I 339

3:00 p.m.

CONCURRENT SESSIONS 4



ACADEMIC TRACK

- » Level Up: From Work Study to the Work Force 382A
- » Navigating Public School with My Transgender Child 382B
- » Spotting & Spinning Negative Media Images About Our Black & Brown Males 332
- » What Do Israelis Look Like? 339

CORPORATE TRACK

- » "I don't belong here." Is Imposter Phenomenon a Threat to Diversity and Equity? 394
- » Shifting Leader Behavior: From the Board Room to Plant Floor 341

PRINCIPLES OF ENGAGEMENT

SUSPEND

- JUDGEMENT
- DENIAL
- GUILT
- ASSUMPTIONS
- DISTRACTIONS
- INTERRUPTIONS
- SIDE CONVERSATIONS
- TITLES

PHONE USE:
PLEASE STEP
OUTSIDE THE
ROOM TO TEXT,
EMAIL, OR
CALL



WHAT'S SAID IN HERE, STAYS HERE (BUT THE LEARNING LEAVES!)

EMBRACE

- Awareness towards **understanding**
- Leaning into discomfort
- Critical **self-reflection**
- Opportunities for cognitive dissonance
- Helping to create a **safe & brave space**
- Opportunity to **learn** about identities & biases
- **Vulnerability**, willingness to "catch" each other
- Speak from "I" perspective (not for an entire group); Allow others to tell their own stories (check first)
- **Share air time** - if you've spoken twice in a row, allow others to speak first
- Staying in the moment



WE'VE RAISED THE CEILING ON BEST IN CLASS.



Introducing the Model 579 UltraLoft™, with a lightweight integral cab-sleeper design that takes the Model 579 to new levels of driver comfort and performance. The distinctive exterior features a bold, sculpted roofline and aerodynamic enhancements for increased fuel economy. The new interior offers best-in-class headroom, bunk space and storage. The standard PACCAR Powertrain, including the PACCAR MX-13 engine and the advanced PACCAR Automated Transmission, maximizes fuel efficiency and drivability, making the Model 579 UltraLoft the driver's truck of choice.

For more information, stop by your nearest Peterbilt dealer or visit Peterbilt.com.

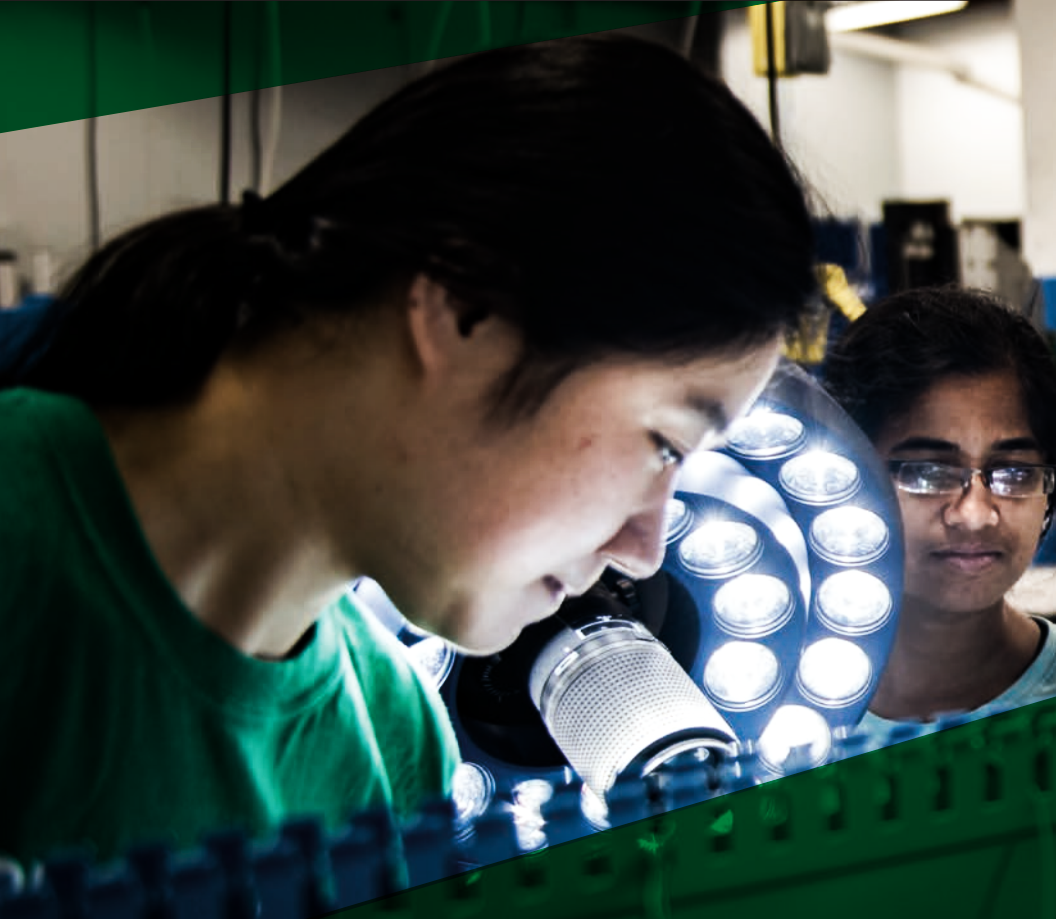
579
ULTRA LOFT



CLASS PAYS



UNT SYSTEM™



DIVERSITY

TOGETHER

EMPOWERMENT

**Our diverse community
inspires courageous
discovery that empowers
our students, campuses, and
communities to pursue a
brighter vision for tomorrow.**



UNTSysstem.edu



DIVISION OF RESEARCH AND INNOVATION

UPCOMING EVENTS

Thursday, February 27th

Union 332 from 8:30 am - 5:00 pm

Grantsmanship Workshop

<https://research.unt.edu/grantsmanship-training-workshop>

Thursday, March 5th

Union 332 at 2 pm

Seminar on Diversity in Science

Thursday, April 16th

Union 332 from 1:00 pm -3:00 pm

NSF CAREER Workshop

<https://research.unt.edu/events/nsf-career-workshop>

Put your accounting classes to work.

Kick-start your career at
Comerica with our best-in-class
formal Credit Training program.

APPLY NOW



MEMBER FDIC.
EQUAL OPPORTUNITY EMPLOYER – VETERANS/INDIVIDUALS WITH DISABILITIES, COMMITTED TO WORKPLACE DIVERSITY.

Career Fair Sponsor

PROUD SUPPORTER OF THE UNIVERSITY OF NORTH TEXAS

Education. It's the foundation
of a strong prosperous community.
Which is why we actively participate
in initiatives that further opportunities
for kids and young adults.



www.bankoftexas.com
Gilbert Gerst | 214-515-1723
ggerst@bokf.com



WORKSHOP ABSTRACTS

Concurrent Sessions 1

CLOSING THE GAP, OPENING THE POSSIBILITIES - GENERATIONAL DIFFERENCES IN AN AGE OF APATHY

Kim Jackson (she/her), MA

Level: Beginner | Track: Academic

Keywords: *Cultural Humility; Diversity & Inclusion; Recruitment & Retention*

Age is one of the main core identities that work spaces attempt to mediate. This workshop is designed to discuss some of the generational challenges in corporate and higher education spaces and to provide tools to create equitable and inclusive learning and working environments that defuse the apathy that divides us.

CULTURALLY RESPONSIVE CAREER DEVELOPMENT TO PROMOTE STUDENT SUCCESS

KD Brown (he/him), MA

Level: Intermediate | Track: Academic

Keywords: *Diversity & Inclusion; Recruitment & Retention; Talent Pipeline Development*

Just as culturally responsive teaching creates a dynamic of inclusion in the classroom, culturally responsive career development shares the same elements to support student success in developing into a professional. A representative from the Relay Graduate School of Education will review the goals of culturally responsive career development and the strategies that students, faculty, and staff can implement to meet these goals.

