MARCH 23, 2021

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#EDC21atUNT

2021 UNT EQUITY & DIVERSITY CONFERENCE

Facing the Future Together: Allies, Accomplices, & Action

Presented by: HILTI

In partnership with:

UNT | DIVISION OF INSTITUTIONAL EQUITY & DIVERSITY

NORTH TEXAS COMMUNITY COLLEGE CONSORTIUM
Welcome

Greetings,

Welcome to the 21st annual Equity & Diversity Conference, a signature event of the Division of Institutional Equity & Diversity at the University of North Texas. Our conference theme is “Facing the Future Together: Allies, Accomplices & Action.”

Generous support of campus and corporate sponsors allows us to host the conference. We are proud to recognize Hilti as the Presenting Sponsor of the 2021 Equity & Diversity Conference and as the sponsor of the Inclusive Excellence Award. Also, this year we are partnering with Be The Match, the largest and most diverse bone marrow registry in the world. Ten percent of the support provided by campus sponsors will be donated to this worthy organization. Locally, Be The Match has already made a life-saving difference in the lives of members of the Mean Green family by providing a donor match for those in need of bone marrow transplants.

Since last year’s conference in February 2020, we have been rocked by dual pandemics of COVID-19 and racism. We have grappled with moving to a virtual environment for practically all aspects of our daily lives. And, this year’s first all-virtual Equity & Diversity Conference is just one example of our ability to quickly pivot and adapt to changing times. Last year we also witnessed the impact of brutal killings which were part of the impetus for increased demands by students, faculty, and staff for the university to strengthen and demonstrate its commitment to DEI. There were calls for dismantling structural racism and making needed changes in the way we support and value all members of the UNT community. We continue to respond to issues raised and to make meaningful progress through changes in policies, practices, teaching, research, and service.

The Equity & Diversity Conference remains a continuing part of UNT’s DEI efforts. As we gather virtually for the 2021 conference, let us remember that UNT’s commitment to DEI can be traced back to its founding more than 130 years ago when the first group of students included women and 28 members of the Muscogee Creek Nation. Also, in January 2020, UNT became a Minority-Serving Institution (MSI) and a Hispanic-Serving Institution (HSI). Even more than before, having a welcoming and supportive university community is critically important as we face the future together.
We believe the conference will assist participants in developing cultural competence and in fostering a university community that values, supports, and respects each other and leverages the educational benefits of diversity. Therefore, we invite you to engage in dialogue to cross boundaries and build bridges that will create opportunities to engage actively with other students and employees. As you participate in this year’s conference, it is our sincere desire that you will take this time to focus on our commonalities and think about ways to strengthen your commitment to DEI. We hope you will enhance your professional skills, gain knowledge that will impact you in a positive manner, and increase your network of colleagues.

Thank you for attending the 2021 Equity & Diversity Conference.

Respectfully,

Joanne G. Woodard
Vice President,
Division of Institutional Equity & Diversity

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Stay informed!

Subscribe to our Division of Institutional Equity & Diversity e-newsletter *Culture Connection*. You will be the first to hear about the latest news, events, and programs!
8:30 a.m. WELCOME FROM JOANNE WOODARD, VICE PRESIDENT, DIVISION OF INSTITUTIONAL EQUITY & DIVERSITY

LAND ACKNOWLEDGEMENT
LANE BARRETT, NATIVE AMERICAN STUDENT ASSOCIATION

WELCOME FROM PRESIDENT NEAL SMATRESK

INCLUSIVE EXCELLENCE AWARD PRESENTED BY HILTI
SHANI BARRAX MOORE, DIRECTOR, DIVERSITY & INCLUSION
University Libraries

9:00 a.m. PRESENTING SPONSOR ADDRESS:

9:45 a.m. CONCURRENT SESSIONS 1

ACADEMIC TRACK
» Creating Inclusive Spaces in Housing and Residence Life CANCELED
» Facilitating an Antiracist Pedagogies Working Group at a PWI
» #Not a Buzz Word: Advancing Equity in Early Childhood Education
   Presented by Bank of Texas
» Supporting Undocumented Students
» Understanding Your International Student - Enhancing Student Engagement Through DEI
» Walking the Talk: Overturning Biases Throughout Student Interactions
   (Presented by University Libraries)

CORPORATE TRACK
» Equity Leader Essentials: What Corporate Leaders Need to Know
   Presented by Michael’s
» Exceeds Standards: Leveraging Employee Evaluations for Equity, Diversity and Inclusion
» Queer, Dyke, and Other Words

11:15 a.m. CONCURRENT SESSIONS 2

ACADEMIC TRACK
» Adult Social Emotional Competence and Wellness
» Challenging Capitalistic Exploitation: Black Feminist/Womanist Commentary on Work and Self-Care
» De-Dichotomizing Diversity, Beyond “Whites and Non-Whites” and “Women and Minorities”
» Fostering Inclusivity in Classrooms: A Student Perspective
» No Letting Down Anytime Soon: Engaging Today’s Civically-Engaged College Students
» Unpacked: Stereotype Threat in the Classroom

CORPORATE TRACK
» Are We Doing the Right Things the Wrong Way?
» Maximizing ROI for ERGs
» Navigating Boundaries in the Workplace with Staff of Color

12:45 p.m.
WELCOME FROM SHERAINE GILLIAM HOLMES, VICE CHANCELLOR FOR ORGANIZATIONAL EFFECTIVENESS & CHIEF HUMAN CAPITAL OFFICER
BE THE MATCH PRESENTATION
KEYNOTE ADDRESS BY JEFF CHANG PRESENTED BY: HILTI

2:15 p.m.  
CONCURRENT SESSIONS 3
ACADEMIC TRACK
» Design for Impact: Organizational DEI Strategic Planning
» Disability and Inclusion
» Equity Leader Essentials: What Academic Leaders Need to Know CANCELED
» Managing Towards Inclusion with Courageous Conversations
» Student Employment & Social Consciousness: Training for Inclusivity
» White Ignorance: Creating Teacher Awareness

CORPORATE TRACK
» Beyond Bubble Baths: Self Care & Mindfulness
» LGBTQ+ 101 - Aspiring Allies Want to Know
» Workplace Policy Reform is Essential to the Pursuit of Equity

3:45 p.m.  
CONCURRENT SESSIONS 4
ACADEMIC TRACK
» 2020: Serving Students During Times of Social Upheaval
» American-Muslim or a Muslim in America? Post 9/11 Realities
» #Eagle Dreamers: Intersections of Black and Undocu Lives
» Keys to Improving Your Diversity Recruiting Strategy
» Navigating Mental Health Challenges within the Latinx Community: ODAAT
» Protest Music (Presented by UNT Division of Digital Strategy & Innovation)
» Teaching Diversity and Health

CORPORATE TRACK
» How to Make Equity and Diversity Virtually Possible
» The Unseen Work of the Underrepresented

5:00 p.m.
CLOSING & POST-CONFERENCE DISCUSSION
PRINCIPLES OF ENGAGEMENT

SUSPEND

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

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

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

COLLEGE OF LIBERAL ARTS & SOCIAL SCIENCES

Nearly 9000 students strong, making up UNT's largest & most diverse college!
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CVAD News and Views: news.cvad.unt.edu

2044 SERIES

ANTI-RACIST PRAXIS AS FUTURIST ART AND DESIGN PEDAGOGY

Anti-racist Pedagogy in Art Education: K–12/Higher Education

FEB. 12, 1–2:30 P.M.

JONI BOYD ACUFF, Ph.D., The Ohio State University, Columbus, Ohio

JAMES HAYWOOD ROLLING JR., Ed.D., Syracuse University, Syracuse, N.Y.

REGISTER: news.cvad.unt.edu
Anti-racist Pedagogy in Design
MARCH 12, 2-3:30 P.M.

