

# NORTHERN NEVADA DIVERSITY SUMMIT

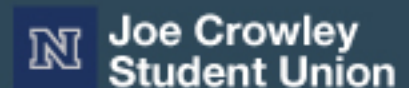
## Challenges, Changes, and Solutions

The Reality of Equity and Diversity  
within Higher Education and the Community

Thursday, April 12, 2018



University of Nevada, Reno



## Keynote Speaker Biography

Gina Ann Garcia is an assistant professor in the department of Administrative and Policy Studies at the University of Pittsburgh. Her research centers on issues of equity and diversity in higher education with an emphasis on understanding how Hispanic-Serving Institutions (HSIs) embrace and enact an organizational identity for serving minoritized populations. She also seeks to understand the experiences of administrators, faculty and staff within HSIs and the outcomes of Latinx college students attending these institutions. Finally, her research looks at the ways in which race and racism have shaped the experiences of minoritized groups in higher education. Dr. Garcia has made numerous presentations at national conferences and co-authored multiple publications in top journals including *American Educational Research Journal*, *The Review of Higher Education*, and *Journal of Diversity in Higher Education*. She was awarded a Ford Foundation postdoctoral fellowship in 2016 and a National Academy of Education/Spencer postdoctoral fellowship in 2017. Dr. Garcia graduated from California State University, Northridge with a bachelor's degree in marketing, the University of Maryland, College Park with a master's degree in college student personnel, and the University of California, Los Angeles with a Ph.D. in higher education and organizational change.



## Featured Speaker Biography

Franchesca Ramsey is a social justice advocate, comedian, actress, writer, video blogger, sought-after speaker, and the host of the award-winning MTV web series *Decoded*. She has been featured on NPR, *Anderson LIVE*, CNN, the BBC, and in the *New York Times*. A former writer and correspondent for Comedy Central's *The Nightly Show with Larry Wilmore* she has also written for BET's *Black Girls Rock!* award show and currently has multiple television projects in development. Her first book *Well, That Escalated Quickly* will be published by Hachette/Grand Central on May 22nd 2018.

## Cultural Diversity Committee Co-chairs

- Adilia Ross, International Student Advisor, Office of International Students and Scholars, University of Nevada, Reno
- Geoffrey Green, Financial Aid Advisor, Financial Aid and Scholarships, University of Nevada, Reno

## 2017-2018 Northern Nevada Diversity Summit Organizing Committee and Cultural Diversity Committee (CDC) Members

- Andraya Dickens, Program Coordinator, University of Nevada, Reno School of Medicine, Office of Statewide Initiatives, High Sierra AHEC
- Anna Lincoln, Academic Advisor, Liberal Arts, University of Nevada, Reno
- Aubrey Flores, Diversity Assistant, Office of the President, University of Nevada, Reno
- Catherine Nielsen, Self-Advocacy Coordinator, Nevada Governor's Council on Developmental Disabilities
- Claudia Ortega-Lukas, Graphic Designer, Marketing & Communications, University of Nevada, Reno
- Darcie Dayton-Wilcox, Equal Opportunity Specialist, Equal Opportunity & Title IX, University of Nevada, Reno
- Edward Keppelmann, Associate Professor of Mathematics, Mathematics and Statistics, University of Nevada, Reno
- Fares J. Karam, Assistant Professor, Literacy, Language, and Culture; College of Education, University of Nevada, Reno
- Jodi Thomas, Psychologist, Counseling Services, University of Nevada, Reno
- José Quiroga, Financial Aid Advisor, Financial Aid and Scholarships, University of Nevada, Reno
- Jovonne Esquierdo-Leal, Graduate Assistant, Office of Diversity Initiatives, University of Nevada, Reno
- Juana Reynoza-Gomez, Director of Advising, Recruitment and Retention, CABNR Student Center, University of Nevada, Reno
- Kelly Morning, Evaluation and Research Coordinator, School of Community Health Sciences, University of Nevada, Reno
- Lilly León-Vicks, Coordinator of Student Life, Student Services, Western Nevada College
- Matthew Aguirre, Graduate Assistant, Office of Diversity Initiatives, University of Nevada, Reno
- Nancy Kuhles, Speech-Language Pathologist, Community Member, NSHA Coalition/Project VOICE
- Patricia Richard, Chief Diversity Officer, Office of the President, University of Nevada, Reno
- Rob Miller, Budget & Personnel Director, College of Business, Dean's Office - College of Business, University of Nevada, Reno
- Shernaaz M. Webster, Associate Professor, Department of Psychology, University of Nevada, Reno
- Staci Emm, Professor and Extension Educator, Cooperative Extension-Northern Area, University of Nevada, Reno
- Tamara Steinmann, Council Member, Graduate Student Association, University of Nevada, Reno
- Theo Meek, Coordinator, Records and Registration, Admissions and Records, University of Nevada, Reno
- Thomas Nicholas, Enrollment Operations Manager, Extended Studies, University of Nevada, Reno
- Saura Mitrovich, Outreach and Retention Coordinator/IHEP, The Center: Every Student. Every Story., University of Nevada, Reno
- Stephen Lazer, Postdoctoral Scholar, Core Humanities, University of Nevada, Reno
- YeVonne Allen, Program Manager, Equity, Inclusion, and Sustainability Office, Truckee Meadows Community College
- Yun Ku, Marketing Communication Specialist, College of Liberal Arts, University of Nevada, Reno
- Zhizhong Li, Assistant Professor, Orvis School of Nursing, University of Nevada, Reno