I GOT YOU, SISTA - AFRICAN AMERICAN WOMEN'S PERCEPTIONS OF NAVIGATING MENTAL HEALTH AND COPING

**Phyliceia "Fefe" Brown (she/her);
Brittney Bell (she/her); Latrice
Owens Moore (she/her), MEd**

Level: Beginner | Track: Academic

Keywords: *African-American/Black; Cultural Humility; Self-Care/Self-Work*

The National Mental Health Association found that most researchers focusing on African Americans and stigma related to mental illness have found a long history of negative attitudes towards mental health. How do black women overcome the struggles of life, caring for the needs of others - family, friends, and spouses - all while being mindful and taking care of their mental health? Our presentation will address the beliefs of African American women about mental illness/mental health, its misconceptions, and strategies for coping.

INTERCULTURAL CONFLICT IN THE CLASSROOM

Sharon Gooding (she/her)

Level: Beginner | Track: Academic

Keywords: *Cultural Humility; Diversity & Inclusion; Intergroup Dialogue/Facilitation*

This workshop will provide basic conflict resolution theories to help participants identify and manage intercultural conflict in the classroom. The workshop will also provide practical strategies to address and resolve intercultural conflict in classroom conversations. The challenges of communicating through



conflict will be addressed as well as the ways in which conflict can be negotiated – both individually and collectively. Finally, participants will also have the opportunity to practice skills discussed utilizing a variety of interactive activities designed to help navigate conflict in our classroom communities.

SUPPORTING UNDOCUMENTED AND IMMIGRANT STUDENTS AND FAMILIES

Lorena Tule-Romain, Viridiana Carrizales (she/her)

Level: Beginner | Track: Academic

Keywords: Diversity & Inclusion; Immigration; Privilege

Through an interactive and hands-on workshop, educators will deepen their understanding of policies, opportunities, and experiences of K-12 undocumented students and students in mixed-status families. Educators will be equipped with strategies and best practices in order to address the holistic needs of our students. This workshop is aimed to increase the capacity of educators while supporting their efforts in fostering an inclusive and safe school culture for immigrant students.

WHY AMERICANS SHOULD CARE MORE ABOUT WHAT'S HAPPENING IN PALESTINE

Naylee Farjad (she/her), MEd

Level: Beginner | Track: Academic

Keywords: Coalition Building; Cultural Humility; Privilege

This workshop will educate attendees on American complicity that upholds institutionalized systems of oppression and racist policies. The discussion starting point will examine the intersections between the military occupation of the Palestinian people, indigenous people's rights, the movement for black lives, immigrants rights, and LGBTQ rights.

ERGS AT PETERBILT AND THEIR CORPORATE BENEFIT

Shawn Brewer (he/him)

Level: Beginner | Track: Corporate

Keywords: Employee Resource Groups, Identity Based Programming, Organizational Culture & Development

Participants will receive guidance on basic approaches to identifying, creating and maintaining Employee Resource Groups (ERGs) on a limited budget and with limited time commitment. Key components of establishing a successful ERG will be identified and discussed. Action steps will be shared to help with future planning and specific examples of events and activities will also be provided. The focus of this workshop is to share successes of a variety of ERG models to help participants identify practical strategies and next steps to establish ERGs in their respective workplaces.

THE MULTIGENERATIONAL WORKPLACE

Amanda Fisher (she/her), MS

Level: Beginner | Track: Corporate

Keywords: Diversity & Inclusion; Leadership Development; Organizational Culture & Development

Today's economy is changing. People are working longer than they ever have before and it is the first time in history that we have all five generations in the workplace. How does this affect the workplace? Each generation is shaped by its unique experiences and its members' diverse ideas about what they want in their work lives and personal lives. Join us as we: 1. Identify and define the five generations and their characteristics. 2. Identify potential challenges. 3. Demonstrate techniques that foster respectful communication.



Concurrent Sessions 2

AVOIDING EDUCATIONAL MALPRACTICE: WHEN PEDAGOGY AND PROGRAMMING CAUSE TRAUMA

Nelly Kaakaty (she/her), PhD

Level: Beginner | Track: Academic

Keywords: *Changing Institutional Practices; Diversity and Inclusion; Organizational Culture and Development*

In this session, we will explore educational practices and pedagogy that are meant to build inclusive communities, but do the opposite. We will deconstruct specific activities, assignments, and programming that are widely practiced in schools, but ultimately cause more harm to students, specifically students of color. We will discuss and offer alternatives that are rooted in equity and anti-racism work.

HOW TO FIND UNLIKELY ALLIES IN THE ACADEMY

Megan Cunningham (she/her), MEd.;

Vicki Campbell (she/her), PhD;

Desiree Padron (she/her), MPA

Level: Beginner | Track: Academic

Keywords: *Coalition Building; Cultural Humility; Organizational Culture and Development*

This panel is designed to introduce faculty, staff, and graduate students to Unlikely Allies, a dialogue-based curriculum hosted by Diversity and Inclusion. This session will introduce the concept of the series, the two main components of the program (intragroup and intergroup), and provide an opportunity to hear from past Unlikely Allies participants. Intragroup dialogue opportunities occur among those with the same racial and ethnic identities and intergroup dialogue is between those of differing identities. The program is based on the book *Unlikely*

Allies in the Academy: Women of Color and White Women in Conversation; however, the series is open to all gender identities.

MULTICULTURAL MINDFULNESS

Tishara Jackson (she/her), EdD

Level: Intermediate | Track: Academic

Keywords: *Cultural Humility; Diversity and Inclusion; Organizational Culture and Development*

This is a beginning discussion on the interconnection between mindfulness and multiculturalism. This involves understanding how our culture determines how we see ourselves, others, and our interactions, and how mindfulness enables us to turn off our cruise control and safely be in the moment with others by showing cultural understanding and empathy.

THE EFFECT OF TITLE IX ENFORCEMENT ON UNDERREPRESENTED POPULATIONS

Eve Shatteen Bell (she/her), JD;

Alisha Carter Harris (she/her), MS

Level: Intermediate | Track: Academic

Keywords: *Changing Institutional Practices; Diversity and Inclusion; Title IX*

A truly robust Title IX enforcement model must also address discrimination based on race, ethnicity, age, disability, gender, sexual orientation, class, and other intersecting factors. This session will explore the impact of sexual misconduct enforcement on students who are members of underrepresented minority groups. Ideas for how to best support and care for marginalized students who have experienced or been accused of sexual misconduct will be discussed. The session will also examine campus climate assessments and data-driven approaches to reducing sexual and gender violence on college campuses.



UNDERSTANDING IDENTITY INTERSECTIONS IN SYSTEMIC CONTEXTS

Alvin Akibar (he/him), MS; Mara Swoboda (she/her); Seanne O'Hara (she/her)

Level: Intermediate | Track: Academic

Keywords: *Diversity and Inclusion; Intersectionality and Intersected Identities; Privilege*

This workshop will expand upon attendees' understanding of basic elements of identity intersections, with a focus on how marginalized identity groups relate to systems of oppression. Discussion will highlight ways that intersections of marginalized identities may render needs of certain groups invisible during policy and decision-making meant to affect each identity group.

WE ARE BETTER TOGETHER - CASTING DOWN MICROAGGRESSIONS

Jennifer McCluney (she/her), MA

Level: Intermediate | Track: Academic

Keywords: *Coalition Building; Diversity and Inclusion; Privilege*

This workshop will explore inclusive language and microaggressions. Participants will leave the session with ways of recognizing these concepts that create barriers and be armed with ready-to-use tools for reducing and eliminating these hindering biases.

COMPLIANCE TO INCLUSION: A PARADIGM SHIFT

Hassan Abdulhaqq (he/him), PhD; Aishah Saunders (she/her)

Level: Intermediate | Track: Corporate

Keywords: *Diversity and Inclusion; Leadership Development; Organizational Culture and Development*

This interactive discussion will provide attendees

an overview of the evolution on the focus of diversity and inclusion and will present targeted and highly engaging best practices. The presenters will discuss how a company that embraces diversity can broaden its skill base and become more competitive and innovative, including framing diversity in terms of current corporate and cultural challenges. During this strategic discussion, the presenters will discuss and identify sources of inclusion, how to align inclusion to improve stakeholders' engagement and corporate results, and address methods to assess the effectiveness of the diversity and inclusion initiative. The takeaways will include quantitative and qualitative tools for success.

