10TH ANNUAL DIVERSITY SUMMIT ON INCLUSIVE EXCELLENCE

SUMMIT PROGRAM

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WELCOME
TO THE UNIVERSITY OF DENVER’S
10TH ANNUAL DIVERSITY SUMMIT ON INCLUSIVE EXCELLENCE!

On April 20, 2006, Chancellor Robert Coombe said in his inaugural address that the way we need to understand “diversity [at the University of Denver] is as an educational value, as a component of educational excellence for all of our students.” As we seek to improve our campus community and campus climate, we endeavor to develop “the excellence that can be achieved from a blending of lives, different in many dimensions.” In such a setting, we will find the University of Denver to be a welcoming place for all community members and that “those differences are our competitive edge — the edge that will make us champions.”

In an effort to better understand these ideas and embed them at the institutional level, the University of Denver made a commitment in 2007 to adopt Inclusive Excellence, the philosophical and practical concept (from the Association of American Colleges and Universities) that inclusiveness and excellence are one and the same. This year we are building on the institutional focus and moving towards Inclusive Excellence in practice both at the University of Denver and in the wider community.

The theme of the 10th Annual Diversity Summit is INCLUSIVE EXCELLENCE IN PRACTICE, emphasizing development of leaders who understand and implement diversity and inclusion in their work and daily lives. Specifically, the 2011 Summit will address three areas of application: (1) linking research and practice, (2) sharing best practices for embedding Inclusive Excellence, and (3) helping participants envision how they can practice Inclusive Excellence in their professional/personal lives.

New for 2011, we are including presenters and participants from area industries and communities to help us look at Inclusive Excellence beyond DU and higher education. Our morning will be the Summit’s traditional format of general workshops while the afternoon offers participants three focused tracks to help link research with real life application. This year’s tracks are BUSINESS AND INDUSTRY, P-20 EDUCATION (pre-school through higher education), and PHILANTHROPY AND COMMUNITY.

Our keynote speaker is SHARI SLATE, Senior Director of Inclusion Strategy at Cisco and the past Chief Diversity Officer and Director of Global Community Affairs at Sun Microsystems. Our lunch/plenary sessions include speakers from Integer Group, Cherry Creek School District, and the Denver Foundation.

Please review the information in this e-program for details on the 10th Annual Diversity Summit on Inclusive Excellence. You will find information on each of the workshops and sessions offered throughout the day as well as presenter biographies. Many fantastic options are available for you to choose from for each workshop session. We look forward to your participation in the Summit on May 6 and know you will leave the event with useful takeaways.

Thank you again for your support of the Summit and your commitment to practicing inclusivity.

Johanna Leyba, MA
Co-Chair, Diversity Summit
Assistant Provost for Inclusive Excellence
Center for Multicultural Excellence

Joel Portman
Co-Chair, Diversity Summit
Coordinator for Intergroup Relations
Center for Multicultural Excellence
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_Campus Climate_

Katrina Yoshida  
_Undergraduate Student Government_  
_Diversity Committee_
SHARI SLATE

SENIOR DIRECTOR OF INCLUSION STRATEGY

CISCO SYSTEMS

As Senior Director of Inclusion Strategy within Cisco’s U.S. & Canada Sales Organization, Shari Slate is responsible for defining and executing a comprehensive strategy to integrate inclusion into the systems, policy and practice of the organization.

Prior to joining Cisco, Shari served as the Chief Diversity Officer and Director of Global Community Affairs at Sun Microsystems, where she successfully led the mission to integrate inclusion into all aspects of the business: from succession planning, recruitment and college relations to marketing, sales, and corporate citizenship. She also served as the company’s leader in community affairs, collaborating with executives, employees and community leaders to develop and implement strategies to integrate corporate citizenship into the business culture.

Shari is recognized as a thought leader in corporate diversity and inclusion and has spoken broadly on the topic at events including: Diversity Best Practices (DBP) Summit and Gala, Washington D.C., Diversity Pays Conference, Madrid, Spain and National Society of Hispanic MBAs (NSH MBA) Conference, Los Angeles.

In addition to Shari’s corporate commitments, she has been actively involved in a range of philanthropic and community affairs. She currently serves on The Conference Board’s Diversity Business Council, The Diversity Best Practices International Advisors, The Advisory Board of the National Affinity Group Leader Congress, The WDL S Global “Thought Leaders” Advisory Council, and is a founding member of the Global Partners Program, a consortium of innovative, multinational companies committed to the development of best-in-class diversity programs in Europe.

Shari is the recipient of The Network Journal's 2009 "40 Under Forty" Achievement Award as well as the prestigious Star Award in recognition of sales excellence and achievement earlier in her career at Xerox.

She earned a Bachelor of Arts degree in Political, Legal, and Economic Analysis from Mills College.
# Summit Agenda

**8:00-8:35 A.M. - Registration and Breakfast**  
*Sturm Hall Lobby*

**8:45-10:30 A.M. - Welcome / Keynote / Overview**  
*Davis Auditorium - Sturm Hall (live stream to Lindsay Auditorium)*

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*If you have come here to help me, you are wasting your time. If you have come here because your liberation is bound up with mine, then let us work together.* ~ Lilla Watson
Jane Sundermann is currently a graduate student in DU’s Child Clinical Psychology Program. In general, my research focuses on examining processes that occur in psychotherapy, and more specifically, I am interested in the role of therapeutic alliance in the psychotherapeutic process. I am very committed to exploring the role of multicultural issues in my research and clinical work in order to develop and disseminate inclusive services to the community.

Malinda Williams is a lecturer in the University of Denver Writing Program. Her research interests include Critical Race Theory, Post-Colonial theory and literature and ethnic American literature. The idea for the current WRIT 1633 course she is teaching was inspired by attendance at past DU Diversity Summits; Williams wanted to encourage her first-year writing students to participate in the conversation by conducting their own research into issues of diversity and inclusive excellence.

Presented by: Tish MacDonald Wer, MA, John Paul M. Reyes, MA, Jane Sundermann

Addressing the Elephant in the Room: Communicating About Multicultural Issues
Location: Sturm Hall 312
Presented by: Tish MacDonald Wer, MA, John Paul M. Reyes, MA, Jane Sundermann

Conversations about diversity can feel awkward, emotionally laden, or even threatening. Fears of misunderstanding may lead people to just avoid conversations about diversity altogether, and this avoidance of the “elephant in the room” may fuel further misunderstanding. This workshop will present communication strategies that can a) effectively break the patterns of discomfort, avoidance, and misunderstanding that surround these conversations and b) start to transform conversations about diversity into positive social interactions. Presenters and attendees will work together to define what a “safe and inclusive environment” actually means or looks like when it comes to communicating about diversity. Then, attendees will learn how to use (and then role-play) several specific strategies for communicating with others about diversity (e.g., language, listening skills) and discuss generally helpful attitudes to hold in such conversations (e.g., meeting someone “where they are at”, sensitivity, respect, demonstrating curiosity and interest in others).

Beatriz MacDonald Wer. I was born and raised in Guatemala and came to the United States in 2002 for college. I’m a graduate student at the University of Denver in the Child Clinical Psychology Program. My area of research is neurodevelopmental disabilities. My previous job experience focused on working with underserved communities in Boston, including working with leaders from community-based organizations from Sudan, Ethiopia, Haiti and many other countries and witnessing the diverse needs of each community. As a Latina researcher and clinician, I encourage communication about multicultural issues.

Presented by: Tish MacDonald Wer, MA, John Paul M. Reyes, MA, Jane Sundermann

John Paul M. Reyes. I am currently a graduate student in DU's Child Clinical Psychology Program. In general, my research focuses on examining processes that occur in psychotherapy, and more specifically, I am interested in the role of therapeutic alliance in the psychotherapeutic process. I am very committed to exploring the role of multicultural issues in my research and clinical work in order to develop and disseminate inclusive services to the community.

Jane Sundermann. I was born and raised in St. Louis and am currently a grad student in DU's Child Clinical Psychology Program. My current research interests include the social and cognitive effects of interpersonal trauma (e.g., abuse, neglect) on children and adolescents. My commitment to cross-cultural learning and service in college included helping to start a non-profit for Houston refugees, Partnership for the Advancement and Immersion of Refugees (PAIR), completing a public health internship in a Buenos Aires hospital, and leading community service trips to Mexico, Dominican Republic, and Guatemala. After DU’s Diversity Summit on Inclusive Excellence last spring, though, I experienced a true “wake up call” to take more personal responsibility for promoting inclusive excellence within the DU and Denver community. I am currently involved in the psychology department's Diversity Committee and Multicultural Research Group (MCRG), and I am committed to building stable support systems that will allow future generations of students to be leaders in promoting and honoring diverse perspectives.
Beyond Policy: Practicing Sexual Orientation and Gender Identity/Expression Inclusion  
Location: Sturm Hall 333  
Presented by: Thomas E Walker, PhD

While more and more institutions add sexual orientation and gender identity/expression to their non-discrimination policies, many fewer actually take the next steps to make their organizations and programs actively inclusive around these identities. In this workshop, we will begin by quickly reviewing related terms, before presenting a framework for considering how inclusive various areas of our organizations are, including: physical environment; forms, record-keeping and correspondence; marketing; program design and interpersonal interactions. Participants will be provided a worksheet and time to consider specific applications to their organization. Finally, the large group will discuss ideas and opportunities to be more operationally inclusive around sexual orientation and gender identity/expression.

