EXPLORING DIVERSITY AND EQUITY IN EDUCATION, CAREERS, AND THE COMMUNITY
Exploring Diversity and Equity in Education, Careers, and the Community Conference

Dear Colleagues and Community Leaders,

On behalf of the Board of Regents, and Nevada System of Higher Education (NSHE), it is my pleasure to welcome you to the Exploring Diversity and Equity in Education, Careers, and the Community Conference. Today’s conference is a testament to the commitment NSHE and its institutions have made throughout the state to create an inclusive student population that is reflective of the state we serve. Nevada is a state with an evolving population, and now is a state with no ethnic majority. If we are to build a New Nevada and ensure the success of our state into the future, we must graduate all Nevadans who enroll in institutions of higher learning. NSHE recognizes that the cornerstone of our state’s achievement is Access, Opportunity, Alignment, Success and Diversity.

These values guide the dedicated efforts of every campus, every president, and faculty member across our system. Today’s conference is an opportunity for us to share ideas, engage in rigorous discourse and walk away wiser. NSHE will continue to champion these values. Your participation in today’s conference is a tribute to that commitment. Together, we can achieve our full potential—for ourselves, and for the diverse communities that we serve in Nevada.

Respectfully,

Daniel Klaich
Chancellor
Nevada System of Higher Education
Dear Friend,

On behalf of the University of Nevada, Reno, welcome to the Exploring Diversity and Equity in Education, Careers and the Community Conference.

This conference will be an important springboard for many of you, as it provides a look at new programs and opportunities in the diversity area of higher education, as well as an introduction to new ideas and emerging research in the field, and an opportunity to network with the campus and campus leaders.

Diversity is an important initiative for our institution, one that seems to become more finely ingrained in our culture with each semester that passes. Our fall 2014 semester headcount bears this out. In the fall, underrepresented students comprised 33 percent of our total enrollment, up from 31 percent in fall 2013. In addition to having the most diverse freshman class in our history at about 40 percent, we are also considered an “Emerging Hispanic Serving Institution” by the Hispanic Association of Colleges and Universities.

What does this mean to you?

As the state’s land-grant institution, we must remain a mirror of the state we serve. The personal and academic successes that we produce reflect in many ways how effectively we are meeting the needs of a diverse student body, as well as maintaining and championing the best opportunities for diversity and equity among our faculty and staff.

There are many groups to thank for the conference’s events, but in particular I would like to thank the University’s Cultural Diversity Committee for the work it has done in its organization of this ambitious program. The Cultural Diversity Committee, working with our Chief Diversity Officer, Dr. Reg Stewart, has advanced the conversation on issues related to equity and diversity on campus and has created more networking opportunities among the members of the statewide academic community.

I hope you find this conference to be helpful, thought-provoking and essential in advancing the dialogue of diversity that must always be a part of a high-quality University such as ours.

Sincerely,

Marc Johnson
Dear Guest,

On behalf of the Cultural Diversity Committee at the University of Nevada, Reno, we thank you for attending our second annual conference entitled Exploring Diversity and Equity in Education, Careers, and the Community. As Chief Diversity Officer, I believe that this conference serves as a vital asset in cultivating a unified body of knowledge pertaining to the critically important issues of equity, diversity, and inclusion.

I want to thank those who have played roles constructing two days of exploration and discovery with the goal of educating, empowering, and inspiring. I encourage you to use the conference as an opportunity for networking and coalition building. We want you to share what you learn with the larger audiences in your respective spheres of influence. We ask that you take part in the conference as a spectator, participant, and actively share your knowledge.

Again, thank you for attending and we hope you gain new insights and innovative approaches to better serve all of our communities.