**Thursday, April 12, 2018 (Joe Crowley Student Union)**

|                     |   |
|---------------------|---|
| 8:00 am             | <b>Registration</b> - Box Office in front of Theatre (3 <sup>rd</sup> Floor)  |
| 8:45 am – 9:05 am   | <p><b>Northern Nevada Diversity Summit Opening</b> - Theatre (3<sup>rd</sup> Floor)</p> <p>Welcome: <b>Geoffrey Green, Cultural Diversity Committee Co-Chair, University of Nevada, Reno</b></p> <p>Remarks: <b>Kevin Carman, Executive Vice President and Provost, University of Nevada, Reno</b></p> <p>Speaker: <b>Nathan Brantley, Winner of the Cultural Diversity Committee’s 2018 Student Speech Competition</b></p>   |
| 9:05 am – 9:15 am   | <b>Break</b>  |
| 9:15 am – 10:15 am  | <p><b>Workshops &amp; Panels</b></p> <p>Ballroom C (4<sup>th</sup> Floor) - Chaired by Geoff Green<br/> <b>Gen Silent Film Screening and Panel</b><br/> Screening of the film Gen Silent with panel discussion with members of the LGBT population and geriatric medical specialists. The film addresses the aging LGBT population and the challenges they face in hospital care and long-term care because of intolerant attitudes among caregivers. Panel discussion will address questions and perspectives on what can be done in healthcare to address this problem and what we can learn as individuals to address this and similar injustices. Presented by Taylor Howard, MSIII, University of Nevada, Reno School of Medicine</p> <p>Ballroom A (4<sup>th</sup> Floor) - Chaired by Theo Meek<br/> <b>Ever-Growing Racial Wealth Divide &amp; What it Means for Nevada</b><br/> Brought to us by the national organization, Prosperity Now, the presentation on the "Racial Wealth Divide" highlights the challenges of growing economic inequality as well as which policies are needed to create better opportunities for people of color. Presented by Amy Nelson, Financial Specialist, University of Nevada, Reno   Lebaron Sims, Senior Research Manager, Prosperity Now   Nancy Brown, President, Opportunity Alliance Nevada</p> <p>Theatre (3<sup>rd</sup> Floor) - Chaired by Claudia Ortega-Lukas<br/> <b>Threats to Masculinity: On Being a Woman Leader</b><br/> Women becoming leaders in higher education often report sabotage, lack of support, discouragement and numerous double binds. While not all men, or women for that matter, consciously attempt to pursue misogynistic agendas, cultural schemas and stereotypes, systemic inequalities persist and often go unrecognized. We will problematize constructions of power and leadership, suggesting strategies for praxis. Presented by Jill Channing, Dean of Liberal Arts, Truckee Meadows Community College</p> <p>Room 403, Great Room (4th Floor) - Chaired by Rob Miller<br/> <b>Strategic Planning for Diversity and Inclusion</b><br/> This session will define the relationship between diversity and excellence, describe the process for promoting diversity and inclusion within organizational strategic planning, identify metrics to monitor progress, and discuss how to ensure success for minority groups. Presented by Nicole Jacobs, Associate Dean of Diversity and Inclusion, University of Nevada, Reno School of Medicine   Amy Smith, Director of the Office of Continuous Institutional Assessment, University of Nevada, Reno School of Medicine   Krystle Oates, Accreditation Coordinator, University of Nevada, Reno School of Medicine   Russel Stone, Assistant Vice Provost of Assessment and Accreditation, University of Nevada, Reno   Jennifer Hagen, Associate Dean for Faculty Development, University of Nevada Medical School   Melissa Piasecki, Executive Associate Dean, University of Nevada, Reno School of Medicine</p> |
| 10:15 am – 10:25 am | <b>Break</b>  |
| 10:25 am – 11:25 am | <p><b>Workshops &amp; Panels</b></p> <p>Ballroom C (4<sup>th</sup> Floor) - Chaired by Tamara Steinmann<br/> <b>Where Are All of the Women? A Movement to Create Equality in Representation in Student Elections</b><br/> Join staff and students from the Center for Student Engagement and the Associated Students of the University of Nevada (ASUN) as they discuss the challenges in getting women to run for office. Learn about some of the potential strategies that they've used to start to address the gender disparity. Presented by Amy Koeckes, Associate Director of Student Engagement, University of Nevada, Reno   Gaby Ortiz Flores, Coordinator for Democratic Engagement and Special Events, University of Nevada, Reno   Hannah Jackson, Speaker of the ASUN Senate, University of Nevada, Reno   Carissa Bradley, Chief of Staff for ASUN, University of Nevada, Reno</p> <p>Ballroom A (4<sup>th</sup> Floor) - Chaired by Claudia Ortega-Lukas<br/> <b>Reconciling Different Moral Positions: Is it Possible to Collaborate When We Don't Communicate?</b><br/> To generate solutions to institutional diversity and inclusion issues, this session facilitates conversations about moral and ethical reasoning and encourages collaborative solutions. The resulting research-based activity provides a framework for communicative action with colleagues of different moral and ethical positions. Presented by Jennifer Lowman, Director of Student Persistence Research, University of Nevada, Reno   Lisa Maletsky, Coordinator of Persistence Research, University of Nevada, Reno   Kimberly Thomas, Assistant Dean of Student Conduct, University of Nevada, Reno   Mike Segawa, Dean of Students, University of Nevada, Reno</p>   |