Thomas E Walker is the Program Director, Intergroup Relations & LGBTIQ, at DU's Center for Multicultural Excellence. He has been engaged in the diversity and social justice field for nearly two decades, working at Arizona State University, Tulane University, and NCCJ-Anytown, and with programs including the Bj Budd Memorial Library & Archives (Phoenix LGBT Center), the National Coalition-Building Institute, the Southern Institute for Education and Research, C. Harris Companies, Inc., the Social Justice Training Institute. thomas.walker@du.edu / 303-871-4614

Connecting Study Abroad and Inclusive Excellence  
Location: Sturm Hall 134  
Presented by: Karyn Sweeney, Kerrie M. Rueda

The University of Denver strongly encourages students to study abroad for a quarter or longer. How can participation in study abroad enhance inclusive excellence efforts on our campus? A panel of returning study abroad students will share how their experiences abroad redefined their identities and how this impacted their awareness of and support for Inclusive Excellence. They will also talk about how they have been motivated by their experiences to practice the tenets of Inclusive Excellence in their daily lives both on and off-campus.

Karyn Sweeney is the Associate Director of Study Abroad at the University of Denver. She has lived, worked, or studied in Italy, South Africa, Guatemala, Chile, El Salvador, and Nicaragua. Her own international experiences have been transformative and have provided her with an opportunity to question her privileges and explore her identities, so she enjoys working with students throughout the study abroad process. In her spare time, she is also a PhD student in Higher Education at the Morgridge College of Education. Karyn.Sweeney@du.edu

Kerrie M. Rueda is an Assistant Director of Campus Activities at the University of Denver. Her main focus is on student programming, student organizations, and managing other special projects in Campus Life. Prior to coming to DU, she worked in the field of study abroad and became passionate about international education. Her personal experiences as a student abroad (in Italy) helped to broaden her worldview and become more open to different cultures and identities. Kerrie is also pursuing a PhD in Higher Education at the Morgridge College of Education and plans to conduct dissertation research on international students and Inclusive Excellence. krueda@du.edu

Critical White Studies: Measuring Curriculum Impact  
Location: Sturm Hall 379  
Presented by: Theodoric Manley, Jr. PhD, Celeste F. Lembeck, BA

Critical White Studies (CWS) is based on curriculum designed to allow students a unique opportunity to learn/discuss White racism in a safe environment. Through pedagogical and statistical techniques, students study Whiteness and White racism in an effort to challenge their racial experiences and racial identities in the U.S. Students are self-inoculated with ways to identify patterns of resistance and defensiveness by adjusting our curriculum in anticipation of the need for them to defend being categorized as racist. In teaching students how to discern and neutralize their defensiveness we have witnessed more engaging discussions, feedback and personal growth. It is our hope that CWS becomes increasingly more affective in being a pioneer in the study of racism.

Ted Manley is currently a full-time faculty member (lecturer) in the division of Arts, Humanities, and the Social Sciences at the University of Denver and the president and executive director of the Hoop Institute. He has a BA (1979) in sociology, philosophy, and religion from Tarkio College in Tarkio Missouri; an MA (1981) in Rural and Applied sociology from Colorado State University in Fort Collins, Colorado and a PhD (1986) in the areas of Urban sociology and Race and Ethnic relations from the University of Chicago. He is committed to applied change and social justice practices in the areas of city and neighborhood/community relations, global race, class, gender, sexuality, religion and ethnic relations in “developed” and developing countries, and appropriate technology and research in agriculturally developing areas. tmanley2@du.edu / 303.871.2082
Celeste F. Lembeck is currently a research/teaching assistant for the Critical White Studies Project funded by The Center for Multi-Cultural Excellence at the University of Denver. She holds a BA from the University of Colorado (1981) in the area of Psychology with an emphasis in Criminology. clembeck50@yahoo.com / 303.478.9265

**Five Lenses for Educating & Assessing Cultural Competence**  
*Location: Sturm Hall 253*  
*Presented by: Dr. James Francisco Bonilla*

This session will engage participants in exploring two questions, “Is there one best approach to educating for cultural competence and inclusive excellence?” and, “Is cultural competency measurable?” This session emerges from a 2010 research study of a pilot graduate course on Cultural Competence & Managerial Leadership offered through Hamline University’s School of Business. That study analyzed student learning outcomes as measured by five assessment instruments and concluded that a multi-perspective approach increased student cultural competence.

Goals for the session include the following: 1) To introduce five distinct approaches to educating for cultural competency along with a sampling of corresponding assessment instruments; 2) To provide session participants an opportunity to identify their own preferred “lens(s)” on cultural competence; and 3) To compare and contrast the comparative strengths and limitations of each lens and discuss the implications of the session to participants’ own teaching, training, research and/or assessment efforts.

Dr. James Francisco Bonilla. jbonilla@hamline.edu / 651-523-2257.

**Inclusive Excellence and Power: Reconceptualizing Power as an Agent for Change and Inclusion**  
*Location: Sturm Hall 187*  
*Presented by: Linda Land-Closson, PhD*

Power resides—often silently—within notions and functions of all forms of inclusiveness. When traditional understandings and functions of power remain unnoticed or unchallenged, they typically operate to undermine efforts to enact inclusiveness—to bring dialogues about inclusiveness into practice. Therefore, in order to maximize chances of success with the University’s efforts to put inclusiveness into practice, power needs to be reconceived as a tool for promoting inclusiveness. Jean Baker Miller defines power as the “capacity to produce a change.” This definition encourages us to alter our understanding of the function of power from “power over” to “power with” and, I argue, “power within.” Additionally, Miller’s definition asks us to shift from seeing power as a stagnant entity to viewing it as an active agent supporting practices of inclusive excellence. In this workshop, we will explore and enact Miller’s notion of power and inclusive excellence as we reflect on, discuss, and reconceptualize case scenarios in large groups, small groups, and individually.

Linda Land-Closson earned her MA in Religious Studies at DU and her PhD in Religious and Psychological Studies through the Joint PhD Program of DU and Iliff School of Theology. Currently, she is adjunct faculty at The Women’s College and an academic counselor with the Learning Effectiveness Program at DU. Linda’s dissertation addresses, in part, notions of power in relationships and communities, and she strives to interweave discussions of power into many of her courses. linda.land-closson@du.edu / 303-871-4088

**Of Diapers and Dissertations: Identifying Barriers and Strategies of Inclusion for Student Parents in Higher Education**  
*Location: Sturm Hall 335*  
*Presented by: Jennie Walker, Doctoral Candidate, Michelle Hernández, Doctoral Student, Tamara Johnson, Doctoral Student*

This workshop offers a safe space to uncover the unique challenges of student parents. The panel will begin by sharing current research on student parents in higher education and their personal insights on the topic. They will then invite session participants to share their experiences, insights, and questions. The panel presentation-dialogue format is intended to engage diverse perspectives that may include parents of children with special needs, parents in the GLBQTQ community, and parents of blended families, which will further contribute to a rich and inclusive discussion. The panel members represent a diverse group of students in ethnicity/race, culture, marital status, family composition, professional obligations, progress toward degree, and academic aspirations. The session will conclude with suggestions on how institutions can better support student parents based upon current research, insights from the panel participants, and the workshop discussion.

Jennie Walker is a fourth year doctoral candidate in Higher Education at the University of Denver. She is a single mother to a one-year old girl, and is currently a full-time student and part-time scuba instructor. Prior to having her
daughter, she was a full-time leadership development specialist in corporate education. Jennie’s research interests include leadership development, internationalization of higher education, and new educational technologies and media. jenniewalker21@hotmail.com / 303-887-9478

Michelle Hernández As a second-year doctoral student in Higher Education at the University of Denver, Michelle studies issues of diversity, access and equity. Throughout her undergraduate journey at the University of Colorado, Denver, she found a passion for higher education as a Peer Advocate. At Arizona State University, Michelle completed her Master’s in Higher & Post-Secondary Education while working full-time as an Academic Advisor. A wife and mother of four, Michelle devotes herself to her family and their pursuits in education, community, and sport. dym.hdz@gmail.com / 303-963-5382

Tamara Johnson is a second-year doctoral student in Higher Education at the University of Denver. She is a part-time student and works full-time at the Community College of Denver in the office of student life. She has two children, 5 and 8 years old. Tamara was a stay at home mom for several years before coming back to work. tamaradwhite@gmail.com / 720-448-3399

Perception of Counselor Cultural Competence and Intimate Partner Violence Competence: As Perceived by Latina Survivors of IPV

Location: Sturm Hall 133
Presented by: Dellenia R Aguilar

Working with Latina IPV survivors requires a multifaceted approach. The need for counselors to be knowledgeable of IPV interventions is but one aspect of effective counseling. Counselors must also have an awareness of how IPV differs for Latinas. This includes having an understanding of cultural nuances that are inherent to that group in order to determine which interventions would be most effective and culturally appropriate. Due to the fact that the objective of this study is to ascertain a culturally grounded understanding of Latina survivors of IPV perceptions of their counseling experience including their perceptions of counselor cultural and IPV competence, a qualitative research approach was utilized. Research in IPV is extensive, however little information exists related to counseling Latina IPV survivors. The information obtained in this study provides concrete examples of ways IPV counseling can be further enriched and developed in working with communities of color.