Concurrent Sessions 3

CULTURAL HUMILITY INCLUDES DEVELOPING A POVERTY-INFORMED PRACTICE

Kateeka Harris (she/her), MA

Level: Beginner | Track: Academic

Keywords: *Cultural Humility; Privilege; Socioeconomic Class*

This workshop will focus on understanding the complex nature of poverty and the various types of poverty. We will unpack the history of poverty in America and the ways in which organizational structures create unintended barriers. Participants will learn what it means to be poverty-informed and examine individual and institutional strategies needed to build trust and create bridges for success.



**TWEET US!
#EDC20ATUNT**



EQUIPPED TO BE YOU: 12 TOOLS FOR EMOTIONAL SELF-CARE

Jody Jones (he/him), MS

Level: Beginner | Track: Academic

Keywords: *Leadership Development; Mentoring; Self-Care/Self-Work*

We are living in a world where our teens and young adults feel more stress than any previous generations, yet we have done a poor job of teaching self-care and healthy habits to strengthen defense mechanisms and mental well-being. Not only have we done a poor job of educating them, but a culture has been created where some self-care habits are shunned or culturally unacceptable, exacerbating the physical manifestations of a stressed-out society. We haven't just ill-equipped them, we have unequipped them and left unarmed generations to fend for themselves.

EXPERIENCING COLLEGE AS A STUDENT WITH A DISABILITY

**Devin Axtman (he/him), MS;
Czarina Muñoz (she/her); Devon West (he/him)**

Level: Beginner | Track: Academic

Keywords: *Diversity and Inclusion; Intersectionality and Intersected Identities*

Disability is one of the few identities that crosses every other identity and an identity that people can acquire at any time. Increasingly, people with disabilities are a larger part of our campus community with growing needs. Too often the actual people with disabilities are not consulted on issues that impact them. This interactive workshop will give attendees the opportunity to engage UNT students with disabilities on their experiences, challenges, and suggestions for improvement.

THE EFFECT OF RACIAL AND ETHNIC TRAUMA ON MINORITY POPULATIONS' HEALTH

Ashley Lamar (she/her), MPH

Level: Intermediate | Track: Academic

Keywords: *African-American/Black; Diversity and Inclusion; Latina/o/x*

Racial trauma is catalyzed by experiencing events of racial discrimination that cause a feeling of danger. This type of trauma displays similar symptomatology to PTSD. Experiencing racial/ethnic trauma over the course of a lifetime can lead to increased vigilance, sensitivity to threats, psychological and physiological symptoms, drug and alcohol abuse, aggression, as well as narrow a person's sense of time. By increasing awareness and recognition of racial/ethnic trauma, interventions can begin to work towards eliminating racial/ethnic bias on an individual and institutional level.

ENGAGING MEN IN GENDER INITIATIVES

Martha Feedback (she/her), MBA;

Silvia Siqueira (she/her); Alex Lambros (he/him); Chad Hale (he/him)

Level: Intermediate | Track: Corporate

Keywords: *Diversity and Inclusion; Organizational Culture and Development; Privilege*

When it comes to diversity and inclusion efforts—especially initiatives to eliminate gender bias—men have a critical role to play, yet they too often remain an untapped resource. Catalyst will present the research findings on Engaging Men and panelists will discuss key leanings and actions necessary to change individual mindsets and behaviors. Catalyst's MARC (Men Advocating Real Change) empowers men to engage in workplace inclusion through research-based programming. MARC is committed to supporting gender equity.



THE ROI OF D&I

MiShon Landry (she/her)

Level: Intermediate | Track: Corporate

Keywords: *Diversity and Inclusion; Leadership Development; Organizational Culture and Development*

The ROI return on investment, efficiency, and value of corporate diversity and inclusion programs have been questioned over the years. However, with more and more organizations utilizing data-driven metrics and analysis, there are some critical methods that organizations can use to correctly measure this key component. In this session we will discuss both quantitative and qualitative measures. Join this session to explore the business case and ROI of diversity and inclusion.

Concurrent Sessions 4

LEVEL UP: FROM WORK STUDY TO THE WORK FORCE

Landon Ellison (he/him), MEd;

Latrice Owens Moore (she/her), MEd

Level: Beginner | Track: Academic

Keywords: *Academic Affairs; Changing Institutional Practices; Socioeconomic Class*

Higher education professionals must provide students with opportunities to succeed academically and professionally. It is not uncommon for student employees to be assigned mundane tasks that are not useful on a résumé. This session will share information on the UNT Texas Work-Study Mentorship Program, commonly known as G-Force, within the Office of Outreach. The presentation provides tips for full-time professionals who have invested time and resources to develop student employees for them to succeed professionally following graduation.

NAVIGATING PUBLIC SCHOOL WITH MY TRANSGENDER CHILD

Amber Briggie (she/her, they/them)

Level: Beginner | Track: Academic

Keywords: *Changing Institutional Practices; Equal Opportunity; Gender Identity & Expression*

There are a million school supply lists and pro-tips for parents when your kids go back to school. But what's on the to-do list when your child goes back to school with a new name and pronouns? When "being trans" is a politically charged issue, how can my son's teachers protect him against bathroom bills and discrimination, without getting themselves fired? Let's demystify what it means to "come out" for a trans student in a public school, and ways to create a more equitable learning environment.

SPOTTING & SPINNING NEGATIVE MEDIA IMAGES ABOUT OUR BLACK & BROWN MALES

Frederick Gooding (he/him), PhD

Level: Beginner | Track: Academic

Keywords: *African-American/Black; Latina/o/x; Privilege*

To assist Black and Brown Males in freely developing into their own identity at the critical juncture of their lives in young adulthood, it is imperative first that mentors and instructors are savvy and hip to the subtle yet stubbornly persistent patterns that frame their image. Once these patterns are properly recognized, they can then be decoded consistently whilst building bridges for success.



WHAT DO ISRAELIS LOOK LIKE?

Guy Chet (he/him), PhD

Level: Intermediate | Track: Academic

Keywords: *Cultural Humility; Intergroup Dialogue/Facilitation; Intersectionality and Intersected Identities*

American Jews exhibit great uniformity in sociological profile, skin color, cultural sensibilities, and religious habits. Israel is a mix of African, Middle-Eastern, Central-Asian, and European Jewish identities, with great diversity in cultural/linguistic background, religious tradition, skin color, and cultural sensibilities. Americans assume Israelis look, think, and act like U.S. Jews because they are unaware of other Jewish identities. This breeds misconceptions about Israel and the Mideast.

“I DON’T BELONG HERE.” IS IMPOSTER PHENOMENON A THREAT TO DIVERSITY AND EQUITY?

Ticily Medley (she/her), PhD

Level: Beginner | Track: Corporate

Keywords: *Diversity and Inclusion; Privilege; Recruitment and Retention*

This session will explore the topic of Imposter Phenomenon (IP) through an equity and diversity lens. Research estimates that 70% of the general population will experience Imposter Phenomenon at some point in their lifetimes. Therefore, we must question what we can do to disrupt Imposter Phenomenon, but before we get there, we have to understand the connection of Imposter Phenomenon to identity development, mental health, equity, and cultural humility. We will even explore Imposter Phenomenon in the context of privilege and oppression and possible interventions.

SHIFTING LEADER BEHAVIOR: FROM THE BOARD ROOM TO PLANT FLOOR

Laura Corkery (she/her), MBA

Level: Intermediate | Track: Corporate

Keywords: *Diversity and Inclusion; Employee Resource Groups; Gender Identity & Expression*

The Frito Lay Diversity and Inclusion Team and EQUAL ERG Leaders developed a course to enable business leaders to become champions of inclusion by understanding the D&I business case, walking in the shoes of lesbian, gay, bisexual, and transgender employees, and building inclusive leadership skills through immersive application activities. This program focusing on unconscious bias was designed to accelerate culture change from the Executive Committee to Front Line Managers. This session provides an overview of the training and participation in some of the featured exercises.