Theatre (3<sup>rd</sup> Floor) - Chaired by Darci Dayton-Wilcox

**Ten Reasons Diversity Training Isn't Working**

The title of the summit focuses on changes and the reality of diversity and equity on campus. We will begin to develop ways and approaches that do work and can be implemented for faculty, staff and students while having an understanding of why certain trainings, committees, and approaches do not work. Presented by Blane Harding, Director of Advising, Recruitment and Retention for the College of Science, University of Nevada, Reno

Room 403, Great Room (4th Floor) - Chaired by Nancy Kuhles

**Collaboration: Inter-Professional Education & Rural Healthcare**

Who you learn with and how you're educated matters. Join High Sierra Area Health Education Center (AHEC) and leaders in rural healthcare development for Northern Nevada to learn more about inter-professional education, breaking barriers, and connecting students to careers, professionals to communities, and communities to better health. Presented by Andraya Dickens, Program Coordinator, High Sierra AHEC

11:25 am – 12:45 pm

**Poster Sessions**

**A World in a Class: 30 Years of Making Diversity Work at the Intensive English Language Center**

This presentation will demonstrate the ways in which the Intensive English Language Center addresses linguistic, cultural and racial differences in the classroom and on campus. Presented by Amy Metcalf, Assistant Professor, University of Nevada, Reno

**Community Development Initiative in Rust Belt City: The Case of Cleveland, Ohio**

The present study examines a community development approach in Cleveland, Ohio that involves large-scale worker and community control enterprises, nonprofit corporations, anchor institutions and the local government. Presented by Horohito Norhatan, Instructor & Ph.D. Candidate, University of Nevada, Reno

**Disparities in Opioid Prescription for Pain Management in White vs Non-White Patients**

A literature review was completed using PubMed to search for studies evaluating disparities in opioid pain management among different ethnic and racial patient populations, different healthcare settings and pain types. Presented by Jenny Reategui, MSIII, University of Nevada, Reno School of Medicine | Michael Padua, MSIII, University of Nevada, Reno School of Medicine

**Emakume Abertzale Batza: The First Collective Experience of Basque Women at the Socio-Political-Cultural Level and the Challenges and Influences in Their Community**

This presentation demonstrates the challenges of women in the Basque Country during the 20th century to break through the imposed subaltern role of "motherhood" allowing for their current influence and roles in the community. Presented by Ziortza Gandarias, Graduate Student at the Center for Basque Studies, University of Nevada, Reno