TAMEKA ELLINGTON, Ph.D., Kent State University, Kent, Ohio

CHERYL D. HOLMES MILLER, Independent Design Scholar, Stamford, Conn.

TERRESA MOSES, Ph.D. candidate, and assistant professor at the University of Minnesota-Duluth, Duluth, Minn.

Anti-racist Pedagogy in Art and Museums
APRIL 9, 1-2:30 P.M.

STEPHANIE A. JOHNSON-CUNNINGHAM, Co-Founder and Creative Director of Museum Hue

KELLI MORGAN, Ph.D., Independent Curator, Atlanta, Ga.

untcvad.unt.edu/2044
Concurrent Sessions 1

FACILITATING AN ANTIRACIST PEDAGOGIES WORKING GROUP AT A PWI
Alyssa Provencio, Ph.D. (she/her/ella), Anastasia Wickham, Ph.D. (she/her)
Level: Intermediate | Track: Academic
Keywords: Ally Development and Coalition Building, Organizational Development, Social Justice Education, Anti-Racism
In this workshop, the presenters will share context and reflections on facilitating an anti-racist pedagogies working group at a predominantly white institution (PWI). The presenters will offer suggestions for building allyship, buy-in, and institutional support. Attendees will participate in reflections, small group discussion, and activities.

#NOT A BUZZ WORD: ADVANCING EQUITY IN EARLY CHILDHOOD EDUCATION
Presented by Bank of Texas
Meghan Gowin, M.Ed. (she/her)
Level: Intermediate | Track: Academic
Keywords: Bias Awareness, Identity, Social Justice Education, Anti-Racism
Early childhood educators are increasingly responsible for providing culturally sustaining experiences and care to children from multiracial backgrounds. Through critical self-reflection and collaborative learning activities, participants will examine the commonly held misconceptions about the need for anti-racist and anti-bias education and develop strategic ways of incorporating an anti-racist and anti-bias approach into their programs.

SUPPORTING UNDOCUMENTED STUDENTS
Lorena Tule-Romain, M.Ed. (she/her), Amairani Gomez (she/her)
Level: Beginner | Track: Academic
Keywords: Inclusive Language and Microaggressions, Social Justice Education
Every year, approximately 98,000 undocumented students graduate from high school, yet only 5-10% of them go onto college. High school counselors and higher education educators practitioners can play an important role in providing resources and guidance on the college admission process and financial aid for undocumented students.

UNDERSTANDING YOUR INTERNATIONAL STUDENT - ENHANCING STUDENT ENGAGEMENT THROUGH DEI
Rekha Nair (she/her), Nausheen
Navigating college can be a very challenging experience. This experience can be even more complex for international students who have to learn to cope with the rigors of college while adjusting to a new culture. How are staff and faculty in higher education equipped to assist international students on their journey through college? This workshop will provide a basic cultural and environmental context about the experiences of international students in North Texas to higher education professionals that interact with them on a daily basis.

**WALKING THE TALK: OVERTURNING BIASES THROUGHOUT STUDENT INTERACTIONS**

*Presented by UNT University Libraries*

Essie Timmon, M.A. (she/her)

**Level: Intermediate | Track: Academic**

**Keywords:** Access and Equitable Practices, Bias Awareness, Anti-Racism

The purpose of this session is to recognize and confront underlying biases during interactions with students and overturning those biases by altering our perspective and language to promote employee and student success.

**EQUITY LEADER ESSENTIALS: WHAT CORPORATE LEADERS NEED TO KNOW**

*Presented by Michael’s Tanika Byrd, Ed.D. (she/her), Pam Chao, M.A. (she/her), Jennifer Laflam (she/her)*

**Level: Intermediate | Track: Corporate**

**Keywords:** Institutional Change, Organizational Development, Anti-Racism

Equity leaders seek to create change that results in equitable outcomes for specific under-resourced groups. To achieve these results and avoid perpetuating the status quo or causing additional harm, leaders must possess and be willing to develop essential knowledge and skills. This session will define and describe these essentials and offer specific strategies for developing as an equity leader.

**EXCEEDS STANDARDS: LEVERAGING EMPLOYEE EVALUATIONS FOR EQUITY, DIVERSITY AND INCLUSION**

*Presented by Peterbilt Rachel Jackson, M.S. (she/her), Laurel Spurgeon, M.S. (she/her)*

**Level: Beginner | Track: Corporate**

**Keywords:** Organizational Development, Promising Practices, Diversity and Inclusion Metrics and ROI

The employee evaluation. Often a document we only engage with once or twice a year and because we are required to. But, what if thought of employee evaluations more
critically? The evaluation is often a lost opportunity, especially when it comes to employees of color. Evaluations provide critical data and are a vital touchpoint supervisors can use to help support and advocate for their employees of color in the workplace. In this session we’ll discuss leveraging the evaluation for workplace diversity, equity, and inclusion.

QUEER, DYKE, AND OTHER WORDS
Elena Joy Thurston (she/her)
Level: Advanced | Track: Corporate
Keywords: Identity-Based and Other Diversity Programming, Promising Practices, Recruitment and Retention
With the recent SCOTUS ruling that prevents discrimination based on sexual orientation or identity, it is more important than ever that organizations understand there is a difference between tolerating LGBTQ employees and valuing them. While only 8% of GenX’rs identify as LGBTQ, 33% of Gen Z currently identifies as LGBTQ. With Baby Boomers currently being in the majority in the workforce, preparation is needed to retain diverse talent and prevent lawsuits. Best practices will be taught and discussed.

Concurrent Sessions 2

ADULT SOCIAL EMOTIONAL COMPETENCE AND WELLNESS
Sharon Bradley, M.Ed. (she/her)
Level: Beginner | Track: Academic
Keywords: Self-Care
Educators will deepen their understanding of SEL and engage in reflective experiences to assess their own social emotional health and tend to their own self care. Participants will acquire tools and strategies to incorporate into their daily practice to be primed and ready to effectively support students and their social emotional needs.

CHALLENGING CAPITALISTIC EXPLOITATION: BLACK FEMINIST/WOMANIST COMMENTARY ON WORK AND SELF-CARE
Altheria Caldera, Ph.D. (she/her)
Level: Advanced | Track: Academic
Keywords: Self-Care
This presentation reveals how imperialist, capitalist, white supremacist patriarchy can shape the lives of women of color academics. We will discuss ways that a toxic work environment along with the myth of meritocracy negatively impacted physical and mental health, until the COVID-19 slow-down allowed engagement in self-care. We describe self-care that is rooted in love and political resistance, explain how Black feminist/womanist self-care challenges capitalistic exploitation, and pose important questions about the impact of hard work on Women of Color.

DE-DICHOTOMIZING DIVERSITY, BEYOND “WHITES AND NON-WHITES” AND “WOMEN AND MINORITIES”
Presented by Division of Research & Innovation
Audon Archibald, M.S. (he/
and whose efforts may not let up until they see what they view as necessary reform. This presentation will prepare participants to facilitate tough but necessary conversations surrounding today’s most pressing social issues, support and care for marginalized students who have experienced or been accused of sexual misconduct will be discussed. The session will also examine campus climate assessments and data-driven approaches to reducing sexual and gender violence on college campuses.

UNPACKED: STEREOTYPE THREAT IN THE CLASSROOM
Reginald Robinson, M.Ed. (he/him)
Level: Beginner | Track: Academic
Keywords: Access and Equitable Practices, Bias Awareness, Identity, Inclusive Language and Microaggressions, Institutional Transformation, Privilege and Systemic Oppression, Anti-Racism
Steeped in Dr. Claude Steele’s seminal work on the stereotype threat phenomenon, this engaging learning experience explores the problems with and solutions for stereotype threat within the classroom all learners. Come away with actionable insights to disrupt tacit microaggressions that plague everyday classroom interactions.