Dellenia R Aguilar is a PhD candidate in Counseling Psychology at the University of Denver. Dellenia’s primary interests are in multicultural counseling as it relates to working with ethnic minorities and curriculum development. After earning her Master’s in Counseling Psychology from the University of Colorado at Denver in 2005, Dellenia became a Licensed Professional Counselor. She has spent over fifteen years working on a grassroots community level offering direct counseling services to at-risk adolescents and adults in such environments as drop-in centers, youth shelters, correctional facility, substance abuse centers, mental health clinics, and private and public schools. Dellenia also currently works at a psychiatric hospital as an intake clinician. Her current research concerns Latina survivors of intimate partner violence. Areas of Interest: Intimate partner violence, trauma, and substance abuse. dellena_a@yahoo.com / 720-320-6936

Performing Racialized Female Identity Within the Walls of the Academy

Location: Sturm Hall 275
Presented by: Stephanie L. H. Krusemark, PhD

The campus environment serves as a physical manifestation of an institution’s mission, values, and goals of higher learning. When we consider how the environment can serve to perpetuate the larger societal dominant ideologies, issues of racism, discrimination, harassment, and oppression must be considered. While we may aspire to create inclusive environments through our policies, curriculum, pedagogical practices, and demographic composition through the tenets of inclusive excellence, we cannot dismiss the impact of our built environments as visual indicators of who is included or excluded. This workshop will explore how the built campus environment impacts our sense of identity, particularly how our racial, gender, and class identities are performed within the walls of the academy. We will engage in interactive exercises including analyzing how race, gender, and class have been portrayed historically and in popular culture within the campus environment that influence how we engage with each other.

Dr. Stephanie Krusemark is pleased to be appointed as the first post-doc fellow in the College of Architecture and Planning at the University of Colorado. She is engaged with the students and faculty of the Environmental Design program through research, teaching, and service. As recent graduate of the University of Denver, she has immersed herself in studying the dynamics that occur between communities of color and the built environment of the campus. Her dissertation titled, Walking on the Red Brick Path: A Portrait of African-American Women’s Experiences with the Built Environment of a Predominantly White Institution, discovered a multi-faceted and multi-dimensional
reclaiming process that occurred through the women’s psychological interactions with the campus environment based upon their racial and gender identity. Stephanie.Krusemark@colorado.edu

Supporting Student-led Initiatives Towards Inclusive Excellence
Location: Sturm Hall 287
Presented by: Ryan B. Matlow, MA, Patrice S. Crisostomo, MA, Marina Mendoza, BA

The current workshop focuses on developing and supporting student-led efforts to implement agendas aimed to improve inclusive excellence at different levels of engagement (e.g., departments, student organizations, etc.). Presenters will discuss their experiences in effectively creating and implementing a tool to assess inclusive excellence in their department. This process involved seeking out and identifying allies, gaining faculty/organizational support, and generating and implementing action plans. Participants will be given the opportunity to discuss and explore ways to develop student-led initiatives towards inclusive excellence that can be supported in their own departments/organizational units. The workshop aims to generate strategies for advancing inclusive excellence efforts and troubleshooting potential roadblocks. Participants are encouraged to develop and discuss actions plans and goals so that they are empowered to facilitate such student-led initiatives.

Ryan Matlow is a third-year graduate student in the Child Clinical Psychology program in the Psychology Department at the University of Denver. Ryan is a member of DU’s Traumatic Stress Studies Group (P.I.: Anne DePrince) and has experience working in clinical and research settings with diverse populations of children and adults who have been exposed to traumatic events. Ryan is a member of the Psychology Department’s Multicultural Reading Group where he has participated in efforts to improve inclusive excellence within the department. rmatlow@du.edu / 303-871-4426

Patty Crisostomo is a fourth year graduate student in the Child Clinical Psychology program in the Department of Psychology at the University of Denver. Patty is a member of the Center for Adolescent Therapy Evaluation and Research (P.I.: Stephen Shirk, PhD). Patty’s research focuses on identifying the active ingredients in psychological interventions for depressed youth. Patty is also a member of the Psychology Department’s Multicultural Reading Group. pcrisost@du.edu / 303-871-4426

Marina Mendoza is a first year graduate student in the Developmental Psychology Program in the Psychology Department at the University of Denver. Marina is part of Dr. Watamura’s Child Health and Development Lab. She works on a project that aims to identify protective factors of health in families living in low socioeconomic areas as well as recent immigrant families. Marina is also a member of the Multicultural Research Group. mmendoza@psy.du.edu

The Myth of the Model Minority: Compliment or Racism?
Location: Sturm Hall 310
Presented by: Craig Hirokawa, Vanessa Teck, Abrehet Gebremedhin

Since 1966, the term "model minority" has been given to the Asian-American community because this community has been deemed "exemplary" in relation to other minority races. While on the surface this term may appear positive, it actually has deeper implications for not only Asian Americans, but also for broader race relations in general. This workshop focuses on providing an understanding of both the positive and negative connotations of the model minority myth and the implications that it has for inter-racial relations. Through the examination of how Asian Americans are portrayed in the media and conversations about how these stereotypes affect both inter and intra group relations, participants will gain an understanding of how the model minority myth has real-world implications and sustains systems of oppression.

Craig Hirokawa is an undergraduate at the University of Denver with majors in Political Science and International Studies and a minor in Japanese. He is involved with organizations such as the Asian Student Alliance, Residence Hall Association, Undergraduate Student Government, and the University Honors Program. Craig is dedicated to understanding systems of privilege and oppression and challenging the norms that guide our society. For Craig, issues of social justice offer many interesting fields of study. As an Asian-American, his passion for discrediting the model minority is a result of his past experiences within the Asian-American community. Craig.Hirokawa@du.edu

Vanessa Teck is an undergraduate at the University of Denver with majors in Intercultural Communications and Digital Media Studies. Her involvement in numerous organizations, such as the Pioneer Leadership Program, Honors Program, Excelling Leaders Institute, Asian Student Alliance, Undergraduate Student Government, and Miss Asian American Colorado, have allowed her to work towards creating more inclusive climates. She is dedicated to progressive social change and takes an interest in global systemic inequalities, while actively working towards altering these systems. As an Asian-American, her passion for debunking the model minority stems from her past experiences and her interest in promoting diversity. Vanessa.Teck@du.edu
Abrehet Gebremedhin is an undergraduate at the University of Denver, majoring in International Studies with minors in Spanish and Issues in Education in order to develop locally sustainable educational models in the developing world. Abrehet is a member of the Black Student Alliance, the University Honors Program, and a Resident Assistant. She is invested in dismantling the current institutional systems of oppression by fostering education. As an African-American with immigrant parents, and an ally to the Asian-American community, Abrehet is honored to research and present the idea of the Model Minority and its implications for all communities at large. 
Abrehet.Gebremedhin@du.edu

The Wall: Breaking Down Our Social Boundaries
Location: Sturm Hall 233
Presented by: Joseph Zhang, Asian Student Alliance

Because stereotypes prohibit inclusive actions, “The Wall: Breaking Down Our Social Barriers” addresses the presence of discriminatory judgments in society. By recognizing how stereotypes generate from personal judgments, we enable ourselves to be much more aware of individual actions. In addition, accepting the naturalness of stereotypes allows people to move beyond them. We will focus on the positive actions in our community, the positive actions in our environments, and the positive actions within ourselves. Go us! As a single group, we will tackle the origins of stereotypes, their impacts on people, and the key to moving beyond them. The Asian Student Alliance presents “The Wall: Breaking Down Our Social Barriers,” a discussion and personal contribution to understanding ourselves...who else knows you better?

Joseph Zhang is a resident of Colorado for ten years, loves the mountain atmosphere and entered the University of Denver with the same love. With his spare time, he loves traveling, eating, sleeping, indulging in food, napping, and watching movies. He definitely has too much spare time. Joseph's true passions lie within public speaking and interacting with groups of people on an intimate level. Throughout the years, he has presented at numerous events including the International Development Conference, HOBY Colorado, and ASA's very own eXpressions. joseph.zhang@du.edu / 719-322-8486

Asian Student Alliance. ASA addresses the issues that Asian-American youth face today. Our mission is to provide an academic, political, and social support group for each Asian-American student through community events aimed at promoting cultural awareness, volunteering in the local community, and networking on campus. udenver.asa@gmail.com

Under the Microscope: An Examination of Identities
Location: Sturm Hall 186
Presented by: Elizabeth Haire, Carlos Solorzano

Before a person can truly put “Inclusive Excellence in Practice” it is important to have a firm understanding of what identities fall under the purview of Inclusive Excellence. This workshop will help participants understand what social identities they need to be aware of when implementing Inclusive Excellence into an organization, so when moving forward as Inclusive Excellence leaders they consider as many identities as possible. Furthermore, this workshop goes beyond just naming social identities; it also has participants reflect on their own identities, and see how social identities align with, and effect, the personal identities we carry. By intentionally thinking about how our social identities shape who we are, it can help Inclusive Excellence leaders become more aware of how different personal identities within an organization may be rooted in social identities, and these leaders can help ensure their organizations have structures set up to allow all identities to flourish.

Elizabeth Haire is in her third year as a Resident Director in Housing and Residential Education. She earned her Master’s degree in Counseling and Student Personnel with a focus in College Student Affairs from Minnesota State University, Mankato and her Bachelor’s degree from the University of Washington. Outside of her role as a Resident Director, she advises the Residence Hall Association, National Residence Hall Honorary, and serves as treasurer for the College Personnel Association of Colorado. Her interest in social justice has led to involvement as a participant in the Social Justice Training Institute, Queer & Ally Network trainings, and the Student Life Diversity Action Team. elizabeth.haire@studentlife.du.edu

Carlos Solorzano is a second-year graduate student working on obtaining his Master’s degree in Higher Education. Additionally, Carlos has obtained an MBA and a BS in Engineering. Outside of class, he serves as a member-at-large for the College Personnel Association of Colorado and as president of the Graduate Student Association Council. His interests in social justice have gotten him involved as a Queer & Ally Network facilitator, Voices of Discovery facilitator, a member of the Student Life Diversity Action Team, and as a member of the Associate Provost for Inclusive Excellence search committee. carlos.solorzano@studentlife.du.edu
We or Oui?
Location: Sturm Hall 234
Presented by: Jing Wan, Matt Schassburger, Angelica Ledezma

This workshop is aimed to increase awareness of international students and address the cultural differences between domestic and international students. Based on the current situation on campus, there is a noticeable gap in inter-student relations and this workshop is designed to create a bridge for communication and to stimulate a more inclusive campus wide environment.