Sincerely,

Reginald Chhen Stewart, Ph.D.
Chief Diversity Officer
Adjunct Professor, Educational Leadership
Thank you to our sponsors for making this conference possible:
Center for Student Cultural Diversity
College of Education
Diversity Initiatives
Downing Clinic
President Marc Johnson, University of Nevada, Reno
Provost Kevin Carman, University of Nevada, Reno
Renown
Residential Life, Housing and Food Service

Keynote Presentation Title: “Cultural Responsiveness in College Classrooms and Communities”
This presentation examines the necessity, validity, and viability of dealing explicitly with ethnic, racial, and cultural diversity in the policies, programs, and practices of colleges and universities. Its purpose is to explore what culturally responsiveness to diversity means within the context of college education, why it is needed, and how it can be done more effectively.

Keynote Biography
Geneva Gay is a Professor of Education at the University of Washington-Seattle where she teaches multicultural education and general curriculum theory. She is the recipient of the Distinguished Scholar Award, presented by the Committee on the Role and Status of Minorities in Educational Research and Development of the American Educational Research Association; the first Multicultural Educator Award presented by the National Association of Multicultural Education; the 2004 W.E.B. Du Bois Distinguished Lecturer Award presented by the Special Interest Group on Research Focus on Black Education of the American Educational Research Association; and the 2006 Mary Anne Raywid Award for Distinguished Scholarship in the Field of Education, presented by the Society of Professors of Education. She is nationally and internationally known for her scholarship in multicultural education, particularly as it relates to curriculum design, staff development, classroom instruction, and intersections of culture, race, ethnicity, teaching, and learning.

Artist Statement: Front Cover
Right now, we are all living for something to set each of us apart from one another. Our nation was born out of rejection in religious freedom, cultural identity, gender, and ethnicity. We know the history and continue to relive the history.

In the Present is an image of illustrated hands moving through the ebb and flow of life. The values starting with the background in dark gray represents the unknowns of who we are as a nation. The outline characters are simulacra of conversations not spoken in earnest without reprisal. The translucent colors of the rectangles are this nation’s people. We work together. We live in the same neighborhoods. We do all the same things. Diversification comes with many measured conditions of quantity. The hands are us living in a multicultural nation. We must learn from history and build new pliable outcomes for tomorrow. We are a community of people living In the Present.

Artist Biography
T Vásquez is an artist that uses photography and video as tools for the visual language she captures with each frame. Her work is layered to generate memories and to reveal the present as thresholds of time and space with subtle shifts of light to invite the audience into the conversation as they choose. Vásquez examines her environment closely to disrupt the noise and invites a moment of quiet observations. Her work is about the home life. Her image making ranges from isolationism caused by domestic violence, female identity, and environmental concerns surround the home life and community.

T Vásquez is a candidate in the Master of Fine Art program in the Art Department at the University of Nevada Reno. She is originally from North Texas. She is an advocate in working with women and children of domestic violence by using art as a healing tool for non-verbal expression.
Conference Agenda

Thursday, February 26, 2015

8:30 am to 9:00 am  Registration
9:00 am to 9:30 am  Conference Opening & Welcome
              Introduction: Dr. Reginald Chhen Stewart
                     Regent Cedric Crear

9:30 am to 11:00 am  Keynote address:
              Introduction: Dr. Eleni Oikonomidoy
                      Dr. Geneva Gay
                      Professor, Education at the University of Washington-Seattle
                      Research areas: Multicultural Education, curriculum theory, and the
                      intersections of culture, race, ethnicity, teaching and learning.

11:00 am to 11:30 am  Posters/Graffiti Wall
11:30 am to 12:00 pm  Lunch
12:00 pm to 1:15 pm  Concurrent Sessions
1:15 pm to 1:25 pm  Break
1:25 pm to 2:40 pm  Concurrent Sessions
2:40 pm to 2:50 pm  Break
2:50 pm to 4:05 pm  Concurrent Sessions
4:05 pm to 4:15 pm  Break
4:15 pm to 5:00 pm  Performance and Discussion:
                      Guante
                      Hip hop artist, two-time National Poetry Slam
                      champion, social justice activist, educator and writer.