**Identifying and Managing Implicit Bias in the Search Process at the University of Nevada, Reno School of Medicine (UNR Med)**

This poster presentation will focus on the development, implementation and evaluation of workshops and tools aimed to identify and reduce the effects of implicit bias at UNR Med in order to enhance the diversity of faculty candidate pools. Presented by Jovonne Esquerdo-Leal, Graduate Assistant, University of Nevada, Reno | Nicole Jacobs, Associate Dean for Diversity and Inclusion & Associate Professor, University of Nevada, Reno School of Medicine | Ramona Houmanfar, Associate Professor & Director, Behavior Analysis Program, University of Nevada, Reno | Samantha Myers, Personnel Tech, Search Coordinator for the Office of Professional Recruitment, University of Nevada, Reno School of Medicine | Anne Gernetzke, Faculty Recruiter, University of Nevada, Reno School of Medicine | Christopher Kloth, Administrative Assistant for the Office of Diversity and Inclusion, University of Nevada, Reno School of Medicine | Melissa Piasecki, Executive Associate Dean & Professor, University of Nevada, Reno School of Medicine

**Sport and Fitness Facilities for Future Generations: Contributing to Student Retention Rates at Higher Education Institutions**

Evaluating the equity and diversity of available sport and fitness activity spaces at a higher education institution is pertinent. Providing facilities for future generations will give an opportunity to readily engage students into a diverse and equitable learning environment. Presented by Sheena Harvey, Sports and Event Coordinator for Fitness and Recreational Sports, University of Nevada, Reno

**Strategic Planning for Diversity and Inclusion at UNR Med**

This poster will provide an overview of UNR Med Office of Diversity and Inclusion's faculty diversity and inclusion strategic plan and the methods for accomplishment, including culture, pipelines, development and advancement, research and scholarship, and training. Presented by Nicole Jacobs, Associate Dean for Diversity and Inclusion, University of Nevada, Reno School of Medicine | Christopher Kloth, Administrative Assistant for the Office of Diversity and Inclusion, University of Nevada, Reno School of Medicine

**The PreMed Clinic: Providing Longitudinal Mentorship to Low Income and First-Generation Premedical Students**

The PreMed Clinic is a longitudinal mentorship program coordinated by the Latino Medical Student Association (LMSA) at UNR Med that pairs premedical students from low-income and first-generation backgrounds with medical student mentors with the goal of increasing diversity. Presented by Diana Padilla, MSII, University of Nevada, Reno School of Medicine | Cindy Valverde, MSII, University of Nevada, Reno School of Medicine

11:25 am – 12:45 pm

**Lunch**

12:45 pm – 1:35 pm

**Keynote Presentation Title: Hispanic-Serving Institutions: Moving from Diversity & Inclusion to Equity & Justice – Theatre (3<sup>rd</sup> Floor)  
Presenter: Gina Garcia, Ph.D.**

Gina Ann Garcia is an assistant professor in the department of Administrative and Policy Studies at the University of Pittsburgh. Her research centers on issues of equity and diversity in higher education with an emphasis on understanding how Hispanic-Serving Institutions (HSIs) embrace and enact an organizational identity for serving minoritized populations.