ARE WE DOING THE RIGHT THINGS THE WRONG WAY?
Laura Corkery (she/her), Lisa Amoroso (she/her), Monique Stennis, M.B.A. (she/her)
Level: Intermediate | Track: Corporate
The intent of diversity and inclusion is to bring people together and create equity and a sense of belonging in the workplace. The current approach to diversity, equity, and inclusion can focus on one cohort or one side of a conversation at a time. This can create a culture of blame, shame, avoidance, dismissal, or exclusion.

MAXIMIZING ROI FOR ERGS
Presented by Comerica
Maiya Winston, CDP (she/her, Black)
Level: Advanced | Track: Corporate

Keywords: Employee Resource Groups, Identity-Based and Other Diversity Programming, Diversity and Inclusion Metrics and ROI

It’s great for a company to have Employee Resource Groups to support traditionally underrepresented populations within corporate environments, but how do you ensure that these groups are not more than “culture clubs”? During this session, the importance of a defined ERG program structure, metrics and demonstrated connection to company and department business goals will be discussed to ensure your ERGs are both giving and receiving value throughout your enterprise.

NAVIGATING BOUNDARIES IN THE WORKPLACE WITH STAFF OF COLOR
Rachel Jackson, M.S. (she/her), Laurel Spurgeon, M.S. (she/her)
Level: Advanced | Track: Academic

Keywords: Institutional Transformation, Organizational Development, Diversity and Inclusion Metrics and ROI

Organizations, institutions, and businesses across the globe have vowed their commitment to diversity, equity, and inclusion in theory. In practice, leaders prioritize short term recruitment investments over transformational culture work, resulting in psychologically unsafe workplaces and revolving doors of talent. This workshop offers practical tools for designing impactful DEI organizational strategy and a theory of change to center historically marginalized experiences and transform culture over time.

Concurrent Sessions 3

Corporate
Keywords: Workplace Climate
Can I ask this? Can I say that? Sometimes our curiosity and ignorance can get the best of us and we ask questions or make comments which can make our co-workers of color feel uncomfortable. In this session, we will discuss common “boundary crossing” that people of color experience in the workplace, how to avoid those scenarios, and strategies for engaging in a diverse workforce.

Design for Impact: Organizational DEI Strategic Planning
Jessica Howard, M.A., M.A. (she/her)
Level: Intermediate | Track: Academic

Keywords: Institutional Transformation, Organizational Development, Diversity and Inclusion Metrics and ROI

Organizations, institutions, and businesses across the globe have vowed their commitment to diversity, equity, and inclusion in theory. In practice, leaders prioritize short term recruitment investments over transformational culture work, resulting in psychologically unsafe workplaces and revolving doors of talent. This workshop offers practical tools for designing impactful DEI organizational strategy and a theory of change to center historically marginalized experiences and transform culture over time.
Creating a truly inclusive and equitable environment includes acknowledging the benefits and diversity our students bring to our campuses, as well as challenging unconscious or conscious ableist views. Often not known is how intersectionally diverse our students with disabilities are and how to recognize and embrace all of these identities in our practices. This also includes learning how to make our instructional and programming affairs accessible utilizing Universal Design concepts. Our presentation will particularly highlight serving students who are d/Deaf/ Hard of Hearing and Blind/Visually Impaired.

MANAGING TOWARDS INCLUSION WITH COURAGEOUS CONVERSATIONS
Ticily Medley, Ph.D., LMFT-S (she/her)
Level: Beginner | Track: Academic
Keywords: Ally Development and Coalition Building, Institutional Transformation, Workplace Climate
Organizations are finding that mid-level and senior managers are often unprepared to have courageous conversations with their employees about issues of diversity, equity and inclusion. Several factors are essential for ensuring that these courageous conversations will be growth-oriented or even curative, rather than triggering or toxic. This session will explore bias and inclusion, and provide specific recommendations for preparing managers to engage in courageous conversations.

STUDENT EMPLOYMENT & SOCIAL CONSCIOUSNESS: TRAINING FOR INCLUSIVITY
Brecken Wellborn, M.A., C.S. (he/him), Kevin Sanders, M.S. (he/him)
Level: Beginner | Track: Academic
Keywords: Bias Awareness, Identity, Inclusive Language and Microaggressions, Organizational Development, Social Justice Education
At UNT, student employees of The Learning Center facilitate thousands of hours of academic support services each year, making them some of the most active members of the UNT community. For this reason, The Learning Center began inclusivity-minded training with its student employees five years ago. This workshop overviews the office’s efforts to develop and facilitate inclusivity-minded trainings, presents qualitative data demonstrating the trainings’ impacts, and helps attendees address questions and concerns related to training student workers outside of the scope of their job duties.

WHITE IGNORANCE: CREATING TEACHER AWARENESS
John Essington, Ed.D. (he/him)
Level: Beginner | Track: Academic
Keywords: Access and Equitable Practices, Bias Awareness, Identity, Privilege and Systemic Oppression
Seventy-nine percent of public school teachers are white. These educators are caring, idealistic individuals who are not racists, but ignorant to the harm caused to minorities due to the default whiteness of schools. This workshop will focus on how to help future and existing educators become aware of their privileges, the biased nature of school systems, and overcome these inequities. This workshop is not centered on guilt, but rather awareness and service to help implement practical change in schools.

BEYOND BUBBLE BATHS: SELF CARE & MINDFULNESS
Rachita Sharma, Ph.D., LPC-S, CRC (she/her), Cassidy Baker, LCSW-S, ACSW (she/her)
Level: Beginner | Track: Corporate
Keywords: Self-Care
With our lives turned upside down because of COVID-19, and not enough bubble baths to keep us feeling mellow all day long, wouldn’t it be nice if instead of having a mind full of worries, we could just be Mindful? Mindfulness is a self-care practice achieved by focusing one’s awareness on the present moment, while calmly acknowledging and accepting one’s feelings, thoughts, and bodily sensations: Daily practice can help us respond to pressures in a calmer manner that benefits our heart, head, and body.

LGBTQ+ 101 - ASPIRING ALLIES WANT TO KNOW
Emily VanKirk, M.Ed. (they/them)
Level: Beginner | Track: Corporate
Keywords: Identity, Inclusive Language and Microaggressions
LGBTQ+ 101 will provide aspiring allies with some of the groundwork needed to begin their own journey of supporting LGBTQ+ persons, including reviewing terminology, discussing some commonly asked questions, and addressing common faux-pas within ally and LGBT+ community relations.

WORKPLACE POLICY REFORM IS ESSENTIAL TO THE PURSUIT OF EQUITY
Daniel Murphy (he/him)
Level: Beginner | Track: Corporate
Keywords: Workplace Climate
Hiring and training new employees costs businesses billions of dollars annually. But these same businesses that incur such exorbitant costs are challenged by turnover. What if employers could reduce turnover and increase employee longevity? In this workshop participants will gain a deeper understanding of how the unique obstacles faced by those in poverty contribute to employment separation and how businesses serious about equity can and already are finding tangible solutions to end the cycle of instability through creative and compassionate reforms of workplace policy.
Concurrent Sessions 4

2020: SERVING STUDENTS DURING TIMES OF SOCIAL UPHEAVAL
Presented by the Office of the President
Katie Deering (she, they), Marilu Howard (she/her), Anna Marsden (she/they), Shabaz Brown (she/her)
Level: Intermediate | Track: Academic
Keywords: Access and Equitable Practices, Institutional Change, Social Justice Education

The year 2020 was...wow. Between a global pandemic, justified civil unrest against police brutality, political discord, economic upheaval, and the normal stresses of teaching and learning, our students dealt with and are still dealing with a myriad of issues. Join our panel including an instructional designer, local activist, and student affairs professional as they discuss ways to support students during a time of unprecedented crisis.