Friday, February 27, 2015

8:15 am to 8:30 am  Registration
8:30 am to 9:30 am  Panel Discussion
              “Identifying Connections: Education, Careers & Community”

9:30 am to 9:45 am  Break
9:45 am to 11:00 am  Concurrent Sessions
11:00 am to 11:15 am  Break
11:15 am to 12:30 pm  Concurrent Sessions
12:30 pm to 12:45 pm  Closing
# Thursday, February 26, 2015 (Joe Crowley Student Union)

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### Registration
Box Office in front of Theatre – 3rd Floor

### Conference Opening & Welcome
Speaker: Regent Cedric Crear

### Keynote: Dr. Geneva Gay
Professor, Education at the University of Washington-Seattle
Research areas: Multicultural Education, curriculum theory, and the intersections of culture, race, ethnicity, teaching and learning.

**“Cultural Responsiveness in College Classrooms and Communities”**
This presentation examines the necessity, validity, and viability of dealing explicitly with ethnic, racial, and cultural diversity in the policies, programs, and practices of colleges and universities. Its purpose is to explore what culturally responsiveness to diversity means within the context of college education, why it is needed, and how it can be done more effectively.

Theatre – 3rd Floor

### Posters/Graffiti Wall

**“College Success: Paving the Way with Financial Education”**
Lynn Lazaro, GenFKD Campus Fellow
Amy Nelson, Financial Specialist
University of Nevada, Reno

**“Listening to our Community: Forging strong relationships that support the success of all students”**
Fatima Rivas, Multicultural Outreach Specialist-Community Engagement
Washoe County School District

Theatre – 3rd Floor

### Track: Diversity Perspectives in Education
Location: JCSU Theatre - 3rd Floor

- **“Diversity as Variety or Diversity as Difference: The Perspective of First-year Students”**
  Jennifer Lowman, Ph.D.
  Student Persistence Research Coordinator
  University of Nevada, Reno

- **“Courageous Conversations about Equity, Race, Diversity, and Privilege in Education”**
  Tiffany Young
  Equity and Diversity Coordinator
  Washoe County School District

- **“Diversity and Difference: Two Coined Faces of the Same Problematic”**
  Iker Arranz, Ph.D.
  Basque Lecturer

CHAIR/DISCUSSANT: Paul Huggins

### Track: Transitioning Students through Education Levels
Location: JCSU Room 402 - 4th Floor

- **“The Latino Cohort Program Approach to College Success”**
  John Kinkelta, Dean of Student Services
  Lupe Ramirez, Latino Outreach Coordinator
  Western Nevada College

- **“Raising the Bar: Grad School”**
  Libier Martinez, Graduate Student
  Alexander Segura, Graduate Student
  Ohanna Turcios, Graduate Student
  University of Nevada, Reno

- **“Double Consciousness and the First Year Experience for Students of Color at Predominantly White Institutions”**
  Jody Lykes
  Student Development Coordinator, GRI Instructor, Equity & Diversity Graduate Student
  Center for Student Cultural Diversity
  University of Nevada, Reno

CHAIR/DISCUSSANT: Lydia DeFlorio

### Break

### Track: Career Considerations
Location: JCSU Theatre - 3rd Floor

- **“Is a Competitive Work Environment Conducive to Supporting Diversity? Exploring Language and Behavioral**