**PAPER
EVALUATIONS
ARE AVAILABLE IN
EVERY WORKSHOP
SESSION**



SALLY!

Turn your confidence

ALL THE FREAKIN'
WAY UP!

15%
OFF

UNLEASH YOUR PRO TENTIAL

SallyBeauty.com

FOLLOW US @



DOWNLOAD THE APP

ENTIRE PURCHASE WITH
CODE 888657 THRU 3/31/20

Limit one per customer. Pricing and availability may vary by location. Void if altered, photocopied or prohibited. Nontransferable. Good only at Sally Beauty stores. Coupon must be surrendered at the time of redemption. Cannot be combined with other coupon offers. Not valid with Pro/Professional or Beauty Student card. Not valid on equipment, returns, exchanges, competitive price matches or prior purchases. Cannot be used to purchase gift cards.

stay
informed!



Subscribe to our Division of Institutional Equity & Diversity e-newsletter **Culture Connection**. You will be the first to hear about the latest news, events, and programs!



MUSIC IN THE

ENGAGING ARTISTS, ART RESIDENTS AC

Presented by the University of North Texas
College of Music with funding provided by
The Moody Foundation



SIG E CITY

S ORGANIZATIONS AND CROSS DALLAS

Featuring these University of North Texas ensembles:
African Ensemble, Afro-Cuban Ensemble, Chinese Ensemble, HarpBeats, Latin Jazz
Ensemble, Mariachi Águilas de UNT, and ensembles from Jazz Studies and Wind Studies



“A core value of the G. Brint Ryan College of Business is Community, demonstrated by an appreciation and inclusion of diverse backgrounds and perspectives.”

- Dr. Marilyn Wiley



G. BRINT RYAN COLLEGE OF BUSINESS 2020 INCLUSIVE EXCELLENCE AWARD WINNER

PRESENTED BY: **HILTI**

The G. Brint Ryan College of Business is one of the largest business schools in the nation. Recognized by *Diverse Issues in Higher Education* for the number of degrees awarded to people of color, student clubs housed by the College include chapters of Women in Business, the National Association of Black Accountants, and Association of Latino Professionals in Finance and Accounting.

During the 2018-19 academic year, G. Brint Ryan College of Business Dean Dr. Marilyn Wiley partnered with the Division of Institutional Equity and Diversity's Diversity and Inclusion team to deliver learning and development sessions on bias awareness and identity authoring for its entire leadership team, faculty, and staff. The College also offered a session on inclusive excellence and equity-mindedness to their leadership team of department chairs. The training led to a partnership between the College and Division of Institutional Equity and Diversity to include UNT's first-ever Corporate-Collegiate Partnership as part of the 2019 Equity and Diversity Conference where the Colleges of Business and Engineering, Peterbilt employee resource groups (ERGs), and diversity and inclusion council representatives shared their identity-based engagement strategies for talent management, acquisition, and creating career pipelines for students.

This year, the College increased its conference involvement as the first-ever internal Eagle

Sponsor Partner. The College's diversity, inclusion, and identity-based programming includes their Professional Leadership Program (PLP), a cooperative effort between the College and corporate partners that includes regular activities related to diversity and inclusion. This year, their UNT Human Resources Collaborative featured programming titled "What Does Diversity Mean to You" and included chief diversity and inclusion officers from various companies. The Tiered Progression Program, which offers progress checks and enrichment activities, helps students graduate. The College prepares students for internships with a pre-internship course that is helping its current students secure internships that lead to employment upon graduation – the only one of its kind at the University.

The College was recognized among five top-tier business schools for its logistics student onboarding and workforce preparation program by *Global Trade Magazine*, including dressing for success, communication skills, generation gaps and analyses presentations. These efforts have helped to position UNT and the College as an existing and emerging university of choice for employers seeking high-quality, diverse candidates. The Division of Institutional Equity and Diversity is proud to present the 2020 Inclusive Excellence Award to the College with a \$5000 gift from Hilti to continue their efforts to practice intentional inclusion. Accepting the award is Dr. Marilyn Wiley, Dean of the G. Brint Ryan College of Business.

2020 EQUITY & DIVERSITY CONFERENCE COMMITTEE

Joanne Woodard, Division of Institutional Equity & Diversity
Co-Chair, Shani Barrax Moore, Diversity and Inclusion
Co-Chair, Teresita Hurtado Ramos, Diversity and Inclusion
Alex Yarbrow, Diversity & Inclusion
Alisha Carter Harris, Equal Opportunity
Cesar Quezada, Multicultural Center
Christi Hestand, Division of Institutional Equity & Diversity
Daisy Gillam, Career Center
Damian Torres, Multicultural Center
James Jackson, Division of Institutional Equity & Diversity
Kathleen Hobson, Pride Alliance
Pamela Fuller, Multicultural Center and Pride Alliance
Shabaz Brown, Multicultural Center



WE WANT
YOUR
FEEDBACK!

PLEASE CHECK YOUR
BAG FOR AN OVERALL
CONFERENCE SURVEY.

TAKING THE LEAD IN BUSINESS

ryan.unt.edu

Join us on social media:

   @UNTRyanBusiness

UNT

G. BRINT RYAN COLLEGE OF BUSINESS

#3

Undergraduate logistics and supply chain management program ranked third in the nation by *Software Advice* and fifteenth in North America by *Gartner Inc.* The graduate logistics and supply chain management program also ranked twenty-fifth in North America by *Gartner Inc.*

top 100

The Ryan College of Business ranked ninety-sixth in the nation as a top business school for research by The University of Texas at Dallas Top 100 Business School Research Rankings.

#17

Undergraduate accounting program ranked seventeenth in the nation for faculty in its size group and the accounting doctoral program also ranked in the top 50 by *Public Accounting Report*.

#1

Business Computer Information Systems Program in Texas and #7 in the nation according to *Best-Business-Colleges.com*.

#23

Online M.B.A. (graduate business program) ranked twenty-third in the nation by *The Princeton Review* and twenty-eighth in nation by *U.S. News and World Report*.



AACSB
ACCREDITED



AACSB
ACCREDITED
Accounting

KEYNOTE SPEAKER

PRESENTED BY



Bakari Sellers

he/him

Bakari Sellers made history in 2006 when, at just 22 years old, he defeated a 26-year incumbent state representative to become the youngest member of the South Carolina state legislature and the youngest African American elected official in the nation.

In 2014, Sellers won the Democratic nomination for South Carolina Lt. Governor and is widely considered to be a rising star within the Democratic Party and leading voice for his generation.

Sellers earned his undergraduate degree from Morehouse College, where he served as student body president, and his law degree from the University of South Carolina. He has followed in the footsteps of his father, civil rights leader Dr. Cleveland Sellers, in his tireless commitment to public service while championing progressive policies to address issues ranging from education and poverty to preventing domestic violence and childhood obesity.

In addition to his impressive list of early accomplishments, Sellers served on President Barack Obama's South Carolina steering committee during the 2008 election. That coupled with his uncommon ability to reach across the aisle and get things done has led to numerous accolades including being named to TIME Magazine's 40 Under 40 in 2010 as well as 2014's "The Root 100" list of the nation's most influential African Americans. Sellers has been

a much sought after public speaker and has provided political and social commentary and analysis on many major national news outlets.

He has served as a featured speaker at events for the National Education Association, College Democrats of America National Convention, NAACP, the 2008 Democratic National Convention and, in 2007, delivered the opening keynote address to the AIPAC Policy Conference in Washington, DC.

Sellers practices law with the Strom Law Firm, LLC in Columbia, SC. Sellers is a CNN contributor and is married to Ellen Rucker.



SOCIAL JUSTICE SPEAKER

PRESENTED BY



Dr. Juan Sánchez Muñoz

he/him

Dr. Juan Sánchez Muñoz became president of the University of Houston-Downtown (UHD) in 2017. During his first year, Dr. Muñoz kicked off the university's largest capital campaign; led the institution's recovery efforts during Hurricane Harvey; facilitated increases in enrollment, retention and graduation and the addition of new degree programs; received a one million dollar grant from the Howard Hughes Medical Institute, and was awarded by the Texas Higher Education Coordinating Board for the university's model success programs.