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|-------------------|--|
| 1:35 pm – 1:45 pm | <b>Break</b>   |
| 1:45 pm – 2:45 pm | <p><b>Workshops &amp; Panels</b></p> <p>Room 403, Great Room (4<sup>th</sup> Floor) - Chaired by Nancy Kuhles<br/> <b>Across the Healthcare Spectrum: Overcoming the Implicit Biases We Don't Know We Have</b><br/> Medical students will discuss the impact of implicit bias on healthcare professionals and patients. Attendees will be taking an Implicit Association Test and have the opportunity to ask medical students about their own experience of bias in the field. Presented by Nicole Jacobs, Associate Dean of Diversity and Inclusion, University of Nevada, Reno School of Medicine   Rma Kumra, MSII, University of Nevada, Reno School of Medicine   Sharon Malwane, MSII, University of Nevada, Reno School of Medicine   Serenity Sweet, MSII, University of Nevada, Reno School of Medicine   Diana Padilla, MSII, University of Nevada, Reno School of Medicine   Alexandra Arguello, MSII, University of Nevada, Reno School of Medicine   Matthew Malone, MSII, University of Nevada, Reno School of Medicine   Rodel Maulit, MSII, University of Nevada, Reno School of Medicine   Cindy Valverde, MSII, University of Nevada, Reno School of Medicine   Claire Quang, MSII, University of Nevada, Reno School of Medicine</p> <p>Room 320 (3<sup>rd</sup> Floor) - Chaired by Jodi Thomas<br/> <b>UNR Faculty Senate – Faculty Diversity Committee Panel Discussion</b><br/> As one of the standing committees of the UNR Faculty Senate, the Faculty Diversity Committee works toward finding positive, actionable solutions to challenges with regard to diversity, equity and inclusion. This panel will present the charges that the Faculty Diversity Committee has been working on and the recommendations it will make to the Faculty Senate. The charges include such topics as hiring procedures, implicit bias training, campus climate and religious accommodation policy. Presented by Albert Lee, Assistant Professor of Voice and Opera &amp; Chair of the Faculty Diversity Committee, University of Nevada, Reno</p> <p>Room 323 (3<sup>rd</sup> Floor) - Chaired by Ed Keppelmann<br/> <b>Improving the Transition of Students with Disabilities into Postsecondary Education</b><br/> Students with disabilities face many barriers in obtaining college degrees. Fortunately, the Workforce Innovation and Opportunity Act (effective July 2015) aims to break down some of these challenges. Come learn about many new resources in the community. Presented by Rachel Blinn, Northern Nevada Transition Coordinator, Bureau of Vocational Rehabilitation   Alan Christensen, Vocational Rehabilitation Counselor III, Bureau of Vocational Rehabilitation   Destiny Wright, Vocational Rehabilitation Transition Counselor II, Bureau of Vocational Rehabilitation   Grae Matheus, Vocational Rehabilitation Transition Counselor, Bureau of Vocational Rehabilitation</p> <p>Room 422 (4<sup>th</sup> Floor) - Chaired by Anna Lincoln<br/> <b>The Undiscussables</b><br/> This session will be a facilitated dialogue to discuss the current practices around equity, diversity, cultural competency and social justice we are facing within our educational systems that bring about fear when shared out loud and in open spaces. Presented by Tiffany Young, Equity and Diversity Coordinator, Washoe County School District</p> <p>Room 423 (4<sup>th</sup> Floor) - Chaired by Tamara Steinmann<br/> <b>The First-Generation Academic Preparedness Gap: Challenges of a Diversifying University</b><br/> As the University of Nevada expands, our first-generation population converges to nearly 50% of each incoming freshmen class. This workshop addresses challenges of academic preparedness that stagnate student success and proposes solutions to assist our diversifying student body. Presented by Victor Garcia, NUPF Fellow/Admissions and Records, University of Nevada, Reno   Theo Meek, Registration Coordinator, University of Nevada, Reno</p> |
| 2:45 pm – 2:55 pm | <b>Break</b>   |
| 2:55 pm – 4:00 pm | <p><b>Parallel Sessions</b></p> <p>Room 402 (4<sup>th</sup> Floor) - Chaired by YeVonne Allen<br/> <b>GradFIT Phase II: A Hard and Soft Skills Bootcamp to Provide Fully Inclusive Training for Diverse Graduate Students</b><br/> This interactive workshop will present research on and introduce GradFIT Phase II which is designed to address the needs of underrepresented students in graduate school. We also will solicit feedback from attendees on how to tailor GradFIT for diverse communities. Presented by Veronica Zepeda, Director of Graduate Student Services, University of Nevada, Reno   Rachel Zarndt, Director of Postdoctoral Affairs, University of Nevada, Reno   David Zeh, Vice Provost of Graduate Education &amp; Dean of the Graduate School, University of Nevada, Reno   Matthew Aguirre, GradFIT Coordinator, University of Nevada, Reno</p> <p><b>The Juggling Act: Success Coaching Strategies for Adult and Non-Traditional Learners in Higher Education</b><br/> Working with adult and non-traditional learners present our institutions with unique privileges and challenges. Come and see what one program, the Jacobs Presidential Scholars, is doing to address the retention needs of these diverse students. Presented by Amber Burroughs, Access, Outreach &amp; Recruitment Program Manager, Truckee Meadows Community College   Nayesdi Badillo-Delgado, Jacobs Presidential Scholars Program Coordinator</p> <p>Room 320 (3<sup>rd</sup> Floor) - Chaired by Ed Keppelmann<br/> <b>Creating a Community of Bilingual English Spanish Speakers Who Explore Issues in Science and Health</b><br/> The CBESS project aims to increase the number of English-Spanish bilingual students pursuing careers in STEM-healthcare fields. Northern Nevada high school students will participate in a variety of bilingual-driven STEM activities. Presented by Jenica Finnegan, CBESS Project Coordinator, University of Nevada, Reno   Jacque Ewing-Taylor, CBESS Co-Director, EPSCoR Workforce Development Lead, CASAT Evaluation Project Manager, University of Nevada, Reno   Ruben Dagda, CBESS Co-Director, Associate Professor of Pharmacology, University of Nevada, Reno School of Medicine</p>   |