**Jing Wan** is a second-year undergraduate student who is currently studying hospitality management at the University of Denver. She is a resident assistant in Nagel Hall and an active member of University Programming Support Committee for DUPB. Jing is also actively involved on campus with various departments and organizations.
jwan@du.edu

**Matt Schassburger** is from Arvada, Colorado and currently a sophomore at the University of Denver. He is co-chair of University Programming Support, an organization under the student life Denver University Programming Board. Matt is majoring in international business with a minor in economics and international studies.
matt.schassburger@du.edu

**Angelica Ledezma** is a current undergraduate student at the University of Denver pursuing a B.S. in Biology and a B.S Psychology, with plans to attend Medical School after her undergraduate education. She is a Laboratory assistant for the department of Chemistry and Biochemistry and Co-Chair for the University Programming Support Committee of the DU Programming Board. She is also an active supporter of all other student organizations campus wide. angelica.ledezma@du.edu

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**Why Do We Stereotype? Overcoming Prejudice and Stereotypes by Addressing Their Origins**
Location: Sturm Hall 354
Presented by: Irena Pikovsky, MA, Hannah Bianco, BA

This workshop will discuss the origin of prejudice and stereotypes. Why do we form stereotypes? How is this way of thinking related to other mental processes? Similarly, we will define and discuss the idea of implicit associations. Do you make implicit associations about certain groups? If so, what can you do about it? Come learn with us as we discuss useful ways to be aware of one’s own stereotypes and how to challenge negative associations in order to broaden perspectives and improve acceptance.

**Irena Pikovsky** is a fourth year PhD student in the Psychology Department. She is interested in individual and familial factors that contribute to physiologic risk and resilience in early childhood. Her masters examined genetic and environmental risk variables that may predict variation in early stress physiology. She hopes to apply this research on factors contributing to early risk and resiliency to intervention efforts and applied research in early childhood. Irena has been attending the Diversity Summit for the past three years and is excited to bring psychology research to this forum. ipikovsky@du.edu

**Hannah Bianco** a graduate student in the Psychology Department, is in the second year of the Clinical Child PhD program. Hannah received her BA from the University of Oregon with a major in psychology and conducted research at the University of Illinois before attending the University of Denver. Her main research interests include parent-child interactions within the context of high-risk, low-income families and the influence of diverse cultural backgrounds on family processes. hbianco@du.edu
"THE BUSINESS CASE FOR DIVERSITY AND INCLUSION"

RALPH ÁLVAREZ
Group Account Director for Velocidad ~ The Integer Group

About the Presenter: Ralph Álvarez, head of Hispanic marketing for the Integer Group, will discuss the buying power of various segments of the U.S. population and what they look for when they decide where to spend.

"CULTURAL INTELLIGENCE AND LEARNING STYLES"

TERA HELMON, EdD
Executive Director for Excellence and Equity - Cherry Creek School District

This session will encompass fostering the development of cultural intelligence as a critical skill of the 21st century by honoring diverse teaching and learning styles.

About the Presenter: Dr. Tera Helmon is currently the Executive Director of the Office of Excellence and Equity in the area of Performance Improvement in the Cherry Creek School District, Greenwood Village, CO. She works directly with principals, teachers, and the District Leadership Teams to facilitate and implement equitable and culturally responsive practices in the district through assessment and policy development. Dr. Helmon also manages district Equity Compliance issues and the English Language Acquisition and AVID (college preparatory program) for Middle and High Schools. Dr. Helmon has won numerous awards and serves on several national organizations. In addition, she has presented both nationally and locally in regard to cultural competency in the public school arena. Dr. Helmon has also been featured on local television and radio programming in the Denver Metro area. Prior to this position, Dr. Helmon served as an elementary school principal, assistant principal, bilingual classroom teacher and reading specialist. This is her 23rd year in education.

"WHY ENGAGE NEW DIVERSE LEADERSHIP IN NONPROFITS?"

LAUREN Y. CASTEEL
Vice President of Philanthropic Partnerships ~ The Denver Foundation

Not a week goes by when there isn't a headline confirming demographic changes in the country or in the Metro Denver community. For the past few years, there has been considerable conversation about baby-boomers who have served as nonprofit leaders, heading toward retirement. Similarly, the creative approaches of new generations have been "game changers" in many aspects of how we do either corporate or community based work. Based on experience with The Denver Foundation's Inclusiveness Project and Nonprofit Internship Program, Lauren Casteel will discuss the imperatives and strategies of "Engaging New Diverse Leadership."

Participants will be asked to share their own stories and perspectives of:
• Why Inclusiveness?
• How bringing in new voices has expanded ideas and outcomes for organizations.
• How individual voices have been heard and respected.

**About the Presenter:** From 1976 to 1984, Lauren Casteel worked as an on-air talent and producer of news and public affairs programs at KWGN Channel 2 and KRMA Channel 6 respectively. In 1984, she was appointed senior communications advisor for Mayor Federico Pena. In this role she developed communications strategies to support his agenda of urban revitalization, economic development and improved neighborhoods.

In 1990, Lauren became executive director of The Hunt Alternatives Fund, a private family foundation whose mission was to serve socially and economically disenfranchised communities. She also served as president from 1993 to 1996 and was responsible for grantmaking, special initiatives and operations.

Lauren joined the Temple Hoyne Buell Foundation, a private foundation focusing on the development of children and families, and served as the executive director from 1996 to 1998 with responsibilities of board development, grant-making, operations and external affairs.

In 1998, Lauren became senior program director at The Denver Foundation. In 1999 she was appointed vice president of donor relations - a position created to help donors with grant-making decisions and their personal charitable goals. She managed more than 400 donor advised funds and scholarship programs, and oversaw the annual distribution of more than $14 million in grants to nonprofit organizations.

Lauren was named vice president of philanthropic partnerships in 2004. This newly formed department is charged with developing and leveraging leadership opportunities with the public, private, philanthropic and nonprofit sectors for the Foundation to impact ongoing community needs. Current projects include: Advancing Colorado’s Mental Health Care Collaborative, the Nonprofit Internship Program and the Inclusiveness Project. The Inclusiveness Project was the 2009 recipient of the Council on Foundations’ Critical Impact Award. In addition, the department has conducted extensive research on issues related to poverty.

Lauren has been active in philanthropic, nonprofit and civic affairs for two decades. She has served on the National Task Force for Community Leadership and the Council on Foundations’ Inclusiveness Committee. She serves currently on the Council on Foundations’ Community Foundations Leadership Team, and the Mayor’s Commission on Crime Prevention and Control. Lauren has received numerous honors including the Community Resource Center

*The price of the democratic way of life is a growing appreciation of people’s differences, not merely as tolerable, but as the essence of a rich and rewarding human experience.* ~ Jerome Nathanson
### Business & Industry

Diversity: A Business Imperative, presented by Deloitte

**Location:** Joy Burns 229

Presented by: Brigette Bustos, Deb Smith, Sharon Lassar

Diversity, as a part of organizational strategy, is no longer a set of benevolent gestures by forward thinking educational institutions and Corporate America. Diversity, and the closely related concept of inclusion, is clearly a business imperative. From the “war for talent” to the everyday client conversation, a deep appreciation for the role diversity plays in serving clients and stakeholders is an essential element of building sustainable organizations and generating innovative solutions to global challenges. In today’s rapidly changing and fast paced world, it’s important for organizations to leverage diversity as a way of doing business. Moving quickly and intentionally toward cultures of inclusion that celebrate ethnic, racial, cultural, gender, religious, lifestyle, experiential, and generational diversity is just the start of building organizations that will endure global change.

Brigette Bustos is a Manager in Deloitte’s National Inclusion group where she manages programs that promote an inclusive environment for all the organization’s professionals. She has 16 years experience in recruiting, retention, event management, and strategic diversity program development in higher education, not-for-profit, and partnership organizations. She currently serves on the National Board of Directors for ALPFA and supports the Latin American Educational Foundation, Jumpstart Productions, Alpha Phi, and is an ally of Out & Equal Workplace Advocates. A Colorado native, she attended Colorado State University where she earned a Bachelor’s degree in Business Administration. Brigette is a writer, diversity enthusiast, and community leader. bbustos@deloitte.com / 303-312-4748

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<td>A Survey of Practices, Initiatives and Programs in Creating a Diverse and Inclusive Environment and the Role of Organizational Culture at The Children's Hospital in Denver</td>
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### 1:45-2:45 p.m. Concurrent Workshops
**Deb Smith** is a Tax Partner at Deloitte providing service to multinational corporations and has been specializing in corporate taxation and in Accounting for Income Taxes for SEC filers for over 20 years. She is also the Regional Tax Diversity & Inclusion Leader, the Denver Diversity & Inclusion leader and an Advisory Partner to the Denver Community Outreach Committee. Deb began her career with Deloitte in Los Angeles in 1988. She transferred to Denver in 1990 and in 1998, Deb took on a temporary assignment in Deloitte’s National Office in New York and spent five years providing structuring and due diligence services to the organization’s premiere merchant banking clients. Deb brings strength in addressing tax issues associated with the structuring and due diligence process and integration of the target company. Deb returned to Denver in 2003 as the Tax managing partner in Denver, holding this role through 2006. She serves on the Board of Colorado Uplift and is Chair of the Mile High United Way Women’s Leadership Council. Deb and her husband, Steve, live in Centennial and have three children ages 18, 17, and 14.