Prior to UHD, Dr. Muñoz served as a Senior Vice President and Vice Provost for Undergraduate Education and Student Affairs and Senior Vice President for Diversity, Equity and Community Engagement at Texas Tech University (TTU). Before serving as the university's Chief Diversity Officer, he also served as a Full Professor in the Department of Curriculum and Instruction and was an inductee of the TTU Teaching Academy. His research interests examine the education of at-risk students and the learning needs of ethnically and linguistically diverse students.

Dr. Muñoz serves on several boards and committees focused on enhancing the Houston's economic and cultural landscapes and national



organizations aimed at academic excellence. Dr. Muñoz is the author of more than 96 book chapters, academic articles, refereed and invited conference presentations. In 2010, Dr. Muñoz was among the contributing editors of the seminal compilation, *Handbook of Latinos and Education*, Routledge. His recent text, *Perspectives in Interdisciplinary and Integrative Studies*, explores disciplinary responses and emerging academic offerings that foster interdisciplinary learning.

Dr. Muñoz earned a Bachelor of Arts in Psychology from the University of California, Santa Barbara. After returning from military service in the U.S. Marine Corps during the 1990-91 Gulf Crisis, he attended California State University, Los Angeles, where he earned a Master of Arts degree in Mexican-American Studies with an emphasis in literature. He completed his Doctorate of Philosophy at the University of California, Los Angeles, where he studied Curriculum and Instruction in the Division of Urban Schooling.



UNT

DIVISION OF
ENROLLMENT

**everyONE
coUNTs!**

OUR MISSION

With an inclusive and caring spirit, we exist to support students in achieving their dreams.

OUR VISION

We will become globally known for providing the most welcoming, most efficient, and most innovative enrollment services.

OUR VALUES

We embody a:

- Caring nature
- Collaborative spirit
- “Can-do” attitude

We commit to:

- Excellence
- Integrity
- Service



UNITE

NORTH TEXAS

ATHLETICS



DIVERSE CAMPUS, UNITED PURPOSE



Our highly diverse student body is made up of countless viewpoints and cultures. When shared with one another, it is our individual experiences that help make us a stronger university. This year, we continue working together to improve our cultural competence and rededicate ourselves to creating an equitable and diverse campus climate.



UNT is proud to support the 20th Annual Equity and Diversity Conference and all those that work together to build a stronger Mean Green family.



WORKSHOP SPEAKERS

Concurrent Sessions 1

Kim Jackson

she/her

Kim L. Jackson currently serves as the Department Chair for the Visual and Performing Arts and an Associate Professor of Humanities and Dance at Tarrant County College Northwest Campus in Fort Worth, TX. She received both her Bachelor of Arts in Dance and her Master of Arts in Drama from Texas Woman's University in Denton, TX. She has worked as an equity and inclusion practitioner for over 20 years in both a curriculum design and facilitator role. Ms. Jackson has created and designed mentor programs and academic and leadership conferences focused on historically marginalized populations in an effort to promote access and equity and participate in higher education. She specializes in active learning techniques fused with elements of visual and performing arts to enhance engagement in crucial and sometimes difficult conversations. Ms. Jackson also conducts workshops on culturally responsive leadership and teaching practices.

KD Brown

he/him

KD Brown is the Manager of Recruitment for Relay GSE. He holds a Bachelor of Science in Music from Allen University and a master's degree in Public Leadership from UNT Dallas. He is currently a doctoral student at Union Institute and University studying Ethical and Creative Leadership. KD has been working in service for over 20 years, as he started working for nonprofits serving Southern Dallas at the age of 16 and won Volunteer of the Year with the Park South YMCA in 1996.

Phyliceia "Fefe" Brown

she/her

Phyliceia "Fefe" Brown is currently pursuing a master's degree in Higher Education in Student

Affairs at the University of North Texas. Phyliceia works as the graduate assistant for the Emerald Eagle Scholars Program, a tuition-assistance program designed for high-achieving students from a low socioeconomic status background with three grounding pillars: financial assistance, academic success, and campus engagement. She is responsible for advising and tracking the progress towards the program requirements for all 1,500 Emerald Eagle Scholars students. Phyliceia also serves as the President of the Association for Graduate Students in Higher Education. She is a strong advocate for student success and has a passion for helping students to develop personally, academically, and professionally while in college.

Brittney Bell

she/her

Brittney Bell is currently pursuing a master's degree in Higher Education and Student Affairs at the University of North Texas. Brittney works in the Office of Orientation and Transition Programs where she serves as the graduate assistant for Mentoring and Transition Programs. She is responsible for creating and implementing intentional programming for peer mentors and student leaders on campus, while also advising them on various aspects of their job. She believes that in the student affairs field, it is vital to bring authenticity of self into the workplace, and advocate for marginalized students, whose needs have a tendency to be overlooked in the grand scheme of higher education. Brittney strives to cultivate an inclusive and positive environment for students to succeed and thrive.

Latrice Owens Moore

she/her

Latrice Owens Moore is a native of Dallas, Texas and proud alum from Texas A&M University Commerce with a Bachelor of Science in Theatre-



Acting and Directing and a master's degree in Education Administration from the University of Texas at San Antonio. As a transformational leader, she strives to inspire others to create social positive change through leadership and service. One quote she lives by is, "Let your faith be bigger than your fears."

Sharon Gooding

she/her

Ms. Gooding earned a Master of Education and a Juris Doctorate degree. She has been in the field of education for twenty years. Currently, she works in the Office of Diversity and Inclusion for Texas Christian University. In this role, she assists with strategic planning, diversity and inclusion initiatives, as well as campus climate issues at TCU. Immediately preceding this position, Ms. Gooding investigated harassment and discrimination in the workplace in higher education. She is also a trained mediator and has mediated a variety of cases for over 15 years.

Lorena Tule-Romain

she/her

Lorena was born in Michoacán, Mexico and immigrated with her family to the United States when she was 9 years old. She grew up in Dallas as an undocumented student and is currently pursuing a master's degree in Education.

Viridiana Carrizales

she/her

Viridiana has spent more than 14 years advocating for the DREAM Act and supporting undocumented youth as an immigrant activist. She is the co-founder and CEO of ImmSchools.

Naylee Farjad

she/her

Naylee Farjad earned a Master of Education degree. Before co-founding Palestine Action Committee of Texas, where she currently serves as executive director, she spent 20 years contributing to the field of education. In this capacity, she

specialized in bilingual and early childhood education, developing curriculum, and training teachers.

Shawn Brewer

he/him

Shawn Brewer has worked at Peterbilt for over 21 years and prior to that 4 years with Ford Motors Company as an Engineer. He earned a Bachelor of Science in Electrical Engineering from Tuskegee University. At Peterbilt, Shawn has worked in engineering positions both in electrical and software design. He has lead teams as group manager in the electrical, systems, software and embedded engineering departments where he was awarded multiple patents. Currently he is the Program Manager for various Peterbilt Emissions Programs. Shawn is also Peterbilt's Diversity Council Lead and is passionate about the company's equity and inclusion growth. He has and continues to work on organizational initiatives that foster Peterbilt's commitment to diversity advancement.

Amanda Fisher

she/her

Amanda currently serves in the role of Senior Learning and Development Specialist for the University of North Texas System after joining the team in 2015. Prior to joining UNT System HR, Amanda worked for Hill College in Hillsboro, Texas for nine years, providing a multitude of HR-related functions including training and development, employee relations, recruitment and selection, and employee recognition. She also served Hill College for 2 years as the Assistant Director of Human Resources. Her current position is focused on identifying learning and development needs for the UNT World and providing training and development solutions that align with each organization's mission and strategic priorities. Amanda holds a master's degree in Industrial and Organizational Psychology from Kansas State University and a bachelor's degree in Human Resources



Development (with a minor in Business) from Texas A&M University. Amanda is a certified training and development professional.