**Eye-Opening Cultural Situations in Healthcare**

APAMSA (Asian Pacific American Medical Student Association) will present cases of difficult patient situations and will walk attendees through a culturally sensitive approach to these encounters. Presented by Rma Kumra, APAMSA Coordinating Manger & MSII, University of Nevada Medical School | Sharon Malwane, APAMSA Organizational Manger & MSII, University of Nevada, Reno School of Medicine | Venea Omandac, MSII, University of Nevada, Reno School of Medicine | Irvin Ma, MSI, University of Nevada, Reno School of Medicine | Palvinder Bains, MSI, University of Nevada, Reno School of Medicine

Room 323 (3<sup>rd</sup> Floor) - Chaired by Fares Karam

**Demographics Are Not Destiny: A Comparison of Pre-Collegiate Programs at Rutgers, Pitzer College, Kipp Schools and Mt. Rose Elementary Alumni**

This presentation connects to the goal of creating a space to discuss the data of four pre-collegiate programs with respect to the issue of increasing college graduation rates among ethnic minorities. The presentation will also introduce the concept of culturally sustainable pedagogy as it relates to the preservation of the student's ethnic culture rather than its eradication. The data presented will delve into the participation of these students in STEM fields. Presented by I. Yvette Beauchamp-Grace, Educator | Krissy Brown, Mount Rose K-8 School of Languages Principal, Washoe County School District

**Educational Leadership Diversity: Aims of the Nevada Leads Program**

Nevada Leads, a university-district principal preparation collaborative, was launched in Spring 2016. While the admittance process was competitive, few applicants from diverse backgrounds were represented and admitted. Challenges to diversification in school leadership and strategies for success will be discussed. Presented by Jafeth Sanchez, Assistant Professor, University of Nevada, Reno | Salwa Zaki, Director of Professional Learning, Washoe County School District | Melissa Burnham, College of Education Associate Dean, University of Nevada, Reno

Room 422 (4<sup>th</sup> Floor) - Chaired by Jodi Thomas

**Utilizing Institutional Data to Inform Changes in Retention, Persistence, and Graduate Support Programs for AIAN Students**

This session will explore different ways to both collect and analyze institutional data from higher education institutions to improve upon outreach, retention, persistence, transfer and graduate services and programs for American Indian/Alaska Native (AIAN) students. The presenter will explore best practices and trends from other higher education institutions and provide information on AIAN student data and trends within the University of Nevada, Reno and a few programs created as a result of the data found in the last 3-5 year study. Presented by Sandra Mitrovich, Outreach and Retention Coordinator, University of Nevada, Reno

**American Indian Participation in Higher Education: Insights and Solutions from Nevada Natives**

The purpose of this program is to present results from a Nevada American Indian College and Career Readiness survey and from tribal focus groups on the issue of college attendance and retention for American Indian students in Nevada. Presented by Brenda Freeman, Professor of Counseling and Education Psychology/Cooperative Extension, University of Nevada, Reno | Staci Emm, Extension Educator at Cooperative Extension, University of Nevada, Reno | Kari Emm, Transfer Coordinator, University of Nevada, Reno

Room 423 (4<sup>th</sup> Floor) - Chaired by Tamara Steinmann

**Using 21st Century Learning Practices to Address the Diversity Gap**

This session will provide a brief overview of the Six Dimensions from Microsoft's global research (ITL) about 21st Century Learning Practices. Using the dimensions, information will be provided around incorporating 21st Century Learning Practices into daily instructional events allowing for equity of access. Presented by Jessica Stepaniak, 21<sup>st</sup> Century Instructional Coach, Washoe County School District | Shari Dunn, 21<sup>st</sup> Century Instructional Coach, Washoe County School District

**Disability is Diversity: Students with Intellectual Disabilities (ID) Succeed in College at UNR**

The Path to Independence program at University of Nevada, Reno provides the college experience and a road to competitive employment to students with intellectual disabilities. Why is college a good option for these students? What does success look like? What does the data tell us about the employment and independent living outcomes for students with ID who attend college? Take a look at the national trends and how Nevada is improving the lives of students with ID and the people who support them in college. Presented by Mary Bryant, Director, Path to Independence | Diane Thorkildson, LEND Faculty, Path to Independence