**Sharon Lassar, PhD, CPA** is Director of the School of Accountancy in the Daniels College of Business at The University of Denver. She earned her PhD at the University of Southern California, her Master of Taxation at Bentley University in Waltham, Massachusetts and her Bachelor’s in Accounting from West Virginia University. Dr. Lassar serves on the Corporate Advisory Board for ALPFA, the country’s largest minority professional organization formerly known as the Association of Latino Professionals in Finance and Accounting, and on the American Institute of Certified Public Accountants’ Minority Initiatives Committee. slassar@du.edu

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**DiversityInc Magazine's #1 Company For Diversity: Kaiser Permanente**

Location: Joy Burns 231
Presented by: Bob Nogueira

DiversityInc magazine does an annual review of the 500 leading organizations in America, looking to see which companies are the best places to work for a diverse workforce. DiversityInc recently voted Kaiser Permanente as the number one organization in America that best related the right set of values and performance as an employer and worksite. We have a diverse staff, a diverse membership and a highly diverse governance process. While being number one is a good place to be, we are far from perfect. Winning this award means we do a lot of things right. Kaiser Permanente is committed to delivering culturally competent care to our patients and members. We believe we are better because we are so diverse and we benefit from that diversity. How does KP prepare employees to provide culturally competent care to its members and patients? How does KP continue to build on the definition of diversity in a dynamic health care environment? How does KP know its doing the right things, in the right ways? Participate in an interactive dialogue.

**Bob Nogueira** is Director of Talent Management for Kaiser Permanente, leading organizational effectiveness, recruiting and workforce planning, leadership development, rewards and recognition, and diversity development for the Colorado Region. Before joining Kaiser Permanente in February 2009, Bob was an HR Vice President for Safeco Insurance and was an area volunteer director for the Democratic National Convention held in Denver in 2008. Bob spent six years with Qwest Communications, leading HR for Qwest's 8,000-employee Mass Markets business unit. Prior to Qwest, Bob created and managed HR organizations for two Denver-based Internet start-ups. He also worked for 13 years at Merrill Lynch in New York and Colorado, where he held a number of leadership roles, including managing customer service call centers, community relations, employee communications, training and human resources. Robert.M.Nogueira@kp.org

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**Intercultural Competence - Competing in the Global World**

Location: Joy Burns 211
Presented by: Gurvinder (Gudy) Grewal MA, MSW

Advancement in Information Technology and Globalization has led to new horizons in the 21st century. In the Global markets today, the leaders are expected to be Interculturally Competent and practice Inclusion. Therefore, In order to be a competent leader, one also has to demonstrate Intercultural Competence. The leaders today have to lead teams of people who may come from diverse cultural, racial, linguistic and geographical backgrounds. Therefore, as a leader it is very important to be able to meet the challenges of working with differences and to be able to achieve excellence while practicing inclusion. This workshop will describe the qualities of an Interculturally Competent Leader and help the participants to create self-awareness around Intercultural Competence.

**Gurvinder (Gudy) Grewal** is a Clinical Social Worker with a strong commitment and expertise in the field of Cultural Diversity. She provides Diversity and Intercultural Communication trainings and workshops to corporate clients, teachers, school administrators and mental health workers. As a Clinical Social Worker she also draws from her academic background of Social and Cultural Anthropology as well as her personal global experiences while working with her clients. Ms. Grewal has provided Training Workshops, Train the Trainer Workshops, Departure Preparedness Workshops, Executive Coaching and Consulting in this field to many clients from prominent companies and organizations. gudygrewal@aol.com / 303-721-7360
An Interdisciplinary Community Collaboration  
*Location*: Ruffatto 202  
*Presented by*: Dr. Maria Salazar, Dr. Nancy Sasaki

Universities are increasingly being called upon to work across disciplines in an effort to strengthen surrounding communities (Garcia, Mizrahi, and Bayne-Smith, 2010). As a result, higher education faculty are engaging in interdisciplinary collaborations with the goal to bring diverse groups together and improve the disadvantaged and marginalized conditions which are existent in our communities (Garcia, Mizrahi, & Bayne-Smith, 2010). The University of Denver Morgridge College of Education (MCE), and the Division of Natural Sciences and Mathematics (NSM) are engaged in interdisciplinary community collaboration (ICC) designed to prepare math and science teachers to close the achievement gap for diverse learners. Short term goals are to design math and science preparation models, to develop two summer STEM courses, to assess and redesign current math and science teacher preparation curriculum, to design professional development modules for Lead Teachers in STEM areas; and to identify, prepare, and submit grants (DU, state, federal) to sustain the long-term MCE/NSM collaboration. Long-term goals are to design, pilot, and evaluate online professional development modules for Lead Teachers, to design a dual master’s degree in education and math or science, and to submit grant proposals to continue with the MCE/NSM Collaboration. Learning objectives are 1) to understand the definition of interdisciplinary community collaborations (ICCs); 2) to identify the elements of inclusive excellence that are facilitated through ICCs; 3) to understand the knowledge and skills needed to implement interdisciplinary community collaborations; 4) to recognize the contributions and challenges of ICCs; and 5) to engage in dialogue about the design and implementation of ICCs.

**Dr. Maria Salazar** is a Curriculum and Instruction Professor in the Morgridge College of Education. Her research interests include: teacher education, urban education, linguistically diverse education, cultural competency, teacher as researcher, and academic resiliency of Chicana/o & Mexicana/o youth. Career highlights: Publications in peer-reviewed journals such as Bilingual Research Journal, Borderlands Journal, and The High School Journal; national conference presentations for American Educational Research Association, National Association for Bilingual Education, Latino Critical Race Theory, Coalition of Essential Schools, and National Council of Teachers of English; currently appointed to the Colorado Department of Education NCLB English Language Acquisition Advisory Council, Colorado Department of Education Reading First Leadership Team and Governor Ritter's Teacher Quality Commission; serves as co-chair of Morgridge College of Education Diversity Committee; faculty representative for the University of Denver Latino/a Center for Community Engagement and Scholarship. Professional affiliations: American Educational Research Association, National Association for Bilingual Education, Colorado Association for Bilingual Education, American Association of University Women. msalazar@du.edu

Building Community through Creative Writing and Performance  
*Location*: Ruffatto 304  
*Presented by*: Krishna Pattisapu, MA

Creative writing offers individuals from marginalized communities unique opportunities to articulate experiences with oppression and liberation. By sharing creative works like poems and personal narratives through the act of performance, individuals can locate commonalities and differences across their experiences. This workshop presents a rationale for the incorporation of creative writing and performance activities into course curricula as a means of building community within and across sexuality, gender, race, ability, class, nationality and other identity markers. This workshop also provides an opportunity for participants to develop and share their own creative works.

**Krishna Pattisapu** is a doctoral student in the Culture and Communication track in the Department of Communication Studies at the University of Denver. Her research centers on the experiences of queer people of color in pedagogical contexts. She has a strong interest in bridging her academic work with creative writing practices and community activism. She currently teaches COMN 1011: Communication through Literature. pattisa@du.edu

Cross-cultural Implications in Group Dynamics  
*Location*: Ruffatto 408  
*Presented by*: Kevin O’Brien, J.D., LL.M, CPA, Kate Willink, PhD , Dennis Wittmer, PhD, Laura Buhs, Deborah Durkee, and Marlene Perrine

This session will examine the ways multicultural groups work in academic settings. Topics will include negotiating cultural differences in group work settings, setting up successful dialogue, and improving group dynamics. Practical tips for faculty and students who work with people from a variety of cultures and backgrounds will also be shared.
Cultivating an Inclusive Campus Climate for Marginalized Student Populations

Location: Ruffatto 409
Presented by: Kathryn Mattes

The University of Denver has recently established a formal support structure for students returning to the university after taking a leave of absence. This population has historically been described as “at-risk” because the reason(s) for their initial departure is seemingly infinite, making it difficult to quantify and adapt into a large scale retention initiative. The Center for Academic Advising and Orientation has led the initiative of creating a support structure which we hope will bolster the holistic development for this community of scholars. This initiative has involved the creation of advising liaison positions, a reentry student orientation, and has opened the doors for students to express their concerns for returning to the University. During our time at the Diversity Summit, we will discuss some of the successes and failures in developing this retention initiative as well as student feedback that has opened our eyes to opportunities to become more inclusive.

Kathryn (Kate) Mattes is a second-year masters student studying Student Affairs and Higher Education at the University of Denver. She is both an Academic Adviser and the Reentry Student Support Services and Orientation Coordinator for the Center for Academic Advising and Orientation. Her current research includes: Identity Development, Retention, Persistence, Access, and Issues of Transition. kmattes@du.edu
Challenges Facing a School Board Member  
*Location: Ruffatto 305*  
*Presented by: Arturo Jimenez*

There are 178 school districts in Colorado, each with their own school board that determines policy, curriculum, budget decisions and limited personnel decisions regarding the schools under their charge. Denver Public Schools is the second-largest school district in the state with the highest number of students below the poverty line and the most students who are English-language learners. The seven-member Board of Education in Denver has additional challenges that stem from a national movement for reform that has placed board members in the high-profile positions with respect to the national reform movement that has questioned the role of teachers unions, traditional schools and the very existence of school boards.