Concurrent Sessions 2

Nelly Kaakaty

she/her

Dr. Nelly Kaakaty is an educator, writer, and researcher. Her current work is twofold: she is a learning specialist, building an academic support program for middle and high school students with learning differences, and she is a professor, teaching courses in psychology and special education at the graduate and undergraduate level. Whether she is with 12-year-olds or 22-year-olds, Dr. Kaakaty encourages students to expand their thinking beyond themselves, seek to understand others, and value the world around them.

Megan Cunningham

she/her

Megan Cunningham has served as the Assistant Director for Student Life at UNT's Honors College since November of 2015. Before coming to UNT, Megan worked for the University of Arkansas, the Savannah College of Art and Design, and Rhodes College. Megan earned a Master of Education in Higher Education Administration from Vanderbilt University.

Rachel Jackson

she/her

Rachel Jackson is an alumna of the University of North Texas. She earned a Bachelor of Arts in Strategic Communications and has a minor in Social Science. She currently works in Housing and Residence Life and has been part of the Unlikely Allies series for several semesters.

Vicki Campbell

she/her

Dr. Vicki Campbell is an Associate Professor and Department Chair in the Department of

Psychology at UNT. She received her Doctoral degree in Counseling Psychology from the University of Missouri-Columbia.

Desiree Padron

she/her

Desiree is the program project specialist for the Federal TRIO Student Support Services program at the University of North Texas. She is a graduate of the University of North Texas with a bachelor's degree in Spanish and Secondary Education and master's degree in Public Administration. Desiree served on state and local non-profit boards, is a recent graduate of Leadership Denton, 34th class, and works to legislatively advocate on projects related to equality and higher education access.

Tishara Jackson

she/her

Dr. Tishara Jackson's goal is to inspire hope in people. Through her work with SEL, restorative practices, and trauma-informed care, she provides hope building to students, families, and educators.

Eve Shatteen Bell

she/her

Eve Shatteen Bell is the Assistant Vice President of Institutional Equity and Diversity and Director of Equal Opportunity at the University of North Texas, and in this capacity, she serves as Title IX and ADA Coordinator. She is a licensed attorney who spent nearly a decade working with the Office for Civil Rights (OCR) of the U.S. Department of Education, a federal agency with the responsibility of ensuring equal access to education through the enforcement of civil rights, and is specifically responsible for enforcing numerous federal civil rights laws that prohibit discrimination on the basis of race, color, national origin, sex, disability, or age in programs or activities that receive federal financial assistance from the Department of Education. She earned a Bachelor of Science from Emory University and a Juris Doctorate from the University of Virginia School of Law.



Alisha Carter Harris

she/her

Ms. Alisha Carter Harris currently serves as the Associate Director of Equal Opportunity and Deputy Title IX Coordinator in the Division of Institutional Equity and Diversity at the University of North Texas. As Associate Director, she assists with the administration of the nondiscrimination program for UNT, most notably by conducting workplace and educational investigations of alleged discrimination and harassment. As a Deputy Title IX Coordinator, she assists with Title IX compliance through policy development, training, and advising faculty, staff, and administrators on matters related to sexual misconduct. She earned her Master of Science in Legal Studies and Bachelor of Science in Criminal Justice from California University of Pennsylvania.

Alvin Akibar

he/him

Alvin P. Akibar earned his Master of Science and is an Experimental Psychology doctoral candidate at the University of North Texas. His work focuses on the social and developmental implications of intersections of sexual identity, race/ethnicity, and mental health (e.g., anxiety, depression). This work encompasses experiences of social stress, stigma/stereotyping, and factors that exacerbate and reduce the risk of negative health outcomes. The primary aim of his work is to identify actionable risk and resiliency factors for health professionals, policymakers, and communities to implement restorative change.

Mara Swoboda

she/her

Mara Swoboda is a UNT Psychology student and Research Assistant in the Critical Race Research Laboratory. Her ultimate goal is to study PTSD and its consequences, especially suicide, in populations that aren't traditionally associated with PTSD.

Seanne O'Hara

she/her

Seanne is a UNT Psychology and Criminal Justice student and Research Assistant in the Critical Race Research Laboratory. In addition to her current work on risky post-trauma behaviors, her research focuses on mental trauma related to post-traumatic stress disorder. She plans to become a Licensed Professional Counselor working with historically underrepresented populations, with a particular focus on stress and coping.

Jennifer McCluney

she/her

An avid reader, writer, and communicator, Jennifer has been fortunate enough to work in various sectors to include politics and the government before an educator. Her unique way of storytelling as a teaching tool opens the minds of every student she encounters, both adults and children. Living by the motto of "Each One, Reach One," Jennifer is an astute speaker and teacher, having presented at education conferences all over the country on the topics of literacy, writing, equity, and diversity. Jennifer earned a Master of Arts degree and an Education Specialist degree.

Hassan Abdulhaqq

he/him

Dr. Hassan M. Abdulhaqq is the Senior Director of Talent Acquisition for Fedcap, a 250 million not-for-profit organization with over 4500 employees in 22 states. An accomplished HR Executive with over 20 years of extensive experience in filling clinical, non-clinical, professional, education, finance, technical, exempt, non-exempt and C-level roles. Hassan has managed startups, Fortune 100 companies and mid-size recruitment functions leading HR teams as many as 50 professionals. He is a practitioner who also is an adjunct professor for numerous institutions such as NYU, Stony Brook University, University of Phoenix and a few other academic institutions. His teaching experience primarily focuses on HR and business-related courses to doctoral candidates,



MBA students, and undergrads throughout the US and abroad. He is a captivating motivational speaker and consultant who travels nationally and internationally to corporations, higher education institutions, and other nonprofit organizations. Dr. Abdulhaqq's successes have been acknowledged globally as he won a bronze Stevie Award twice for the American Business Award Human Resources Executive of the Year. *Long Island Business News* named him one of Long Island's 50 Most Influential Men in 2012. He is a chairperson of the Veteran Excellence Program.

Aishah Saunders

she/her

Aishah Saunders is a Human Resources Generalist for Fedcap. An accomplished HR Professional with over 10 years of extensive experience in both profit and non-profit sectors, filling exempt, non-exempt and C-level roles. Aishah has managed Recruitment functions, employee relations and leads a team of eight professionals. Aishah sat on the CRSHRM (Cabarrus Regional Society for Human Resources Management) Board for five years in Concord, NC. Aishah is also a long-term member of SHRM.

Concurrent Sessions 3

Kateeka Harris

she/her

Kateeka J. Harris currently serves as the District Title IX Compliance Officer at Tarrant County College. Her higher education experience includes Student Conduct Administration, Multicultural Programs, and Undergraduate Admissions. She holds a bachelor of science in Criminal Justice, a master of arts in Student Personnel, and is currently pursuing a doctorate degree in Educational Leadership. She has over 20 years of experience revising policies, establishing fair and impartial institutional procedures, resolving conflict, and building a coalition among, students, faculty, staff, and communities.

Jody Jones

he/him

Jody holds a master's degree in Counseling from Dallas Baptist University and is a Licensed Professional Counselor in the State of Texas. Prior to counseling, Jody's story includes many years in the corporate world so he has a unique understanding of the demands of the business world and societal expectations on men and women.

Devin Axtman

he/him

Devin Axtman is a Student Services Coordinator for the Office of Disability Access at UNT. Devin is a Certified Rehabilitation Counselor. Devin proudly serves as staff advisor for UNT's Alpha Nu chapter of Delta Alpha Pi International Honor Society, an honor society for students with disabilities, and the Parliamentarian for the UNT Staff Senate. Devin is a proud UNT alum receiving a Bachelor of Arts in Political Science and a Bachelor of Science in Rehabilitation Studies in 2013 and a master's degree in Rehabilitation Counseling in 2015.

Czarina Muñoz

she/her

As a current 20-year-old senior at the University of North Texas, Czarina has a passionate drive for nonprofits and voluntary action within her community. She is currently pursuing a bachelor's degree in Nonprofit Leadership Studies with a minor in Journalism. For future aspirations, her goal is to go on to graduate school and become a publicist in the nonprofit sector who will be in touch with people, and encourage that through sustainability, this world can be a better place.