4:00 pm – 4:10 pm

**Break**

4:10 pm – 5:15 pm

**Parallel Sessions**

Room 402 (4<sup>th</sup> Floor) - Chaired by Jose Quiroga

**Understanding Social Capital and Low-Income, First-Generation Latino Male College Students**

First-generation Latino male college students have some of the lowest levels of college enrollment & persistence. This presentation will outline the results of a phenomenological study on how social capital affects the overall success of this student population. Presented by Daniel Valle, Associate Director of TRiO Scholars Program, University of Nevada, Reno

**Diversity and Engagement in The Biggest Little City**

Learn about the City of Reno's 2018-2021 Diversity Plan and the importance of community engagement for healthy, inclusive and safe communities. Presented by Cynthia Esparza-Trigueros, Community Liaison, City of Reno | Oscar Delgado, Council Member, City of Reno

Room 320 (3<sup>rd</sup> Floor) - Chaired by YeVonne Allen

**Civil Rights at USDA: Overcoming Barriers to Create a Diverse Workforce that Provides Excellent Customer Service to All**

In a state that is largely rural, with unique challenges in climate, agricultural production and populations, the USDA's Natural Resources Conservation Service is rising to the challenge of overcoming barriers to deliver top-notch customer service to all, while striving to diversify its workforce. Presented by Heather Emmons, USDA NRCS Public Affairs Officer and LGBT Special Emphasis Program Manager | Christ Taylor, USDA NRCS Business Services Specialist and Veterans Special Emphasis Program Manager | Dennis Workeman, USDA NRCS Assistant State Conservationist for Management and Strategy & Chair of the Civil Rights Advisory Committee

**Creating a Bridge for Student Success**

Recognizing the challenges of first-generation Latinos transitioning into college is crucial to their success. Learn how to advocate for bi-cultural students who are expected to perform well in college while they meet high expectations from home. Presented by Lupe Ramirez, Latino Outreach Coordinator, Western Nevada College | John Kinkella, Dean of Student Services, Western Nevada College

Room 323 (3<sup>rd</sup> Floor) - Chaired by Geoff Green

**Promoting a Climate of Inclusiveness in the College of Education**

The purpose of the presentation is to share efforts, successes and challenges related to promoting an inclusive climate for all in the College of Education at University of Nevada, Reno. Recent and current initiatives within the College will be shared. Presented by Kenneth Coll, College of Education Dean, University of Nevada, Reno | Melissa Burnham, College of Education Associate Dean, University of Nevada, Reno | Lydia DeFlorio, College of Education Assistant Professor, University of Nevada, Reno | Jessica Gallo, College of Education Assistant Professor, University of Nevada, Reno | Eleni Oikonomidou, College of Education Associate Professor, University of Nevada, Reno

**Meeting a Trans Person, and How to be an Ally and Advocate**

Meet and interact with a transgender person to ask those questions you always wanted to ask, but were afraid to. Presented by Sherrie Scaffidi, Transgender Allies Group, PFLAG Reno, Carson Region Board Member & Our Center Volunteer

Room 422 (4<sup>th</sup> Floor) - Chaired by Theo Meek

**Generations in the Classroom**

Learn about the generations in society and how they are interacting in the classroom and workplace. Presented by Kyle Dalpe, Interim Dean of Technical Services, Truckee Meadows Community College | Barbara Walden, Director of Applied Technologies, Truckee Meadows Community College | Heather Maye, Customized Training Manager, Truckee Meadows Community College

**Communicating Across Cultures: Understanding Generational Values to Maximize Positive Interactions**

The presentation will cover frameworks for communication and will explore dimensions of culture and generational values. It will explore concepts that generate awareness to better target messages and analyze interactions in a way that lead to maximized understanding and communication between generations. Presented by Maria Marinch, Executive Director of Inclusive Learning and Engagement, College of Southern Nevada

Room 423 (4<sup>th</sup> Floor) - Chaired by Juana Reynoza-Gomez

**Interweaving Social Justice into Academic Advising for First Year STEM Students**

We will be discussing how we were able to incorporate a culturally responsive learning experience with our 245 first time freshman students through the University of Nevada, Reno's Freshman Intensive Transition program (NevadaFIT). Presented by Juana Reynoza-Gomez, CABNR Director of Advising, Recruitment and Retention, University of Nevada, Reno | Lysie Dunn, Graduate Assistant CABNR Student Center, Advising & Recruitment, University of Nevada, Reno