AMERICAN-MUSLIM OR A MUSLIM IN AMERICA? POST 9/11 REALITIES
Meena Naik, M.S. (she/her)
Level: Beginner | Track: Academic
Keywords: Identity, Institutional Transformation, Privilege and Systemic Oppression, Social Justice Education

Muslim or American: What identity takes precedence when two ‘ways of being’ are not seemingly aligned? In a country where racial tensions are high, xenophobia dominates media and policy decisions, and Islamophobia runs rampant, there exists a unique lived experience for many of today’s American Muslim college students. Applying frameworks of socialization and racial triangulation, this session will explore how American Muslim epistemologies develop and can be deconstructed within a population that has lived through a racialized post 9/11 America.

#EAGLE DREAMERS: INTERSECTIONS OF BLACK AND UNDOCU LIVES
Mariela Nuñez-Janes, Ph.D. (she/her/ella), Josselyne Sibrian (she/her), Ashleen Muturi (she/her)
Level: Intermediate | Track: Academic
Keywords: Ally Development and Coalition Building, Institutional Transformation, Social Justice Education, Anti-Racism

The recent uprisings for Black Lives demand radical change. As part of this call to action we consider how we can face the future together by asking: What can we learn from the experiences of Black and Latinx immigrant students? How do these experiences intersect? How can we improve efforts to support undocumented students when account for the intersections of Black and Latinx immigrant students?

KEYS TO IMPROVING YOUR DIVERSITY RECRUITING STRATEGY
Lesley Regalado, Ed.S. (she/her)
Level: Intermediate | Track: Academic
Keywords: Organizational Development, Recruitment and
Retention, Diversity and Inclusion: Metrics and ROI
Diversity in the workforce is a noble cause to strive for, yet many organizations do not successfully meet the mark. This trend, while a good moral cause, also provides other benefits. A solid recruiting strategy for diversity is a great way to improve performance and innovation, as well as build stronger brands and services.

PROTEST MUSIC
Presented by Division of Digital Strategy & Innovation
Alexandria Gurley (she/her)
Level: Beginner | Track: Academic
Keywords: Access and Equitable Practices, Identity, Institutional Change, Privilege and Systemic Oppression, Social Justice Education, Anti-Racism
Music is a universal language and as such this writing workshop will infuse music and poetry as its artistic approach to protest and resistance in times of political and/or social unrest. Texts to be interrogated will be Danez Smith poem Dear White America alongside a playlist of songs of protest ranging from Billie Holiday’s Strange Fruit to Kendrick Lamar’s Alright.

TEACHING DIVERSITY AND HEALTH
Deborah Kutenplon (she/her)
Level: Intermediate | Track: Academic
Keywords: Access and Equitable Practices, Bias Awareness, Identity, Social Justice Education, Anti-Racism
To improve health outcomes, students entering healthcare professions must learn to provide culturally sensitive care. This interactive session introduces strategies for designing a cultural diversity and health course, addressing dilemmas such as generalizations vs. stereotypes, creating a safe classroom, helping the fish see water, and using the self to promote learning and connection across differences. Workshop participants will have a chance to experience and debrief several innovative activities that can also be incorporated into general health courses to introduce diversity, equity, and cultural humility.

NAVIGATING MENTAL HEALTH CHALLENGES WITHIN THE LATINX COMMUNITY: ODAAT
Alicia Kakakios (she/her), Hiliarie Hurtado (she/her)
Level: Beginner | Track: Academic
Keywords: Identity, Self-Care
18.5% of the United States population identify as Latinx or Hispanic (United States Census Bureau, 2019). Over 16% of that population “reported having a mental disorder in the past year” (Mental Health America, 2020). The purpose of this presentation is to define mental health challenges the Latinx community may face. We will examine the show “One Day at a Time” to provide scenarios. This will include imposter syndrome, familialism, acculturation, depression, anxiety, among other topics.
HOW TO MAKE EQUITY AND DIVERSITY VIRTUALLY POSSIBLE
Daisy Garcia, M.Ed. (she/her), Austin Creswell (he/him), Latecia Hendricks (she/her), Nancy Zamora, M.S.Ed. (she/her)
Level: Beginner | Track: Corporate
Keywords: Employee Resource Groups
Learn how you can create Employee Resource Groups. Employee Resource Groups (ERGs) are voluntary, employee-led groups that foster a diverse, inclusive campus community upholding the value of Diversity. The ERGs are building a space where students and employees can be authentic, while educating and fostering a community that embraces diversity and inclusion in all aspects of NCTC life.

THE UNSEEN WORK OF THE UNDERREPRESENTED
Erma Udota, M.S. (she/her), Aundrea Caraway, M.B.A., M.S. (she/her)
Level: Beginner | Track: Corporate
Keywords: Access and Equitable Practices, Organizational Development, Privilege and Systemic Oppression, Recruitment and Retention
Join us as we follow two new professionals Jason, and Kalise through their first year at ABC Incorporated. We’ll see how their identities play a role in their interactions with others, workload, and ultimately their opportunities for promotion and leadership in their company. We’ll also take a look at the practices that could be implemented to make their experiences more equitable.
WE WANT YOUR FEEDBACK!

PLEASE COMPLETE THE POST-CONFERENCE QUALTRICS SURVEY.

Together, We’re Improving Our Communities.

Bank of Texas is proud to support the 2021 UNT Equity & Diversity Conference.
We're in this together.

Even in a year marked by unthinkable challenges, our incredible faculty and staff have been committed to helping our Eagles soar.
The Division of Institutional Equity & Diversity supports and affirms efforts across the University that demonstrate a commitment to diversity, equity, and inclusion. The Libraries’ commitment to inclusive excellence is evidenced through efforts to embed diversity equity, and inclusion in administrative practices, collection management and digital libraries, working groups, and student access.

The Libraries initially created a strategic partnership with the Division of Institutional Equity & Diversity through the work of Lilly Ramin. Lilly served on the previously active Student Support Task Force and contributed to the development of the Campus Inclusion Climate Survey. Lilly’s commitment to inclusion grew from making UNT Libraries more accessible to students with regular tabling in the Multicultural Center to creating the first Digital Library Resource Guide for the Division of Institutional Equity & Diversity’s events, which are currently used as part of UNT’s virtual diversity and inclusion training offerings. The Libraries partners with the Pride Alliance and Multicultural Center for ongoing events such as Fem Flicks which features films by and about women, and unique programming offerings such as Drawn Together discussing representation of people of color in comics. Their in-kind donations via use of meeting rooms for Division of Institutional Equity & Diversity programming expands programming access; one such example is their role as a key supporter in the deployment of the Campus Inclusion Climate Survey to Spanish-speaking employees, offering the use of their labs to encourage Spanish-speaking employees to take the survey with support from volunteers.

UNT Libraries’ efforts to embed inclusive excellence in its policies, programs, and practices is evidenced
through the training it provides to its faculty and staff in the areas of diversity, equity, and inclusion. They were the first unit to pilot the existing “Bias Awareness and Perceptions” learning and development session now used for open enrollment diversity and inclusion professional development. Many of their employees also participate as facilitators for Diversity & Inclusion’s Unlikely Allies dialogue series. The Libraries have also sought additional training to fortify their inclusion efforts for the LGBTQIA+ and Disability communities. Library staff members Kelly Evans helped to found the recently developed White Accountability Group, which provides a forum for White employees to explore their racial identity and move towards accompliceship.

Such awareness efforts led to the creation of a Diversity Interest Group that has grown into one of the first formed Diversity and Inclusion Councils. The work of the Libraries’ council in creating an assessment tool to supplement the Campus Inclusion Climate Survey Data, as well as the development of structures and roles for the councils, are serving as a model for other councils with similar needs.

Of particular note are UNT Libraries’ efforts to practice intentional inclusion in its collections as a co-curricular resource for students, faculty, and staff, and their efforts to improve their hiring practices. Curricular enhancements include an assessment of collections for inclusion and representation, with additions to the African American Studies Collection, increased accessibility for audiovisual material, and LGBTQIA+ resources. The Libraries have also engaged in a critical review and evaluation of their hiring practices. In particular, they have offered to serve as a pilot group for enhanced search committee training that includes a module on bias awareness in hiring practices.