Devon West

he/him

Devon West is a blind student attending the University of North Texas. His major is Philosophy with a minor in Political Science and Spanish. He works actively to create opportunities for



and educate people on disabilities. He will be attending law school after obtaining his undergraduate degree so that he may further his ability to advocate and change lives.

Ashley Lamar

she/her

Ashley Lamar is certified in public health and is a certified health education specialist. She obtained her bachelor's degree from Baylor University in Health Science Studies, then went on to obtain her Master of Public Health degree from the UNT Health Science Center. During her studies, she has completed research projects covering a wide range of health topics, from exercise physiology to disparities in healthcare. Currently, Ashley works at JPS Health Network as a Trauma Injury Prevention Specialist where she exercises her passion to serve through the development of interventions to create a safer community.

Martha Feedback

she/her

Martha is Senior Director for Catalyst. She is responsible for helping member organizations engage in diversity initiatives and raise the awareness of unconscious biases in the workplace. As a public speaker, Martha's area of expertise involves the barriers to the advancement of women in the workplace, engaging men in gender initiatives, unconscious bias, and inclusive communications. Martha's prior work experience includes The Coca-Cola Company, Tele-Communications Inc., and Procter and Gamble. Martha earned her Bachelor of Science in Business from Miami University in Ohio and her Master of Business Administration from the University of Washington.

Alex Lambros

he/him

He was very fortunate to attend Texas A&M University. After four years, he graduated Magna Cum Laude with a Bachelor of Science degree in Petroleum Engineering. He has worked at Chevron

for three years. He is a passionate advocate for diversity and inclusion, and is actively involved in several initiatives focused on addressing unconscious bias in the workplace and making equal opportunity a reality shared by all. He loves to cook, to try new foods, and to travel.

Chad Hale

he/him

Chad Hale is an experienced business leader with a strong record of delivering results in the food and beverages industry. He is also a strong sales and marketing professional skilled in marketing and account management, consumer products, brand strategy, and developing talent.

Silvia Siqueira

she/her

Silvia Siqueira leads the Diversity and Inclusion strategy for Hilti North America. Through her leadership, she has influenced Executive Management Team and peers to embed D&I concepts and initiatives within HR processes and throughout the organization. She was just recognized by *Dallas Business Journal* with the 2019 Diversity Business Leader award. Silvia is currently pursuing a doctoral program in Human Resource Workforce Development. She has a Strategic Diversity and Inclusion Management Certificate from Georgetown University and an M.B.A. from ESPM – Escola Superior de Propaganda e Marketing. Her undergraduate degrees are in International Business and French Literature at Hillsdale College, where she graduated with Cum Laude honors.

MiShon Landry

she/her

MiShon Landry is a Certified Diversity Professional and CEO of Inclusive Leadership Institute DBA Culture Consultants located in the Dallas-Fort Worth Metroplex. She is a diversity champion with a passion for leadership, diversity, equity, Inclusion, and STEM. She has over a decade of people, program, project management,



and entrepreneurial expertise. She has been interviewed by several podcasts and magazines including *Working Mother*. MiShon is faith and family-oriented, as well as deeply involved in the community through her volunteer efforts.

Concurrent Sessions 4

Landon Ellison

he/him

Landon Ellison joined the UNT Office of Outreach in September 2016 and currently serves as the Director. 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: elementary, middle school, high school, undergraduate and graduate students. The Office of Outreach oversees the UNT G-Force Mentorship Program, the Multicultural Scholastic Award Program, and assists in efforts to help UNT reach minority-serving and hispanic serving status. In his capacity as Director of Outreach, Landon serves on the UNT Men of Color Task Force, the Latinx Advisory Council, and is the current Vice President of the UNT Black Professional Network. He also reestablished the Ventanilla de Orientación Educativa, a partnership between UNT and the Mexican Consulate of Dallas, after a two-year hiatus. Since his time as Director, the Office of Outreach has been recognized as an outstanding department during the quarterly President's Sack Lunch, and received the 2019 Inclusive Excellence Award through the Division of Equity and Diversity. In addition to his UNT commitments, Landon also serves on the Board of Directors for Denton County Friends of the Family, a local agency that assists victims of domestic violence and abuse. Landon Ellison is a two-time UNT alumnus, graduating with his bachelor's in 2010 and his Masters of Education in Higher Education Student Affairs in 2015. Landon met his wife Vanessa during their undergraduate careers at UNT, and both are currently pursuing their doctoral degrees.

Amber Briggie

she/her or they/them

Amber Briggie is the "mamabear" of two children, including a transgender son who transitioned in 1st grade. She is a nationally recognized advocate for transgender rights and is a founding member of the Human Rights Campaign's "Parents for Transgender Equality National Council." She was nominated as "Texan of the Year" in 2016 by the *Dallas Morning News*, and currently serves on the board of the League of Women Voters of Texas.

Frederick Gooding

he/him

Frederick W. Gooding, Jr. earned his Doctoral degree at Georgetown University. He professes within the Honors College at Texas Christian University in Fort Worth. Gooding critically analyzes race within mainstream media, contextualizing problematic patterns based upon their historical roots. Gooding's best-known work thus far is "You Mean, There's RACE in My Movie? The Complete Guide to Understanding Race in Mainstream Hollywood." His next work, "Black Oscar," (May 2020) expands reach into cultural studies by analyzing African American Academy Award winners and how their narratives reflect and reinforce larger American history.

Guy Chet

he/him

Guy Chet was raised in Ness Ziona, Israel. He earned his bachelor's degree at the University of Haifa, and his Master of Arts and Doctoral degree at Yale University. He serves as Professor of Early-American History at UNT. He has published three books on colonial and Revolutionary America. These books address narratives of Americanization and Anglicization, identifying trends of cultural continuity between the Old World and the New. Although a specialist in early-modern history, Chet's first love was and still is Roman history.



Ticily Medley

she/her

Ticily Medley holds a Doctoral degree and is a licensed marriage and family therapist supervisor. She is the Director of Counseling at Tarrant County College South Campus in Fort Worth, TX where she previously served as an Associate Professor of Psychology. Dr. Medley is a consultant with Aurora Change Agency and a licensed counselor. Her passions are lifelong learning, social advocacy, and creating mental health awareness. She regularly shares learning with others by presenting at local and national professional conferences, creating professional continuing education seminars, and presenting training seminars to professionals in a diverse array of careers.

Laura Corkery

she/her

Laura has a Bachelor of Science in Industrial Distribution and is affiliated with Mary Morrissey Dreambuilder Coaches, and is certified and licensed by LifeSOULutions That Work, LLC. Laura has 11 years of supply chain operations experience with Frito Lay and 17 years of industry experience. Laura led the EQUAL Employee Resource Group for 5 years and helped launch Doritos Rainbows, the Frito Lay Ally Program, and PepsiCo's Global Ally Day. She is passionate about diversity, inclusion and personal transformation. Laura lives in Dallas with her husband of 11 years and two children.

External Sponsors

THE DIVISION OF INSTITUTIONAL EQUITY AND DIVERSITY THANKS ALL OF OUR EXTERNAL SPONSORS WHO HELPED MAKE OUR 2020 EQUITY AND DIVERSITY CONFERENCE A SUCCESS!

SPECIAL THANKS TO OUR FIRST EVER PRESENTING SPONSOR



**CAREER FAIR
SPONSOR**



**INCLUSIVE
EXCELLENCE
SPONSOR**



**SOCIAL JUSTICE
SPONSOR**



**EAGLE
SPONSOR**



**EAGLE
SPONSOR**

Stay connected with the Division of Student Affairs

Well-being and safety, career and leadership,
student life, engagement and support
and so much more!

studentaffairs.unt.edu



UNT
DIVISION OF
STUDENT AFFAIRS



HOUSING & RE

Let's Soar, Together



UNT

DIVISION OF
STUDENT AFFAIRS
Housing &
Residence Life

RESIDENCE LIFE



Helping residents to
develop the skills
to live responsibly in
a diverse community.

An inclusive
environment for
student success.