**Arturo Jimenez** is the Vice President for Denver Public Schools Board of Education and is the elected representative for North and Central-West Denver. He was the President of the Board of Directors for the Colorado Statewide Parent Coalition prior to his election and is an immigration attorney. He is also a member of a national task force that dialogues and provides recommendations for education policy to the Department of Education in Washington D.C. through the National Association of Latino Elected Officials, National Education Leadership Institute. jimenez.arturo72@gmail.com / 303-507-5942

Engaging Denver’s Native American Community  
*Location: Ruffatto 122*  
*Presented by: Ruth Starr, RN, Jessica Montoya Starr, Tyler James Starr*

This workshop introduces participants to Native American’s culture, custom, religion, tribal similarities and differences. We will present the cultural values that differ from most non-Indian values and how this can impact the classroom. We will define the value Native American culture brings to a school setting and we will suggest techniques and advice for recruiting, retaining, and working with Native American students, staff, and teachers using best practices from proven research and experience. Participants will learn about the Native American student and their families utilizing Power Point presentation, group activities, storytelling and games. Techniques will be facilitated in how to engage Native American parents, guardians and family members in the education of their children.

**Ruth Marie Montoya Starr,** Diné and Taos Pueblo, is a sophomore at The Women’s College at the University of Denver. A Denver Native and graduate of Denver Public Schools, Ruth has been an advocate for education at the school and state level. She has been the Native voice for the Colorado Department of Education sponsored group Colorado State Accountability Network. She works as a health navigator for Native Elders, and most recently worked for the Denver Indian Center, and Denver Public Schools Indian Education Project. Ruth is a volunteer for the Denver Museum of Nature and Science and served as the volunteer voice for the museum’s Inclusiveness Committee. In 2007, Ruth initiated the idea of a Science Career Day at the Denver Museum of Nature and Science connecting Native American students with Native American Scientists as a way to increase science awareness to Native students. Ruth received the Akerly Award in 2010, and is a Vision Scholar at The Women’s College of DU. Ruth currently serves on the Denver American Indian Commission Education Subcommittee. Ruthie.Starr@du.edu / 720-475-0558

**Jessica Montoya Starr,** Diné, Taos Pueblo, and Cherokee, is a junior at The University of Denver studying Business IT. In 2008, Jessica graduated from Denver School of the Arts, and the Denver Public Schools Indian Education Project. An Ambassador of Hope for the ‘Veterans’ of Hope Project, Jessica has a myriad of experiences working with a diverse group of individuals seeking democratic change. She is a Dottie Lamm awardee, Chancellor’s Scholar, Coca-Cola Scholar, and Native American Scholar. jstarr4@du.edu / 303-895-9360

**Tyler James Starr,** Diné and Taos Pueblo, Tyler is a senior at Denver Academy High School. School activities include Varsity Cross-Country, stagecraft, and Senate. Extracurricular activities include volunteering for the Veterans of Hope Project as a Student Ambassador, facilitator for the Denver Museum of Nature and Science, youth leader for Youth Partnership for Health, and intern with MC² at Children’s Hospital.

A Survey of Practices, Initiatives and Programs in Creating a Diverse and Inclusive Environment and the Role of Organizational Culture at The Children’s Hospital in Denver  
*Location: Chambers Center 150*  
*Presented by: Stacey Whiteside Renz, MSW*

This session will provide an overview of the efforts at The Children’s Hospital around diversity and inclusion. This includes the continual work to make cultural competency a foundation in the provision of care and a number of initiative and project based efforts including 1) a cross functional employee driven diversity and inclusion committee,
2) workforce recruitment and retention strategies, 3) education and outreach and 4) two workforce investment programs, the Medical Career Collaborative (MC2) and Project SEARCH. Presentation focus will be placed specifically on the models of MC2 and Project SEARCH. MC2 engages students from diverse backgrounds in healthcare and Project SEARCH is a transition program for students with developmental disabilities. The presentation will highlight how the models work, lessons learned and the role of organizational culture in the impact these programs have had at The Children’s Hospital. Workshop attendees will be asked to consider how the shared ideas, efforts and models might be applied in their own lives, communities and institutions.

Stacey Whiteside Renz currently works as a program manager at The Children’s Hospital in Denver Colorado. Stacey oversees the Medical Career Collaborative (MC2) and Project SEARCH programs, both designed to build a more diverse and inclusive workforce. Stacey is also a chair on the Diversity and Inclusion Service Excellence Team at The Children’s Hospital and specifically works on building educational opportunities around cultural awareness, health disparities, and creating a more inclusive environment for patients, families, and staff. Stacey has also taught in high school in Denver Public Schools, worked in residential treatment for youth, and done policy research on the topics of strengthening families, rural poverty, education reform, and the healthcare workforce pipeline. Ms Whiteside-Renz earned her Master Degree in Social Work from the University Of Denver Graduate School of Social Work in 2003 with an emphasis on community practice and program development.
renz.stacey@tchden.org / 720-777-4072

Conducting Effective, Fair, and Equitable Site Visits
Location: Chambers Center 190
Presented by: Roweena Naidoo, Adrienne Mansanares

You are invited to an interactive (and fun) session about inclusiveness and grant making. Participants will: (1) learn about the inclusiveness question on the Colorado Common Grant Application (even if your grant making program does not use the CGA, this session is for you); (2) increase ease discussing inclusiveness during site visits and in/reviewing applications; (3) share promising practices and helpful tools.

Roweena Naidoo is the Program Manager at The Women’s Foundation of Colorado. She is responsible for coordinating the disbursement of funding to Colorado-based organizations that focus on improving the economic self-sufficiency of women and girls. In addition, she assists with the planning, organization and convening of a strong collaboration of Colorado-based nonprofits working toward economic policy reform. Roweena leads The Foundation’s initiatives on programs for girls, including most recently addressing the high drop out rate for girls in Colorado. / Roweena is originally from KwaZulu-Natal in South Africa, where she earned her Bachelor of Arts Degree. She holds a Master of Public Administration Degree from Baruch College (CUNY) in New York.
roweenan@wfco.org

Adrienne Mansanares By supporting nonprofit organizations through consulting, training, and grantmaking; building genuine relationships; and developing her personal and professional capacity, Adrienne Mansanares works to advance the nonprofit sector as a vehicle toward social justice and racial equity. Adrienne has developed leaders among people from diverse backgrounds, facilitated countless meetings and community forums, and trained on such topics as board development, fundraising, coalition building, and diversity and inclusiveness. A regular presenter at regional and national conferences, Adrienne is an alumna of the Circle of Latina Leadership and serves on the boards of Community Shares of Colorado and Planned Parenthood of the Rocky Mountains. She earned a degree in Political Science and graduated with Departmental Distinctions at the University of Colorado at Denver, and enjoys laughing with her husband, toddler and 110 lb. doggie. amansanares@denverfoundation.org

Evaluating Inclusiveness - Walking the Walk
Location: Chambers Center 160
Presented by: Heather Allan, MSW candidate

In the mid 2000s a local area human service nonprofit embarked on an initiative to create greater inclusion in their staff, clients and community. This journey began with a needs assessment which was followed by a comprehensive blueprint for action in five areas and included an evaluation. In 2010 the implementation phase of the action blueprint was nearing an end. As such the agency set forth to conduct a comprehensive assessment of inclusiveness at the organization combined with an evaluation of inclusiveness efforts up to that point. At the beginning of this year, the report from the assessment and evaluation was released. Results were consistent with the literature around perceptions of staff inclusion and will be used to determine the agency's next action steps. Participants in the workshop will be walked through the inclusiveness journey of this agency towards a greater understanding of the cyclical nature of this work as well as the need for comprehensive evaluation of efforts.

Heather Allan is a second year MSW candidate at the Graduate School of Social Work at the University of Denver in the Leadership for Community and Organizational Practice. Her interests include program and practice
evaluation and social justice issues. She has worked part-time during her studies managing the inclusiveness efforts of a local area non-profit and is currently an intern at the American Humane Association working on projects related to disparities and disproportionality in child welfare and the emerging practice of differential response.

heather.a.austin@gmail.com

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3:00-4:00 p.m. CONCURRENT WORKSHOPS

**Addressing Microaggressions - Linking the Classroom and the Workplace**

*Location: Joy Burns 231*

*Presented by: Joel Portman, Caitlin Lorenz*

Microaggressions in the classroom and between co-workers continue to be a challenge. Students and employees report that they are often subjected to insults and invalidations by professors, supervisors, and co-workers based on race, ethnicity, religion, nationality, sexual orientation, gender expression, gender identity, disability, and other diverse dimensions. Microaggressions are often perpetuated, not by spiteful and bigoted people, but instead are undertaken at the unconscious level by well meaning and caring individuals. The bottom line, though, is that microaggressions result in hostile and unwelcoming environments. Each of us plays a role and has a responsibility in creating safe and inclusive learning and work environments.
Joel Portman is the Coordinator for Intergroup Relations at the Center for Multicultural Excellence (CME) and a board member of the Global Diversity and Inclusion Foundation. He is in his fifth year at the University of Denver, completing a MBA as part a dual degree program with an undergraduate degree in International Studies. Joel began work on diversity and social justice initiatives upon arriving at DU as a member of the Social Justice LLC and has continued that work at CME, and through his roles on the Undergraduate Senate (Senator, Chair of the Undergraduate Diversity Committee) and as a former Co-Director of Diversity and Culture for the University of Denver Programming Board, among other student organizations and university committees. joelaportman@gmail.com / 314-607-7988.