Finally, UNT Libraries positioned itself as an innovator by facilitating the creation of the first Diversity & Inclusion Fellow, an opportunity initiated by Shaureece Park with the support of UNT Libraries Dean Diane Bruxvoort. Those who complete the Inclusion, Equity, and Community Building Series are now eligible to become a Diversity and Inclusion Fellow working directly with Diversity & Inclusion on various projects. Library staff also serve as Diversity & Inclusion Associates with similar roles using their skills and talents to contribute to the advancement of the Division of Institutional Equity & Diversity’s goals.

For these efforts, the Division of Institutional Equity & Diversity awards the UNT Libraries with the 2021 Inclusive Excellence Award. In partnership with Hilti, this year’s returning Inclusive Excellence Award Sponsor the award is accompanied by a monetary gift of $5000 to continue their diversity, equity, and inclusion efforts.
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The Office of the Provost and Division of Academic Affairs guides and supports faculty and academic staff as they work to transform students and advance UNT’s mission through forward-thinking teaching, research and service. We are dedicated to fostering an inclusive, affirming and equitable environment for our Mean Green Family and the diverse communities we serve.

The Office of the Provost and Division of Academic Affairs provides leadership for the following areas:

- Colleges, Schools and UNT Libraries
- Curricular Innovation and Academic Administration
- Faculty Success
- International Affairs
- Research, Scholarship and Creative Activities
- Student Success
- Texas Academy of Mathematics and Science
- UNT Career Connect
Jeff Chang has written extensively on the intersection of race, art, and civil rights, and the socio-political forces that guided the hip-hop generation. As a speaker, he brings fresh energy and sweep to the essential American story, offering an invaluable interpretation at a time when race defines the national conversation. His most recent book, *We Gon’ Be Alright: Notes on Race and Resegregation*, questions why we keep talking about diversity even as American society is resegregating, both racially and economically—and, it’s been adapted into a digital series, premiering on PBS’ Independent Lens. Chang’s forthcoming biography of Bruce Lee explores the kung fu legend’s life from the perspective of how his work disrupted racial politics of the time, inspiring movements in both the Asian- and African-American communities.

His previous book, *Who We Be*, is a powerful, challenging, and timely cultural history of the notion of racial progress, tackling pertinent themes of multiculturalism, student and political activism, the state of the arts, and the politics of abandonment. His first book, *Can’t Stop Won’t Stop: A History of the Hip-Hop Generation*, is only ostensibly about hip-hop: actually, it’s a cultural and social history, and a provocative look at the end of the American century.

It has
garnered many honors—including the American Book Award and the Asian American Literary Award—for its radical historicism and academic chops. In 2019, Slate named it one of the “Top 50 Nonfiction Titles of the Past 25 Years”. Chang has also edited Total Chaos: The Art and Aesthetics of Hip-Hop—a look at the genre’s true pioneers and mavericks—and is now at work on two book projects: Youth (a Picador Big Ideas/Small Book) and a biography of Bruce Lee (Little, Brown).

Currently, Chang is the Vice President of Narrative, Arts, and Culture at Race Forward, the Center for Racial Justice Innovation, which strives to help people take effective action toward racial equity. Chang has been a USA Ford Fellow in Literature, and was named one of “50 Visionaries Who Are Changing Your World” by The Utne Reader. Chang also co-founded CultureStr/e and Colorlines magazine, and was a Senior Editor/Director at Russell Simmons’ 360hiphop.com. He has written for The Nation, The New York Times, the San Francisco Chronicle, The Believer, Foreign Policy, N+1, Mother Jones, Salon, Slate, Buzzfeed, and Medium, among many others.

Born and raised in Honolulu, Hawai’i, he is a graduate of ‘Iolani School, the University of California at Berkeley, and the University of California at Los Angeles. He formerly served as the Executive Director of the Institute for Diversity in the Arts at Stanford University.
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- Provide the sense of community amongst black UNT alumni and the University of North Texas
- Promote opportunities for Black UNT alumni to grow professional networks
- Empower and provide support for current UNT students through mentorship and scholarship endowments
- Acknowledge the rich history, contributions, and struggles while celebrating the accomplishments of Black UNT alumni
- Support inclusion and racial justice efforts to recruit and retain a diverse faculty, staff, and student population

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Concurrent Sessions 1

Alyssa Provencio, Ph.D.
she/her/ella
Dr. Alyssa L. Provencio is an assistant professor in the Department of Political Science at the University of Central Oklahoma (UCO). She teaches courses in emergency and disaster management, public administration, and environmental and social justice. At UCO, she is involved with college and university committees related to diversity, equity, and inclusion, sustainability and environmental justice, as well as curriculum and pedagogy. Nationally, she is involved in the FEMA Higher Education program focusing on the scholarship of teaching and learning (SoTL) and ethics.

Amairani Gomez
she/her
Amairani was born in Acapulco, Guerrero in Mexico. However, she was raised in Dallas, Texas from the age of two. She graduated from Irma L. Rangel, the first public all-girls school in Texas, in 2013 and in 2016, she graduated from the University of North Texas with a B.A. Having been an undocumented student herself, she aspires to help other undocumented students attain higher education and to help provide undocumented families the resources and tools they need to succeed. Amairani is a former College and Career Readiness Educator at a West Dallas community-based non-profit. She now works as an Employment Coach who seeks to help individuals find a career they enjoy and that will provide financial stability for them and their families. Along with a passionate and dedicated team whose focus is to serve the undocumented community, Amairani serves as a Program Facilitator for the Dallas-Fort Worth branch of ImmSchools.

Anastasia Wickham, Ph.D.
she/her
Anastasia Wickham, Ph.D. is an associate professor of English and serves as the English Education coordinator. The English Education program provides high-quality preparation to enable candidates to successfully undertake the challenges of the teaching profession upon graduation. Before moving into this role, she taught both middle school and high school. These experiences, combined with her passion for English education and her ongoing efforts to remain current in the field, allow her to support students in reaching their professional teaching goals.

Elena Joy Thurston
she/her
Elena Joy Thurston is an inspirational LGBTQ speaker, trainer, and founder of the nonprofit Pride and Joy Foundation – which is dedicated to building self-awareness and safety for LGBTQ
families and their allies. A Mormon mom of four who lost her marriage, her church, and her community when she came out as lesbian, Elena’s viral TEDx talk on surviving conversion therapy has been viewed 40,000+ times and landed her media and speaking opportunities with ABC, CBS, FOX, Boston’s First Event, Seacoast Wellness Series, and THRIVE.

**Essie Timmon, M.A.**

she/her
After receiving both her Bachelor’s and Master’s of Art from Northwestern State University of Louisiana, Essie Timmon crossed the border to advocate for student success and equity to the great state of Texas. She currently works with international students at Dallas College’s North Lake Campus. She is a doctoral student in Lamar University’s Educational Leadership Program.

**Jamal King**

they/them
Jamal King is an International Student Advisor at the University of North Texas and has an aggregate 5 years’ experience in international student advising and F-1 CPT and OPT employment. As a member of the inaugural International Affairs Diversity, Equity, and Inclusion council and student of Human Services, he hopes to share and gain knowledge about serving all UNT students.

**Jennifer Laflam, M.A.**

she/her
Jennifer Laflam believes change is rooted in building community with people who seek to unmask normalized systems of power and privilege. As a former high school teacher and a current community college English professor, her goal is to co-create learning experiences that are relevant to people’s lived experiences. As Director of the Center for Teaching and Learning at her institution, Jennifer facilitates professional development for college employees. She is a doctoral student in Higher Education Administration studying whiteness in higher education.