### Track: Student Success in English and Science
Location: JCSU Room 402 - 4th Floor

- **“Bridging the Gap of Linguistic Experience”**
  Sandra Prytherch, M.A., Project Coordinator
<table>
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<tr>
<th>Track: Community Connections</th>
<th>Track: Engaging Students</th>
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<td>Location: JCSU Theatre - 3rd Floor</td>
<td>Location: JCSU Room 402 - 4th Floor</td>
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| **“One College of Education’s Partnership and Participation in Family Access Day”**
Shannon Kozel, HDFS Graduate Student
Bridget Walsh, Ph.D., Assistant Professor
Human Development and Family Studies
University of Nevada, Reno | **“The RSJ Diversity Fellow in Residence: Integrating Community into Curriculum”**
Al Stavitsky
Dean of Reynolds School of Journalism and Fred W. Smith Chair
University of Nevada, Reno |
| **“Beyond the Lumpia, Understanding Filipino Americans”**
Chelsey Solemsaas, CABNR Graduate Assistant
Rachel Solemsaas, Vice President of Finance and Administrative Services
Truckee Meadows Community College | **“Cultural Differences on Chinese Students’ Overseas Study Experiences in the United States”**
Wei Gu
Educational Leadership Program Doctoral Student
University of Nevada, Reno |
| **“A Time to Lose: The History and Legacy of Brown v. Topeka Board of Education”**
Ken Peak
Professor of Criminal Justice
University of Nevada, Reno | **“Preparing International Students: 21st Century Enrichment Options that Foster Personal, Academic, and Professional Success in Higher Education”**
Tara Madden-Dent, Ph.D., President
HLSL Institute
Alexandra Ellison, President
Dunce LLC |
| CHAIR/DISCUSSANT: Shernaaz Webster | CHAIR/DISCUSSANT: Juana Reynoza-Gomez |

**Performance and Discussion: Guante**

Hip hop artist, two-time National Poetry Slam champion, social justice activist, educator and writer.

*Theatre – 3rd Floor*

*Conference reconvenes Friday morning*
### Detailed Agenda

**Friday, February 27, 2015 (Joe Crowley Student Union)**

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<tr>
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<td><strong>Registration</strong></td>
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| **Panel Discussion: “Identifying Connections: Education, Careers & Community”**  
Speakers: Debra Collins, RN, BSN, Nevada Action Coalition, Oscar Delgado, Councilman Ward 3, City of Reno,  
President Marc Johnson, University of Nevada, Reno and Linda Paulic, RNC, MPA, Nevada Action Coalition  
Moderator: Kim Beers |  |
| 9:30   | 9:45  |
| **Break** |  |
| 9:45   | 11:00 |
| **Track: Health and Living**  
**Location:** JCSU Room 324 - 3rd Floor | **Track: Needs of Unique Groups**  
**Location:** JCSU Room 320 - 3rd Floor |
| “Maps of Home: Layering Community Connections through Shared Space”  
Natasha Majewski  
Geography Master’s Candidate  
University of Nevada, Reno | “Decolonizing the Mind: Challenging Trends in Teaching American Indian/Alaska Native Students”  
Saundra Mitrovich, Outreach & Retention Coordinator  
Center for Student Cultural Diversity  
University of Nevada, Reno |
| “Nutrition Label Education for International Students”  
Victoria Mischel, Orvis School of Nursing Student  
Jiani McDonough, Orvis School of Nursing Student  
Aaron Mullins, Orvis School of Nursing Student  
University of Nevada, Reno | “Path to Independence: Meeting the Needs of a New Student with Intellectual Disabilities and their Instructors”  
Mary Bryant  
Director, Path to Independence, Nevada Center for Excellence in Disabilities  
University of Nevada, Reno |
| “Diversity and the Labor Market: All people are Equally Employable only some are More Employable than Others—How an Anthropologist Sees Employability in Contemporary U.S.A.”  
Madalina Alama  
Anthropology Graduate Student  
University of Nevada, Reno | “Clinical Health Assessment and Promotion Program Pilot for Individuals with Intellectual or Developmental Disabilities in Las Vegas, Nevada”  
Fairuz Despujos Harfouche  
Medical Student  
University of Nevada School of Medicine |
| **CHAIR/DISCUSSANT:** Veronica Zepeda | **CHAIR/DISCUSSANT:** Larry Dailey |
| 11:00  | 11:15 |
| **Break** |  |
| 11:15  | 12:30 |
| **Track: Racial/Ethnic Explorations**  
**Location:** JCSU Room 324 - 3rd Floor | **Track: Student Networks & Resources**  
**Location:** JCSU Room 320 - 3rd Floor |
| “The Latino Leaders Roundtable: A Nonpartisan Coalition of Professional Latino Leaders”  
Jafeth E. Sanchez, Research Assistant Professor  
University of Nevada, Reno  
Leslie Mix, Latino Leaders Roundtable Chair  
Oscar Delgado, Councilman Ward 3, City of Reno | “Student Social Capital and the Enriching Educational Experience in Higher Education”  
Mary Tabor Griswold, Ph.D.  
Health Services Research Analyst  
University of Nevada School of Medicine |
| Paul Mitchell  
Professor, Recruitment & Retention Coordinator  
Reynolds School of Journalism  
University of Nevada, Reno | “GradFIT: Creating Change at the Graduate Level”  
Reginald Chhen Stewart, Ph.D., Chief Diversity Officer  
David W. Zeh, Ph.D., Vice Provost, Graduate Education and Dean, Graduate School  
Matthew Aguirre, Graduate Assistant  
University of Nevada, Reno |
| “The RSJ Race Dialogs”  
Kyle Edgerton,  
Immigration Program Director  
Catholic Charities of Northern Nevada | “Cultural Considerations in Academic Advising: What Can Advisors do to Aid in Academic Success for All Students?”  
Juana Reynoza-Gomez, M.A., CABNR Coordinator Student Affairs & Outreach  
Aqueelah Thompson, Academic Advisor  
University of Nevada, Reno |
| **CHAIR/DISCUSSANT:** Maria Perez | **CHAIR/DISCUSSANT:** Louis Forline |
| 12:30  | 12:45 |
| **Conference Closing**  
**Location:** JCSU Room 324 – 3rd Floor |  |
Co-chairs of the Cultural Diversity Committee:
Kim Beers, MBA, SPHR, Director of Human Resource Systems
Eleni Oikonomidoy, Ph.D., Associate Professor of Multicultural Education