Caitlin Lorenz was raised in Loveland, Colorado. She is a member of the Daniels Inclusive Excellence Committee. After high school, Caitlin participated in a program called Rotary that allowed her to study in Argentina as an exchange student. During the year abroad, Caitlin studied Argentinean culture, Spanish (also known as Castellano, and attended an art institute to fulfill the academic requirements of the program. Currently at DU, Caitlin is majoring in Hospitality Management at the Knoebel School of Hospitality Management with a minor in Spanish. Caitlin works as a Resident Assistant in Centennial Halls and will be going abroad in the Fall of 2011 where she will participate in a language intensive program, taking 16 semester credit hours in Spanish. Caitlin.Lorenz@du.edu

**Going Beyond Suits and Ties - Understanding Diversity in a 21st Century Workplace**

*Location: Joy Burns 229*

Presented by: Joe Amato-Baril, Marcus Jimenez

Over the last decade many organizations have implemented Diversity programs and are still trying to decipher what Diversity is and its impact on their business objectives. The reason why so many Diversity programs have difficulty is because many organizations are still using a 20th Century approach to very complex 21st Century problems. As organizations evolve so do the challenges of the global market and the solutions of yesterday sometimes create the problems of today. Join us as we explore how Inclusion and Cultural Intelligence help combat these increasing marketplace challenges.

Joe Amato-Baril is currently the Director of Diversity at FirstBank working on development of a comprehensive Diversity program for the entire organization. Prior to his current position he previously worked in the financial industry in accounting and business development. Joe has recently lectured at the Monfort College of Business, Colorado State University College of Business, and the UCD Business School on the topic of Workforce Diversity. Joe received his B.S. degree in Business Administration from Colorado State and his MBA from Regis University. joe.amatobaril@efirstbank.com

Marcus Jimenez.

**Speaking Out: Student Experiences in Corporate America**

*Location: Joy Burns 211*

Presented by: Erica McCutcheon

The Speaking Out: Student Experiences in Corporate America workshop is an incredible opportunity to listen to students reflect on their participation as interns in corporate businesses. These diverse students will speak openly about diversity initiatives that they valued in their partner businesses and their desires for the progression of inclusive excellence in the workplace.

Erica McCutcheon is a Senior at the University of Denver. She is an INROADS intern and her partner company is Qwest Communications. Erica.McCutcheon@du.edu / 720-296-1873

**What Does Culture Have to Do with “Doing Business as Usual?”: Diversity Inc.**

*Location: Joy Burns 308*

Presented by: Julia Khrebtan, PhD Cand., MA; Beverly R. Natividad, PhD Cand., MA; Philip D. Horhager

This workshop focuses on suggesting strategies for raising cross-cultural awareness in organizations and building new conciseness of their members through inclusive cross-cultural communication. The workshop will show how, through elaborating on the phenomenon of diversity and effective and non-discriminatory management of differences, cultural diversity can become a true asset to various organizational cultures.

Julia Khrebtan is a Lecturer at the Communication Department at the University of Colorado at Denver, and an Adjunct Professor at the Department of Languages and Literatures at the University of Denver. She teaches courses in Communication and Diversity, Business and Professional Speaking, Intercultural Communication as well as German and Italian Language and Culture courses. Research interests include Identity Politics, Immigration, International Business and Diversity, Transnational Feminism, and Language and Social Change. Julia.Khrebtan@du.edu / 720-940-9980
**Equity in Education**  
*Location: Ruffatto 305*  
Presented by: Martina E. Meadows, Kathlynn Jackson

"Equity in Education" allows participants to reflect on how special populations of students are able to access the general education setting, curriculum and highly qualified teachers. Participants of this workshop will be facilitated thru several thought provoking questions around diversity and inclusion in regard to multiculturalism.

**Martina E. Meadows** is currently an Instructional Coach with the emphasis in English Language Development (ELD). As an instructional coach, she has mentored other teachers, facilitated professional development training, as well as collaborated with both general education teachers and ELD teachers to increase student achievement district-wide. Martina has worked with English Language Learners (ELLs) for 13 years ranging from Kindergarten to Adults. As an ELD Specialist, Martina has also consulted with building Principals and district personal to ensure all ELLs are receiving the best education. In addition to this, she is also the coordinator for the district’s Inclusivity Committee and has played a vital role with several Committee Engagement Conferences. martinameadows@yahoo.com / 719-494-8964

**Kathlynn Jackson** is a 2009, DU Alumni, graduating from the Morgridge College of Education with a Masters Degree in Educational Administration and Policy. Her professional experience brings a strong background in working with special education students, teachers, administrators, parents, and community agencies. She also supports her District’s mission of diversity through co-facilitating the Inclusivity Committee, utilizing Culturally Responsive teaching strategies. Most recently as an Instructional Coach, her work has helped to facilitate improved access for special education students, and enhanced co-teaching models within her district. She has worked for Falcon District #49 for nearly 8 years, but has worked within the field of Special Education for 14 years. kjackson@d49.org

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**Five Lenses for Educating and Assessing Cultural Competence**  
*Location: Ruffatto 202*  
Presented by: Dr. James Francisco Bonilla

This session will engage participants in exploring two questions, “Is there one best approach to educating for cultural competence and inclusive excellence?” and, “Is cultural competency measurable?” This session emerges from a 2010 research study of a pilot graduate course on Cultural Competence & Managerial Leadership offered through Hamline University’s School of Business. That study analyzed student learning outcomes as measured by five assessment instruments and concluded that a multi-perspective approach increased student cultural competence.

Goals for the session include the following: 1) To introduce five distinct approaches to educating for cultural competency along with a sampling of corresponding assessment instruments; 2) To provide session participants an opportunity to identify their own preferred “lens(s)” on cultural competence; and 3) To compare and contrast the comparative strengths and limitations of each lens and discuss the implications of the session to participants’ own teaching, training, research and/or assessment efforts.

**Dr. James Francisco Bonilla** jbonilla@hamline.edu / 651-523-2257.

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**Hispanic Scholarship Fund Best Practices for Working with Latino students and families**  
*Location: Ruffatto 122*  
Presented by: Nancy Hernandez

Participants will be introduced to the national organization, the Hispanic Scholarship Fund. HSF will share resources and best practices for working with Latino high school students and their families. We will provide
information about our Scholar Chapter model for providing college campus support to recruited and enrolled students and community outreach to high schools/programs. Participants will also learn about HSF scholarships and how to apply.

**Nancy Hernandez** was born and raised in El Paso, Texas and attended Colorado College where she earned a Bachelor’s degree in Philosophy. After working in various Denver nonprofits, including the Gill Foundation, Clinica Tepeyac and the Colorado Parent Information and Resource Center, she went on to earn a Master’s degree in Nonprofit Management at Regis University. Nancy is a Program Officer with the Hispanic Scholarship Fund where she recruits for the Peierls Rising Star Scholarship and provides retention services to students and community outreach on higher education to Latino families through schools and community organizations. (nhernandez@hsf.net / 303-927-8242)

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**Inclusive Service: An Integrated Health and Counseling Center's Journey**  
*Location: Ruffatto 304*  
Presented by: Scott Cypers, PhD, CJ Wera, Kirsten Ging, Psy.D., Regina Hund, Psy.D., Julie Weissbuch, MSW, Denise Gubrud

The Health and Counseling Center this year made the strategic goal of the center inclusive service, working to better reach out and meet the needs of marginalized groups on campus. This workshop will describe this process including how these groups were identified, knowledge gained through data collection (focus groups and surveys), and discuss the ways that this information was used to guide intervention efforts at the Health and Counseling Center. This presentation will also include a discussion of the do's and don't along this journey for other departments or organizations hoping to increase their outreach/service efforts to marginalized populations on campus.

**Scott Cypers** is Interim Co-Director of Counseling Services and Chair of the Diversity Committee at the Health and Counseling Center. I am dedicated to multicultural issues in counseling. I have taught courses at the University of Maryland, University of Southern California, and Argosy University to masters and doctoral level clinicians on the subject. I have published and presented on the subjects as well, including co-authoring a book chapter with Dr. Jose Abreu entitled “Treatment issues with Hispanic Clients” in Counseling American Minorities as well as presenting at the American Group Psychotherapy Association. scott.cypers@hcc.du.edu / 303-871-2205

**CJ Wera** is Director - Finance and Administration at the University of Denver. I have over 20 years of public and private finance and accounting experience. I have been in college healthcare administration for 10 years. I am one of a few hundred CPA's that also hold CFM and CMA certificates. I am on the ACHA Benchmarking Committee and have been active in the RMCHA leadership committees. I hold Certified Public Accountant, Certified Managerial Accountant, and Certified in Financial Management. I am currently finished with my coursework for as a PhD student in Quantitative Research. President. RMCHA 2008-2009. RMCHA Board Member 2008-2010 Outstanding Service Award, Student Life Division, 2009. cj.wera@hcc.du.edu / 303-871-2205

**Kirsten Ging** graduated from the University Of Denver Graduate School Of Professional Psychology in 2009 and currently serves as the Behavioral Health Consultant at the DU Health and Counseling Center. My passions lie in GLBT issues and identity development, with a special interest in working with the trans-community. The topic of having multiple, and sometimes conflicting, identities is particularly close to my heart and I enjoy the work around helping people to proudly express themselves, however that might be. kirsten.ging@hcc.du.edu / 303-871-2205

**Regina Hund** regina.hund@hcc.du.edu / 303-871-2205.

**Julie Weissbuch** julie.weissbuch@hcc.du.edu / 303-871-2205.

**Denise Gubrud** is a Certified Medical Assistant at the HCC for approximately 5 years. I enjoy working with people and appreciate the opportunity to contribute to the care of our students. Early on in my career at the HCC I met some International students and hoped that there may be some way to assist with some of their requirements and help to create a more welcoming environment. The HCC has teamed with the English Language Center to share information on health insurance and MMR (mumps, measles, and rubella) immunizations with the students during Orientation week.