**Laurel Spurgeon, M.S.**

she/her
Laurel Spurgeon is an alumna from the University of Central Arkansas and currently works at University of North Texas as a Community Director in the department of Housing and Residence Life. Laurel is currently a member of the Unlikely Allies group and part of the Black Professional Network at UNT. Laurel is currently working on her MBA in data analytics.

**Lorena Tule-Romain, M.Ed.**

she/her
Lorena Tule-Romain was born in Michoacán, Mexico and immigrated at the age of 9 and has been living in the United States for the last 22 years. Mrs. Tule-Romain started her journey as an undocumented student activist in Dallas, Texas, back in 2006. Mrs. Tule-Romain is the Co-Founder and Chief Strategy Officer at ImmSchools, an immigrant-led organization that supports undocumented students and families in K-12. She received her Masters in Higher Education from SMU and lives in Dallas with her family.

**Meghan Gowin, M.Ed.**

she/her
Meghan L. Gowin is currently a 3rd grade teacher at Uplift Ascend
Primary in Fort Worth, TX as well as a fourth-year doctoral student studying curriculum and instruction with a specialization in early childhood education at Texas A&M University-Commerce. She received her M.Ed. degree in early childhood education from Northwestern State University in 2014 and a B.A. degree in Anthropology with a minor in African American studies from Howard University in 2006. Her research interests include anti-racist K-12 education.

**Nausheen Qureshi**  
she/her  
Nausheen Qureshi functions as a Student and Program Assistant in the International Student and Scholar Services office at the University of North Texas. Having several years of experience in retail, hospitality, and customer service, Nausheen uses her passion for learning along with her multicultural upbringing as inspiration in her role as supervisor of front desk operations.

**Pam Chao, M.A.**  
she/her  
Pam Chao has been a steady, forceful advocate for equity and social justice at the local and national level for the last three decades. As a trainer and consultant on a national level, and as a Professor of Sociology and community member locally, Pam believes our work is amplified by empowering others and creating policies and infrastructure that make equitable practices more common today and the default in the future. Pam knows that organizations have strength because of the individual people within them.

**Rachel Jackson, M.S.**  
she/her  
Rachel Jackson is an alumna of the University of North Texas. She has a B.A. in Strategic Communications, with a minor in Social Science (’12) and an M.S. in Communication Studies (’19). She currently works in Housing & Residence Life and participates in UNT’s Unlikely Allies in the Academy dialogue series and UNiTing Race Relations series as a facilitator.

**Rekha Nair**  
she/her  
Rekha Nair is a Senior Immigration Advisor at the University of North Texas. She has been an educator for over 15 years and has worked in different areas of higher education including Student Affairs, Academic Advising, and International Education. Rekha came to the United States from India as an international student and she now uses experiences from her personal journey and professional training to help international students navigate the complex world of immigration regulations.

**Tanika Byrd, Ed.D.**  
she/her  
Dr. Tanika Byrd is committed to impacting her local and global community in regards to equity, inclusion, social justice, and intercultural communication. As a Communication professor, she specializes in how the practical application of competent intercultural communication skills leads to equitable relationships and a more just and equitable society. Dr. Byrd believes that finding the balance between speaking up, speaking out, and listening is where community is
built and change occurs. Working across identities to create an equitable and inclusive environment is her life’s passion.

**Tim Schmidt, M.A.**
he/him
Tim Schmidt has worked in the field of international education for over 25 years and joined the International Student and Scholars Services office at UNT in July 2019. He holds B.A. degrees in Geography and Russian from the University of Northern Iowa and an M.A. in Russian from the University of Iowa.

**Concurrent Sessions 2**

**Altheria Caldera, Ph.D.**
she/her
Altheria Caldera is a scholar, writer, and equity activist whose other identities include dog-lover, nature-enthusiast, and college football fan. She’s presently serving as an Education Policy Fellow for the Intercultural Development Research Association (IDRA). The Alabama native began her professional career as a middle school English teacher and has worked in education for the last twenty years in various roles—university professor, dean, department chair, and community college instructor. Through her research and scholarship, she promotes access and equity for all minoritized students in academic institutions.

**Audon Archibald, M.S.**
he/him
Audon is a fourth year Ph.D. student and research team leader in the University of North Texas Critical Race Research Lab, Psychology Department.

**Brandon Kitchin**
he/him
Brandon Kitchin is currently pursuing a master’s degree in Higher Education/Student Affairs at the University of North Texas. He serves as the Graduate Assistant for the Emerald Eagle Scholars Program, which provides tuition-assistance for high-achieving students from low socioeconomic status backgrounds. Brandon also serves as President of the Association of Graduate Students in Higher Education. Guided by the words of Marian Wright Edelman, “it’s hard to be what you can’t see,” Brandon is determined to be a positive inspiration across every level of campus possible.

**D’Lexis Strickland**
she/her
D’Lexis Strickland is a soon-to-be graduate at the University of North Texas. She is graduating with a B.A. in Psychology with a minor in criminal justice. She is an undergraduate research assistant in Dr. Niemann’s Critical Race Lab. She is interested in the intersection of psychology and the legal system, but also in how aspects of race and social injustice have on these areas of study as well. Specifically, how traumatic experiences affect juvenile and adult offenders across racial lines.

**Elyse Smith**
she/her
Elyse has worked at the University of Virginia, East Carolina University, and the University of North Carolina at Chapel Hill. Watching how these institutions have dealt with issues of equity and inclusion has given her a desire to work toward creating better institutions of higher education. She
has enjoyed her time as a student and employee at various universities, but she is acutely aware that we still have a lot more work to do to create improvements and change.

Laura Corkery
she/her
Laura is an experienced facilitator, sought-after speaker, certified Life Mastery Consultant and the founder and CEO of True You Living. Laura has 18+ years of experience leading teams and creating inclusive cultures in Fortune 50 companies. She has presented at national D&I conferences and received numerous awards for her D&I leadership. She has 10+ years of ERG leadership experience and has created national and global Ally programs. Laura’s superpower is challenging the status quo and she is passionate about creating a world that embraces all.

Lisa Amoroso
she/her
For 30 years, Lisa specialized in innovative business and talent strategies. She creates highly effective human capital by crystallizing the most beneficial combination of development, culture, behaviors, and inclusion to deliver bottom line results. Currently the Culture & Inclusion Senior Director for a Fortune 50 company, she has held a variety of HR Generalist, HR Specialty, and Supply Chain roles driving business outcomes. She has been a recipient of the many awards for her development of culture and diversity-related initiatives.

Madasen Briggs
she/her
Madasen first year Ph.D. student and research team leader at the University of North Texas Critical Race Research Lab, Psychology Department.

Maiya Winston, CDP
she/her/Black
Maiya Winston of Be A Possibility is a coach, consultant and mentor in Dallas, TX. With over 15 years of corporate experience, she has seen firsthand the difference that working with PURPOSE and PASSION can make on the lives and careers of employees. Maiya’s consulting areas of focus include diversity, equity, and inclusion within corporate spaces, leadership development, and employee engagement. She is an Aspen Institute Economic Opportunity Fellow and Executive Director of the newly formed DFW Collective of Black Employee Resource Groups (BERGs).

Monique Stennis, M.B.A.
she/her
As Interim Director of Diversity Initiatives, Monique Stennis leads the diversity, equity, and inclusion strategy for the University of Redlands to ensure academic support and inclusive excellence for students with various social identities. With over 15 years in communications, Monique brings project management expertise to every assignment and is adept at integrating communications programs. Monique is an adjunct professor of business who enjoys working with undergraduate students. She holds an M.B.A. from the University of LaVerne.
Reginald Robinson, M.Ed.
he/him
After interfacing with the far-reaching devastation caused by racism in our public schools, Reggie Robinson has committed himself to being an equity accelerator and ferocious warrior in the undoing of persistent, recalcitrant anti-Blackness within the system. With an impetus to ensure that ‘good’ and ‘enough’ never sit next to each other with regard to underrepresented youth, he continues to evangelize his deconstruct, disrupt, and dismantle message by delivering seminars, keynotes, and other learning opportunities that serve both the public and private sectors.