**Challenging Whiteness**

Whiteness in diversity work presents unique challenges of fear, complicity, privilege and entitlement. Disrupting pervasive, institutionalized whiteness in educational and professional environments is key to achieving a more inclusive climate, but white people must be willing to examine and restructure their own cultural understanding and practices in order to change the environment for the benefit of all. Presented by Siobhan Mulreany, Equity & Diversity Specialist, Washoe County School District

7:00 pm – 9:00 pm

**Featured Speaker: Franchesca Ramsey** - Ballrooms (4th Floor)

Franchesca Ramsey is a writer, actress and video blogger based out of New York City. You might know her as the host of the MTV News web series Decoded. Franchesca Ramsey is a social justice advocate, comedian, actress, writer, video blogger, sought-after speaker, and the host of the award-winning MTV web series Decoded. She has been featured on NPR, Anderson LIVE, CNN, the BBC, and in the New York Times. A former writer and correspondent for Comedy Central's The Nightly Show with Larry Wilmore she has also written for BET's Black Girls Rock! award show and currently has multiple television projects in development. Her first book Well, That Escalated Quickly will be published by Hachette/Grand Central on May 22, 2018.

# Thank you for attending the 2018 Northern Nevada Diversity Summit. Continue the conversation by participating in the following conferences and events:

## **Inclusive Medicine Series featuring Dr. Maya Hammoud**

*Thursday, April 19, 5:30 p.m. – 7:30 p.m., William N. Pennington Health Sciences, Room 103*

Please join us as Dr. Maya Hammoud discusses gender-based career obstacles that women face in academic medicine, as well as ways to promote effective strategies to overcome these barriers. Additionally, Dr. Hammoud will present on ways of developing conscious leadership skills and a team for mentorship, while simultaneously making choices to achieve a desirable work-life balance. Please register by Thursday April 12, 2018 at [www.odi-18.eventbrite.com](http://www.odi-18.eventbrite.com). For parking and directional information please contact UNR Med Office for Diversity Initiatives at [ckloth@med.unr.edu](mailto:ckloth@med.unr.edu)

## **Justice Jackson Lecture Series: UC Berkeley Law Dean, Erwin Chemerinsky**

*Monday, April 30, 11 a.m. – 12 p.m., Church Fine Arts, Nightingale Concert Hall*

The National Judicial College is pleased to announce, as a part of the Justice Jackson lecture series, Erwin Chemerinsky, UC Berkeley Law Dean. His two talks are "Closing the Court House Door: How Your Constitutional Rights Are Becoming Unenforceable," and "Free Speech on Campus." This event is free and open to the campus community.

## **University of Nevada, Reno Cultural Graduate Celebrations:**

- **Lavender Graduate Celebration (LGBTQIA+)** - 5/8/18 at 6:00 pm in the Joe Crowley Student Union Theatre
- **American Indian/Alaska Native Graduate Celebration** - 5/10/18 at 6:00 pm in the JCSU Ballrooms A & B
- **Latinx Graduate Celebration** - 5/11/18 at 6:00 pm in the JCSU Ballrooms
- **Asian American and Pacific Islander Graduate Celebration** - 5/15/18 at 6:00 pm in the JCSU Theatre
- **Black Graduate Celebration** - 5/16/18 at 5:00 pm in the JCSU Ballrooms

For more information on the Cultural Graduate Celebrations, visit: [www.unr.edu/the-center](http://www.unr.edu/the-center)

## **National Conference on Race & Ethnicity in American Higher Education (NCORE)**

*May 29 – June 2, New Orleans, Louisiana*

The **NCORE**<sup>®</sup> conference series constitutes the leading and most comprehensive national forum on issues of race and ethnicity in American higher education. The conference focuses on the complex task of creating and sustaining comprehensive institutional change designed to improve racial and ethnic relations on campus and to expand opportunities for educational access and success by culturally diverse, traditionally underrepresented populations.

For more information, visit: [www.ncore.ou.edu](http://www.ncore.ou.edu)

## **University of Nevada, Reno Affinity Groups**

- **Alianza** - for more information, please contact Daniel Enrique Pérez at [dperez@unr.edu](mailto:dperez@unr.edu) or Claudia Ortega-Lukas at [cortega@unr.edu](mailto:cortega@unr.edu)
- **University Women** - for more information, please contact Mary Dugan at [mdugan@unr.edu](mailto:mdugan@unr.edu)