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**Of Diapers and Dissertations: Identifying Barriers and Strategies of Inclusion for Student Parents in Higher Education**  
*Location: Ruffatto 408*  
Presented by: Jennie Walker, Doctoral Candidate, Michelle Hernández, Doctoral Student, Tamara Johnson, Doctoral Student

This workshop offers a safe space to uncover the unique challenges of student parents. The panel will begin by sharing current research on student parents in higher education and their personal insights on the topic. They will
then invite session participants to share their experiences, insights, and questions. The panel presentation-dialogue format is intended to engage diverse perspectives that may include parents of children with special needs, parents in the GLBTQ community, and parents of blended families, which will further contribute to a rich and inclusive discussion. The panel members represent a diverse group of students in ethnicity/race, culture, marital status, family composition, professional obligations, progress toward degree, and academic aspirations. The session will conclude with suggestions on how institutions can better support student parents based upon current research, insights from the panel participants, and the workshop discussion.

**Jennie Walker** is a fourth-year doctoral candidate in Higher Education at the University of Denver. She is a single mother to a one-year old girl, and is currently a full-time student and part-time scuba instructor. Prior to having her daughter, she was a full-time leadership development specialist in corporate education. Jennie’s research interests include leadership development, internationalization of higher education, and new educational technologies and media. jenniewalker21@hotmail.com / 303-887-9478

**Michelle Hernández** (dym.hdz@gmail.com / 303-963-5382). As a second-year doctoral student in Higher Education at the University of Denver, Michelle studies issues of diversity, access and equity. Throughout her undergraduate journey at the University of Colorado, Denver, she found a passion for higher education as a Peer Advocate. At Arizona State University, Michelle completed her Master’s in Higher & Post-Secondary Education while working full-time as an Academic Advisor. A wife and mother of four, Michelle devotes herself to her family and their pursuits in education, community, and sport.

**Tamara Johnson** (tamaradwhite@gmail.com / 720-448-3399) is a second-year doctoral student in Higher Education at the University of Denver. She is a part-time student and works full-time at the Community College of Denver in the office of student life. She has two children, 5 and 8 years old. She was a stay at home mom for several years before coming back to work.

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### Performing Racialized Female Identity within the Walls of the Academy

**Location:** Ruffatto 409  
**Presented by:** Dr. Stephanie L. H. Krusemark

The campus environment serves as a physical manifestation of an institution’s mission, values, and goals of higher learning. When we consider how the environment can serve to perpetuate the larger societal dominant ideologies, issues of racism, discrimination, harassment, and oppression must be considered. While we may aspire to create inclusive environments through our policies, curriculum, pedagogical practices, and demographic composition through the tenets of inclusive excellence, we cannot dismiss the impact of our built environments as visual indicators of who is included or excluded. This workshop will explore how the built campus environment impacts our sense of identity, particularly how our racial, gender, and class identities are performed within the walls of the academy. We will engage in interactive exercises including analyzing how race, gender, and class have been portrayed historically and in popular culture within the campus environment that influence how we engage with each other.

**Dr. Stephanie Krusemark** is pleased to be appointed as the first post-doc fellow in the College of Architecture and Planning at the University of Colorado. She is engaged with the students and faculty of the Environmental Design program through research, teaching, and service. As recent graduate of the University of Denver, she has immersed herself in studying the dynamics that occur between communities of color and the built environment of the campus. Her dissertation titled, Walking on the Red Brick Path: A Portrait of African-American Women’s Experiences with the Built Environment of a Predominantly White Institution, discovered a multi-faceted and multi-dimensional reclaiming process that occurred through the women’s psychological interactions with the campus environment based upon their racial and gender identity. Stephanie.Krusemark@colorado.edu

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### How to Create and Grow an Inclusive 21st Century Non Profit Organization

**Location:** Chambers Center 190  
**Presented by:** Mary Ricketson

This workshop will focus on practical and innovative ways in which to create an inclusive, relevant and high performing non profit organization.

**Mary Ricketson** is a lawyer, educator, administrator, fund-raiser and advocate. From 2000-2006, Ricketson served as the Dean of the University of Denver Sturm College of Law. During this period, the school’s US NEWS ranking jumped an unprecedented 41 points to the highest rankings in the school’s history. Immediately prior to joining the University of Denver, Ricketson served as the Executive Director of the Colorado Lawyers Committee for Civil Rights Under Law, assisting 40 top Colorado law firms advocate for Colorado’s underserved communities. Ricketson has served as a Colorado Assistant Attorney General, an Assistant District Attorney and as a court
appointed mediator and arbitrator. She has been the recipient of numerous awards. Ricketson currently teaches at The Women’s College and is involved in leadership and policy projects. Mary.Ricketson@du.edu

Lifting the Veil of Secrecy: Understanding and Owning Human Services Disparities
Location: Chambers Center 150
Presented by: Maya Wheeler, MHA, MBA, MA, Donna L. Parrish, MA, LPC, Judge Kathy Delgado, Corey D. Johnson, MSS

This workshop will introduce the audience to statistics and history regarding disparity and disproportionality in the child welfare system in Colorado. Discuss how fears of “transparency” by counties were overcome to develop and implement a public website tracking disparities data. Discuss the journey, beginning with the formation of the Colorado Disparities Resource Center (CDRC) to provide leadership and guidance in cooperation with Colorado Department of Human Services (CDHS) to counties in examining data outcomes through a race equity lens in order to provide a complete and accurate picture of the experiences of all children and families in the child welfare system. Demonstrate how the CDRC has utilized the experience of other locations that have been successful in the work including Texas and California; leveraged the knowledge and experience of national and local leaders through the creation of a disparities leadership committee; “Learning Communities”, and hosted town hall meetings.

Maya Wheeler is a Child Welfare Disproportionality Specialist for the American Humane Association in which she serves as the liaison between the 64 Colorado counties and the Colorado Department of Human Services to address the longstanding issues of service disparities in child welfare based on race and ethnicity. She has extensive experience in data analysis, community outreach, health disparities, cultural diversity issues and facilitating collaboration with diverse groups and individuals. She currently serves on the Denver African American Commission, the Colorado Black Health Collaborative Cultural Network Community Committee, and as a Court Appointed Special Advocate (CASA). mayaw@americanhumane.org

Donna L. Parrish has more than 17 years of experience in the human services field and is currently the Director of Disparities and Practice for the Child Protection Research Center at the American Humane Association. She provides strategic leadership to advance American Humane Association’s approaches to reducing disproportionate representation of children caused by discrimination, and disparate outcomes in the child welfare system and other systems serving children and families. Through these efforts, Parrish will oversee the infusion of disproportionality and disparities strategies in practice delivery approaches throughout American Humane Association’s Child Welfare programs. donnap@americanhumane.org

Honorable Kathy Delgado was appointed by Governor Owens in July, 2002 as a District Court Judge of the Seventeenth Judicial District. Her tenure began in the Domestic Division; followed by a term in the Criminal Division when in July, 2006 she rotated to the Juvenile Division. Judge Delgado took on the role of Lead Judge for the Model Court Project through the National Council for Juvenile and Family Court Judges and provides judicial leadership for numerous collaborative initiatives to undergo continuous evaluation and improvements to the juvenile justice system. She was appointed by Governor Ritter to the Child Welfare Action Committee. kathy.delgado@judicial.state.co.us

Corey Johnson began his career 18 years ago working with adolescents and children in shelter settings. Mr. Johnson came to Denver Department of Human Services in 1995 as a Social Caseworker. He currently supervises the Team Decision Making Unit. Mr. Johnson chairs the Disparity Action Committee for Denver County. He has presented at several local, state and national conferences regarding child welfare outcomes and minority over-representation in Denver County including the 2009 CASA national Conference and the 2007 and 2008 Annie E. Casey Family to Family National Conference and is a contributing member on the Applied Research in Child Welfare Team. Corey.Johnson@denvergov.org

What Did You Just Say?
Location: Chambers Center 160
Presented by: Tara Raju, MSW

With your colleagues, in the classroom, in your personal life, prejudicial phrases and statements often come without warning, leaving the listener stunned and sometimes speechless, unsure how to respond. Unfortunately, the typical response is often to say nothing. There is a better response than no response. By exploring the broad range of stereotypes that are part of everyday conversation and their impact on the work environment and classroom, participants will have opportunities to increase their skills and motivation to challenge such statements effectively. Utilizing an interactive format, this session will provide skills and practical techniques for speaking up.

Tara Raju is the Project Director, Education for ADL’s Mountain States (CO/ WY) Region. Ms. Raju has more than 15 years of experience in education and the non-profit sector. Prior to the ADL, Ms. Raju worked with
Communities In Schools, Inc. (CIS) for 6 years, first, as the director of operations in Chicago, then as a national CIS trainer. She worked with Chicago Public Schools to create systemic change and a comprehensive approach to better serve schools and communities through collaboration and partnerships. As a CIS national trainer, she trained CIS organizations in various areas of nonprofit management. Ms. Raju has also worked with college students at Reed College and the University of Pennsylvania using traditional and experiential learning to teach leadership, diversity, skills for activism and social responsibility. Most recently, she was the director of the Denver Facing History Project. Currently at the ADL, Ms. Raju is responsible for anti-bias education for teachers, community organizations, campus work, law enforcement officers and Holocaust Education. Ms. Raju has a Masters in Social Work from the University of Pennsylvania and a Bachelor of Arts in African and Afro-American Studies and Political Science from Washington University in St. Louis. traju@adl.org / 303-830-7177

Join us for the

Chocolate Fountain

Networking Event

4:00-5:00 P.M.

Knoebel School Dining Room
1. South on University Boulevard.

2. Turn right onto East Asbury Avenue

3. Parking can be found in the circled lot below (Lot L). A parking attendant will be in the lot. To avoid a ticket, please receive the parking pass from the attendant and place it on your dashboard.

4. Diversity Summit registration will take place in Sturm Hall, the circled building to the west of Lot L.