Sharon Bradley, M.Ed.
she/her
Sharon Bradley currently serves as Director of Family and Social Services/SEL for Plano ISD where she has helped shape the District’s approach to social emotional development for all students. Throughout her 20 years in education, she has served as strategic planning action team leader, secondary alternative school principal, general and special education teacher. She is a graduate of Mississippi State University where she earned her bachelor’s degree in Special Education and her master’s degree in Educational Administration from Prairie View A & M University.

Tironé Tennessee
she/her
Tironé Tennessee is from San Antonio, TX, and is a Psychology major and an African American studies minor. She will graduate in May of this year and her hope is to continue her studies in a doctoral program some time in the fall of 2021. Her favorite quote is from Maya Angelou who said: “When someone shows you who they are, believe them the first time.”

Concurrent Sessions 3

Breken Wellborn, M.A., C.S.
he/him
Breken Hunter Wellborn is the Coordinator for Tutoring Services at The Learning Center of UNT. He holds a Master of Arts in Media Arts and is a Certified Supervisor through the Institute of Certified Professional Managers. He is passionate about student success, inclusion, and wearing fabulous scarves.

Cassidy Baker, LCSW-S, ACSW
she/her
Cassidy Baker, LCSW-S, ACSW is Clinical Assistant Professor and Director of the Bachelor of Social Work Program in the Department of Social Work at the University of North Texas. Ms. Baker has over eighteen years of social work practice experience in the areas of child protection and victim advocacy through family violence prosecution. In addition to teaching in the social work department, she also provides clinical supervision to professional licensed social workers in the community.

Daniel Murphy
he/him
The argument for compassionate leadership has plenty of detractors, however, Daniel firmly believes that compassion is not only a moral imperative, but a prudent business strategy. Consciously choosing to understand and empathize, Daniel has
years of experience building teams in distribution and fulfillment environments that are resilient, high-performing, and founded on trust. He argues that substantive reform of workplace policy that questions the status-quo is essential to creating equitable, stable, and prosperous businesses and communities.

Emily VanKirk, M.Ed.
they/them
Emily VanKirk is a nonbinary Student Affairs staffer and advocate who is passionate about serving students where they’re at and getting all voices engaged in the conversation. They believe knowledge is power and questions are the first step to any journey.

Jessica Howard, M.A., M.A.
she/her
Jessica Howard is an agent of change for corporate transformation. She is a facilitator, organizer, and certified professional coach who supports organizations in their journey towards equity and collective liberation. Her expertise in change management offers a multi-faceted approach to address inequities, including the development of ambitious and data driven goals for sustainable impact. She holds dual Masters in Gender Studies and Pan African Studies from the University of Louisville, where she received multiple awards for her research and study of Women and Global Issues.

Jessica Stone, M.S., CRC, LPC
she/her
Jessica Stone is the Assistant Director of Accessible Instruction and Assistive Technology for the Office of Disability Access (ODA). Jessica is also a Certified Rehabilitation Counselor (CRC) and a Licensed Professional Counselor (LPC). She is a proud UNT alumni, obtaining her Rehabilitation Counseling degrees at UNT. She worked as a Transition Vocational Rehabilitation Counselor for 5 years, assisting high school students with disabilities transition out of high school while focusing on accessibility practices. Jessica is fluent in American Sign Language.

John Essington, Ed.D.
he/him
Dr. Essington is a professor of education at Blackburn College in Carlinville, IL. He primarily teaches future educators in middle school and secondary school methodologies with an emphasis on student and teacher diversity and equity. Prior to Blackburn, Dr. Essington taught high school social studies within the St. Louis Public School District in St. Louis, Missouri. His time in St. Louis raised his awareness of the inequities present throughout our educational systems through bias and defaults.

Kevin Sanders, M.S.
he/him
Kevin Sanders is the Coordinator for Supplemental Instruction at The Learning Center of UNT. He holds a Master of Science in the interdisciplinary studies of Higher Education and Educational Psychology. He is passionate about raising awareness of social justice in the students he supervises.
Randalynn Johnson
she/her
Randalynn (Randi) Johnson is a Student Services Coordinator for the Office of Disability Access. She has been employed at the University of North Texas since 2001 as a full time Sign Language Interpreter, providing communication access to d/Deaf and Hard of Hearing students. She was promoted to Student Services Coordinator in 2005. Randi graduated in 1997 from East Central University in Ada, Oklahoma with a B.A. in Human Resources Counseling and Services to the Deaf with a Minor in Interpreting.

Rachita Sharma, Ph.D., LPC-S, CRC
she/her
Dr. Rachita Sharma is currently a Clinical Assistant Professor in the Department of Rehabilitation and Health Services and the Clinical Director of the UNTWELL clinic at the University of North Texas where she supervises the clinical training of graduate and undergraduate students. As a Licensed Professional Counselor Supervisor in the state of Texas and a Certified Rehabilitation Counselor, Rachita has extensive experience working in the field of mental health and disability adjustment.

Ticily Medley, Ph.D., LMFT-S
she/her
Ticily Medley, Ph.D., LMFT-S, has over 19 years of experience in higher education teaching and administration. Her passion is providing engaging public speaking and learning opportunities. Her analytical approach, empathic engagement, and light humor help her to simplify topics that may seem complex, such as conflict resolution, and topics that can be emotionally triggering, such as oppression and personal identity awareness. Dr. Medley loves 90’s R&B, chocolate candy, and anything psychology-related.

Concurrent Sessions 4

Alexandria Gurley, M.A.
she/her
Alexandria Gurley holds a Master’s Degree in Cultural Studies and a Bachelor’s Degree in African American Studies. Her current work is in Career Development at the University of North Texas. Her past experience though has included Multicultural Programs at Quincy University, Student Activities for Tarrant County College, and Assistant Branch Director for a Boys & Girls Club site. She is also an accomplished poet and speaker. She loves her daughter Keilene, peanut M & M’s, and taking much needed naps.

Alicia Kakakios
she/her
Alicia Kakakios is a second year graduate student at the University of North Texas studying higher education student affairs. She completed her bachelor’s degree at East Stroudsburg University of Pennsylvania.

Anna Marsden, M.A.
she/they
Anna Marsden is an Instructional Design Consultant in the Center for Learning Experimentation, Application, and Research (CLEAR) at the University of North Texas. In her role at CLEAR, Anna oversees UNT’s university-wide online course assessment initiative.
and works with faculty to build online courses for a variety of programs. Locally, Anna is the Co-President of the Denton Feminist & Queer Collective and provides intersectionality and ally training across the DFW Metroplex.

**Ashleen Muturi**
she/her
Ashleen Muturi was born and raised in Kenya for most of my life. She moved to Dallas, Texas in 2015 in search for bigger and better opportunities in her career. She currently attends the University of North Texas, majoring in Interior Design and minoring in business marketing. Her goal is to eventually start her own interior design business and help people find comfort in their own homes. A few words she could use to describe herself are: passionate, driven, and creative.

**Aundrea Caraway, M.B.A, M.S.**
she/her
Aundrea Caraway holds a Master’s of Business Administration and a Master’s of Science in Learning Technologies. Aundrea is also Gallup Certified Strengths Coach, and works with students, faculty and staff on Strengths Based Development. Aundrea has worked with Mentoring and Transition programs in the UNT Orientation and Transition programs for over 5 years. Her professional interests include; representation in education, mentoring practices, strengths based development, and utilizing technology to engage students.

**Austin Creswell**
he/him
Austin Creswell was raised in Gainesville, TX, and graduated from Santa Fe University of Art & Design in Santa Fe, NM with a BFA in Technical Theatre emphasizing in Stage Management. He’s come back to Gainesville and has been the Visual and Performing Arts Facility Coordinator at North Central Texas College for a year. He also serves as the Chair for Pride, Education, Advocacy, & Knowledge, the LGBTQ+ Employee Resource Group that provides support for LGBTQ+ students, faculty, and staff.