Happy



Tired



Silly



Stressed



Chill



Scared



Jazzy



Sad



Brave



Wise



Strong



Overwhelmed



Confident



Smug



Mischievous



Suspicious



Hopeful



Lovestruck



Sick



Baller



Creative



Passionate



Cynical



Proactive



Proud



Salty



Shy



Clever



Social



Joyful

How Are You Feeling Today?

However you find yourself feeling today, Willis is here for you. Step inside or visit us at library.unt.edu to start your next adventure, find your next friend, and use our countless resources to turn your luck around.

The Power of our Differences

What happens when you bring together people with distinct perspectives and cultures? You create stronger communities, approach challenges from different angles and arrive at better solutions. See how Fidelity has created a place where you have the freedom to be exactly who you are and to define your own success.

We are proud to sponsor the
UNT Equity and Diversity Conference

Learn more at diversity.fidelitycareers.com



Fidelity Investments is an equal opportunity employer



**WE'LL TRAIN YOU
CHALLENGE YOU
AND REWARD YOU**

Visit careers.us.hilti.com



Hilti is a privately held company providing leading products, services and software to professionals in the construction industry. With 29,000 team members in 120 countries—nearly 4,000 here in North America—we invest heavily in our people, training and culture.

Our performance-oriented, inclusive and caring culture makes Hilti a unique place to work. Learn, grow and build a better future with us.

Learn who we are, what we do, and how we give back to our communities at careers.us.hilti.com.

glassdoor

2019 **BEST
PLACES
TO WORK**



UNT[®]

| COLLEGE
OF EDUCATION

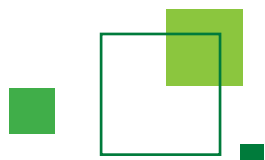
Helping others reach their full
potential since 1890



COE.UNT.EDU



Supporting students, faculty and staff in their efforts to advance UNT and transform the world.



UNT

OFFICE OF THE
PROVOST &
ACADEMIC AFFAIRS

- Faculty and Student Success
- Academic Planning, Resources and Outreach
- Research, Scholarship and Creative Activities
- Space Management and Planning

vpaa.unt.edu

Internal UNT Sponsors

THE DIVISION OF INSTITUTIONAL EQUITY AND DIVERSITY THANKS ALL OF
OUR INTERNAL UNT PARTNERS WHO MAKE OUR EQUITY
AND DIVERSITY CONFERENCE A SUCCESS!



EAGLE

COLLEGE OF MUSIC
G. BRINT RYAN COLLEGE OF BUSINESS
HOUSING & RESIDENCE LIFE
OFFICE OF THE CHANCELLOR

ADVOCATE

COLLEGE OF EDUCATION
COLLEGE OF LIBERAL ARTS & SOCIAL SCIENCES
COLLEGE OF SCIENCE
DIGITAL STRATEGY & INNOVATION
DIVISION OF ATHLETICS
DIVISION OF ENROLLMENT
DIVISION OF STUDENT AFFAIRS
DIVISION OF RESEARCH & INNOVATION
FRANK W. & SUE MAYBORN SCHOOL OF JOURNALISM
OFFICE OF THE PRESIDENT
OFFICE OF THE PROVOST & ACADEMIC AFFAIRS
UNIVERSITY LIBRARIES

ALLY

UNIVERSITY COMPLIANCE & ETHICS

ASSOCIATE

DEPARTMENT OF STUDIO ART
JEWISH & ISRAEL STUDIES
UNIVERSITY ADVANCEMENT

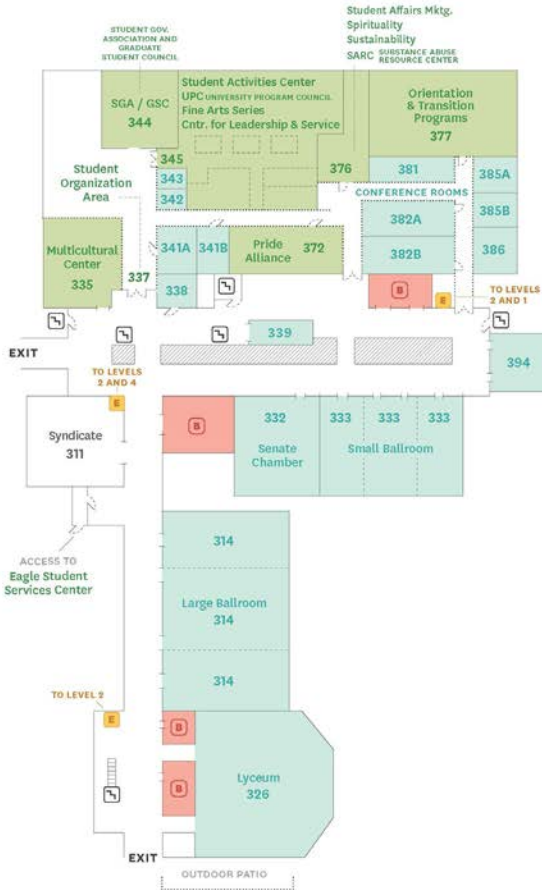
IN-KIND

CAREER CENTER
PRINTING & DISTRIBUTION SOLUTIONS

UNION MAP



LEVEL 3



MAP KEY

BATHROOMS (B)	OFFICES & ADMIN.
ELEVATORS (E)	RESERVEABLE SPACES
DINING	RETAIL & SERVICES
Stairs	

- * The Lactation room is located on the 4th floor between restrooms.
- * The all gender restroom is located on the 4th floor in room 432.
- * The Meditation room is located in 402.



COLLEGE OF
SCIENCE
UNT[®]
EST. 1890

cos.unt.edu

Change the world.
Start here.





UNT[®]

| DIGITAL STRATEGY
& INNOVATION

Educational Technology

Online Courses & Programs

Digital Learning Research

21st Century Classrooms

**Digital Accessibility
& Inclusion**

Learn more about DSI services
or schedule a consultation:

dsi@unt.edu or (940) 565-2624

digitalstrategy.unt.edu



online.unt.edu

SOLID STORYTELLING



Demands Diversity

Today's demanding world of journalism and mass communication means looking at a story from all sides, from every possible angle. That means bringing a diverse set of skills, knowledge and backgrounds to the task of sharing all views with truth, fairness and accuracy.

At the Mayborn School of Journalism, our nearly 1,000 students overlay their own diversity to the multifaceted worlds of broadcast and print journalism, photojournalism, advertising and public relations.

So while we like to say, **"Your Story Starts Here,"** what we really mean is that great stories come from a thousand different places.

A large, curved stone sign for the University of North Texas, featuring the university's name in black capital letters. The sign is set against a backdrop of green trees and a clear blue sky, with a row of colorful flowers in the foreground.

UNIVERSITY OF NORTH TEXAS

A group of four diverse students walking along a paved path on a university campus. They are dressed in casual attire, including t-shirts, jeans, and a baseball cap. The background shows lush green trees and other students in the distance.

Preparing the
next generation
of innovators,
scholars,
entrepreneurs,
and civic leaders.

class.unt.edu



UNT

COLLEGE OF LIBERAL ARTS
& SOCIAL SCIENCES



FOR MORE INFORMATION ON PROGRAMS AND SERVICES:

Division of Institutional Equity and Diversity

edo.unt.edu

 @EquityDiversity
 @UNTEquityDiversity
 @UNTEquityDiversity
Equity.Diversity@unt.edu
940-565-2711

Diversity and Inclusion

edo.unt.edu/diversity-inclusion

 @DiversityUNT
 @untdiversity
 @UNTDiversityInclusion
diversity.inclusion@unt.edu
940-565-3119

Multicultural Center

edo.unt.edu/multicultural-center

 @UNT_MC
 @unt_mc
 @UNTMulticulturalcenter
multicultural@unt.edu
940-565-3424

Pride Alliance

edo.unt.edu/pride-alliance

 @UNTPride
 @UNTPride
 @UNTPrideAlliance
pridealliance@unt.edu
940-565-2589

Equal Opportunity

edo.unt.edu/office-equal-opportunity

OEO@unt.edu
940-565-2759