Members of the 2014-2015 Conference Organizing Committee and Cultural Diversity Committee (CDC):

Dinesh Adhikari Graduate Teaching Assistant, Civil & Environmental Engineering
Larry Dailey Professor, Reynolds Chair of Media Technology, Reynolds School of Journalism
Lydia DeFlorio Assistant Professor, College of Education
Guadalupe Del Castillo Coordinator of Special Operations, Residential Life, Housing & Food Services
Christopher Field Lecturer & Assistant Director of Core Writing, English
Louis Forline Associate Professor, Anthropology
Timothy Griffin Associate Professor, Criminal Justice
Jennifer Hagen Associate Professor & Associate Dean for Faculty Development, University of Nevada School of Medicine
Michelle Hernandez Human Resources Business Partner, Renown
Paul Huggins Lecturer, English
Hyun-Joo Jeon Assistant Professor, College of Education
Albert Lee Assistant Professor, Music
Zhizhong Li Supervisor of Clinical Nursing, SICU/SMICU, Renown
Natalie Mazullo Assistant Director, Nevada Geriatric Education Center
Saundra Mitrovich Outreach & Retention Coordinator, Center for Student Cultural Diversity
Velsabet Mojica Student Worker III, Associated Students of the University of Nevada
Maria Perez Graduate Research Assistant, Human Resources
Anita Prince Manager of Recruitment, University of Nevada School of Medicine
Juana Reynoza-Gomez Coordinator of Student Affairs & Outreach, College of Agriculture, Biotechnology and Natural Resources
Adilia Ross International Student Advisor, Office of International Students and Scholars
Lane Simonian Instructor, Humanities
Lauren Slemenda Resident Director, Residential Life, Housing & Food Services
Wei-Chen Tung Associate Professor, Orvis School of Nursing
Daniel Valle Assistant Director, Trio Scholars Program
Vanessa Vancour Coordinator, Nevada Media Alliance
Shernaaz Webster Psychologist, Counseling Services
La Kerie Williams Admissions & Records Assistant II
Veronica Zepeda Lecturer, Biochemistry & Molecular Biology

Thank you to the College of Education (COE) Diversity Committee:
Chair: Eleni Oikonomidoy, Lydia DeFlorio, Michelle Hinkson, Jafeth Sanchez, William Sparkman, Anna Treacy, and Lynda Wiest

Special thank you to:
Kenneth Coll, Dean of the College of Education
Thomas Harrison, Associate Dean of the College of Education