**Daisy Garcia, M.Ed.**
she/her
Daisy García earned her Master’s degree in 2019 from the University of North Texas. In January 2020, she transitioned to the Equity, Diversity, and Inclusion Division as the Director of Student Engagement after being the Director of Student Life and Campus Housing for 7 years at North Central Texas College.

**Deborah Kutenplon, DNP**
she/her
Deborah Kutenplon is a nurse-midwife and Assistant Professor of Nursing at Rhode Island College. She has 30 years of experience providing health care to families of diverse backgrounds in the U.S. and internationally. In 2017, she developed a highly popular Health and Cultural Diversity course and has taught it to undergraduates in a variety of majors. She chairs the School of Nursing’s Taskforce on Diversity and Inclusion.

**Erma Udota, M.S.**
she/her
Erma Udota earned her Bachelors in Science in Communication and her Masters in Science in Student Affairs
and Higher Education from Indiana State University. After experiencing the direct impact of the culturally responsive mentoring and education from the Charles. E. Brown African American Cultural Center, she became interested in Black student success and advocacy for marginalized populations at PWI’s. Erma currently serves as a Coordinator for Mentoring and Transition Programs in the Orientation and Transition Programs at the University of North Texas.

Hiliarie Hurtado
she/her
Hiliarie Hurtado is a senior at the University of North Texas studying psychology. She hopes to go on to graduate school and earn her master’s in Clinical Mental Health Counseling.

Josselyne Sibrian
she/her
Josselyne Sibrian was born in Chalatenango, El Salvador and came to the United States at the age of 2. She wasn’t aware of her undocumented status until she was 16. The first time she talked about her DACA experience was when she joined the Hispanic Student Association (HSA) at UNT. She belongs to Eagle Dreamers and works at the Multicultural Center. She never thought she would be so close to graduation. She was lucky to find UNT mentors and organizations that support her.

Katie Deering, M.A.
she/they
Katie Deering has a Master’s Degree in American History with a focus on government. She has taught numerous history and government courses for North Central Texas College and Texas Woman’s University. In 2016, her interest in educational technology led her to become an instructional designer. As an instructional designer, Katie consults with faculty members seeking to improve their course quality and increase student success. Katie is passionate about inclusive course design and empathy for students.

Latecia Hendricks
she/her
Latecia Hendricks is from Ft. Lauderdale/Miami, Florida, where she graduated from Miramar High School in 2004. Latecia graduated from the University of Phoenix with a B.S. in Public Administration in 2019. She plans on starting her Master’s Degree in Public Administration soon. Latecia works for North Central Texas College. She is a Board of Trustee on the Gainesville ISD school board, a member of the Gainesville Kiwanis Club, serves on the Gainesville MLK committee, and volunteers in many different community projects.

Lesley Regalado, Ed.S.
she/her
Lesley Regalado is the founder and principal consultant of Career Resource Services, a talent acquisition and college and career strategy firm. She serves as an adjunct professor of sociology and student success at Dallas College-Brookhaven Campus and Collin College. Lesley holds a B.S. from Baylor University, a M.A. from the University of Alabama, a M.A. from Texas Woman’s University, and an Ed.S. from Liberty University. She is the Vice President of the Board of Directors for Texas Woman’s University’s Alumni Association.
Mariela Nuñez-Janes, Ph.D.
she/her
Mariela Nuñez-Janes (profe) is a Professor of Anthropology and 1.5 generation Latina scholar activist with expertise in education, immigration, and youth. Her personal experiences with migration anchor her pedagogical and research interests and her commitment to working with vulnerable populations. Recent examples include the co-authored book *Eclipse of Dreams* and her advocacy for Latinx residents in Denton, TX through Water for Green Tree. Profe received the 2017 UNT Foundation Community Engagement Award and is the President Elect for the Council on Anthropology and Education.

Marilu Howard, M.S.
she/her
Marilu Howard is an Instructional Design Consultant for the University of North Texas where she works with faculty and staff to create high quality online courses. Prior to working with the Center for Learning, Experimentation, Application, and Research (CLEAR), Marilu worked for UNT’s Office of Undergraduate Admissions.

Meena Naik, M.S.
she/her
Currently the Program Director for Career Connect, Meena is also a doctoral candidate in UNT’s Educational Psychology program. She has long history of working within equity and inclusion initiatives in higher education, previously serving in social justice-oriented student services roles at UC San Diego. Additionally, Meena supports numerous national programming initiatives in the Shia Ismaili Muslim community with an emphasis on promoting pluralism, understanding, and community inclusion. Consequently, her research focuses on understanding passing privilege, the racialization of Islam, and Muslim identity in post-9/11 America.

Nancy Zamora, M.S.Ed.
she/her

Shabaz Brown
she/her
Shabaz Brown joined the Multicultural Center in February 2018. Shabaz is a Mississippi native and received her Bachelor of Science in Human Development and Family Science from Mississippi State University in Spring 2016. She went on to receive her Master of Science in Educational Psychology from the University of North Texas in Fall 2017. As a Student Services Coordinator at the Multicultural Center, she oversees the F.L.Y. Peer Mentoring Program and Black Student Experience Retreat (BSE).
Interested in attending next year?

Sign up to become a conference insider and be the first to know 2022 Equity & Diversity Conference updates!

2021 EQUITY & DIVERSITY CONFERENCE PLANNING COMMITTEE

Joanne Woodard (she/her), Division of Institutional Equity & Diversity Co-Chair, Shani Barrax Moore (she/her), Diversity & Inclusion Co-Chair, Teresita Hurtado Ramos (she/her), Diversity & Inclusion Christine Hubbard (she/her), North Texas Community College Consortium Damian Torres (he/him), Multicultural Center EmmaLee Pallai (she/they), Diversity & Inclusion Eraina Perrin (she/her), Equal Opportunity & Title IX James Jackson (he/him), Division of Institutional Equity & Diversity Kathleen Hobson (they/them), Pride Alliance Mayra Stone (she/her), Diversity & Inclusion Natalie Krusz (she/her), Diversity & Inclusion
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Thank you to the following Campus Advocate sponsors for supporting the 2021 Equity & Diversity Conference Presented by Hilti
The Division of Institutional Equity & Diversity thanks all of our Internal UNT partners who make our Equity & Diversity Conference a success!

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Be the Match

New for the 2021 Equity & Diversity Conference Presented by Hilti, the Division of Institutional Equity & Diversity created an opportunity to provide a collaborative service project between all UNT departments and organizations with Be the Match.

When campus sponsors supported the Equity & Diversity Conference, 10% of the funds went back to a UNT student, employee, or North Texas searching patient. These funds were used for patient and family medical expenses as well as toward marketing to drive awareness and supporting UNT student groups hosting drives.

Join the Registry

Please help us diversify the Be the Match registry! If you are 18-44, in general good health, and willing to donate to anyone in need: we need YOU! There are three ways you can join the registry:

1. TEXT UNT TO 61474

2. REGISTER ONLINE

3. SCAN THE QR CODE
Our caring nature, resilient spirit and unmatched creativity lie in the diversity of our community. UNT needs to be at the forefront of creating change, leading the way in the fight against racism and bias, especially as an institution of higher learning. Let us together foster social justice and equity — we are one Mean Green Family.

UNT is proud to be an ally and support the 21st Annual Equity & Diversity Conference.
ONE MEAN GREEN FAMILY!

At UNT, we appreciate that every student is unique. And those unique qualities and experiences are what makes our university the diverse, inclusive campus we value. From the moment you arrive on campus or online, you’ll experience an atmosphere of community, support and respect for one another. That’s what it means to be part of the Mean Green Family.

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Senior Director: Greg Obar
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