




*Symposium
2021*



*October 25-29, 2021
Conference Program*



INCLUSIVE EXCELLENCE
COLORADO STATE UNIVERSITY



ABOUT THE SYMPOSIUM

Beginning in 2001 with a one day event, the Diversity Symposium has now grown into a week-long conference featuring dozens of sessions covering diversity and inclusion topics, cutting-edge research presentations, a variety of dynamic keynote speakers, and a strand focused specifically on educators.

The 2021 Diversity Symposium will offer 41 opportunities to engage, including both interactive, live Zoom sessions and pre-recorded content to watch at your convenience, two incredible keynote speakers and a range of CSU Inspire presenters.

This year's Diversity Symposium is being offered in a virtual format in order to maintain public safety precautions and accessibility standards for our large audience (last year over 2,500 people attended the virtual Symposium). Through a variety of live, online Zoom sessions presented in Meeting format for maximum interaction, pre-recorded content, powerful keynotes, and dozens of opportunities for learning, we are ready to come together as a community to engage with one another on the critical topics of diversity, equity, inclusion, and social justice.

HOW TO REGISTER

The 2021 Diversity Symposium is open to CSU employees and students, as well as CSU alumni, affiliates, and local community members. **Registration is required for all attendees.**

To register, [complete the 2021 Diversity Symposium registration form](#). Once you submit your [registration form](#), you're all set for now!

In early October, the Diversity Symposium Planning Committee will send a "Build Your Schedule" email to everyone who completed the registration form. You'll be able to create your schedule based on the sessions you are most interested in (similar to a conference) and download the Zoom event information directly to your calendar.

We encourage all interested attendees to complete registration and building your schedule as soon as each becomes available. The Diversity Symposium is a popular event and early registration will enable our planning committee to make adjustments to capacities and event preparation as needed.



REGISTER
TODAY!

2021 KEYNOTES

The 2021 Diversity Symposium Planning Committee is thrilled to announce two keynote speakers, Dr. Mahzarin Banaji and Yavilah McCoy.



Yavilah McCoy is the founder of Ayecha, a nonprofit Jewish organization that provided Jewish diversity education and advocacy for Jews of color in the United States. Raised in an Orthodox family, McCoy studied at Yeshiva University High School and Hebrew University in Jerusalem. She has taught Judaic Studies, Hebrew, and English Literature in elementary and secondary schools. In directing Ayecha from 2000–2008, she worked with rabbis, synagogues, schools, federations and multiple agencies to increase awareness of Jewish diversity and expand inclusion for Jews of color. As an anti-racism activist, she has provided training and consulting to numerous social justice agencies both within and outside of the Jewish community. In 2008 she became director of the New England Curriculum Initiative, a non-profit educational consultancy that services 600 prep schools across the nation with religious diversity resources. In 2009 McCoy co-wrote and performed *The Colors of Water*, a Jewish gospel musical describing the matriarchal journey of four generations of her African-American Jewish family. In 2014 she established Dimensions Educational Consulting, through which she continues to support organizations in expanding their relationships across race, religion, identity and culture.

Co-sponsored by the Office of Inclusive Excellence and the Presidential Task Force on Jewish Inclusion and the Prevention of Antisemitism | Oct. 25, 11:00am–12:00pm

Dr. Mahzarin Banaji is Cabot Professor of Social Ethics in the Dept of Psychology at Harvard University. Banaji and her colleague coined the term “implicit bias” in the mid-1990s to refer to behavior that occurs without conscious awareness. Today, Professor Banaji is a Cabot Professor of Social Ethics in the Department of Psychology at Harvard University, a member of the American Academy of Arts and Sciences, the National Academy of Sciences and has received numerous awards for her scientific contributions.

The focus of the Banaji’s keynote, *Blindspot: Hidden Biases of Good People*, is to reveal the surprising and even perplexing ways in which we make errors in assessing and evaluating others when we recruit and hire, onboard and promote, lead teams, undertake succession planning, and work on behalf of our clients or the public we serve. It is Professor Banaji’s belief that people intend well and that the inconsistency we see, between values and behavior, comes from a lack of awareness. But because implicit bias is pervasive, we must rely on scientific evidence to “outsmart” our minds. If we do so, we will be more likely to reach the life goals we have chosen for ourselves and to serve better the organizations for which we work. **Oct. 28, 11:00am–1:00pm**





VIRTUAL TIPS

To aid our presenters in navigating the virtual Diversity Symposium with our anticipated large audiences, we are asking for attendees' to follow these tips:

- Join Zoom channels for sessions no more than 5 minutes prior to the scheduled start time
- Virtual sessions will be offered in the Zoom meeting format, which will allow attendees to interact with presenters and engage in questions and discussion, double-check when joining to ensure you are muted
- Keep your microphone muted throughout the duration of the session unless you are participating in a small group discussion or asking a question
- If you are comfortable and able, turn on your video to provide visual feedback to presenters (it can be daunting to present to a sea of blank screens!)
- Looking for captions? Select the CC button at the bottom of the Zoom screen to turn on computer-generated live captions

CSU INSPIRE SPEAKERS

The 2021 CSU Inspire program will feature five incredible CSU staff and faculty, presenting on passion topics of their choosing in the span of 8–10 minutes. This year's speakers are:

Melissa Burt | Why OUR Voices Matter in the Climate Crisis

Kari Dockendorff | Expanding Gendered Possibilities in Higher Education

Camille Dungy | Resist Writers Block, Start your Revolution

Rickey Frierson | P.E.A.R.L.s of Wisdom

Haley Gonzalez | Student Perspective on Education, Healing and Activism



REGISTER
TODAY!

SCHEDULE OVERVIEW

The following schedule is subject to change as the Planning Committee continues finalizing the details of the 2021 Diversity Symposium. **The most up-to-date schedule is available online. Attendees must complete a registration form** to receive an email to build their schedule and receive Zoom links.

Monday, October 25

M Zoom meeting format
W Zoom webinar format

Oct. 25, 9:00–10:30am

- 1 Assistance Animals: Defining, Differentiating, and Exploring the Service Dog/Handler Relationship **M**
- 2 Aspirations and Challenges of International STEM Scientists in the US **M**

Oct. 25, 11am-12pm: Keynote with Yavilah McCoy **W**

Oct. 25, 12:15–1:45pm:

- 1 What Allies need to Know about Settler Colonialism: Disrupting Micro-Aggressions Directed at Indigenous Peoples **M**
- 2 A Discussion on the Current Assault on Critical Race Theory **M**

Oct. 25, 2:00–3:30pm:

- 1 “Sissies,” “Cake-eaters,” and Effeminacy: Facing Anxieties about Gender and Sex at CSU Before 1925 **M**
- 2 Supporting CSU Students who are Undocumented - From Campus to Post COVID to Career **M**

Tuesday, October 26

Oct. 26, 9:00–10:30am

- 1 Social Justice Equity in the Secondary School Classroom: Practicing Intersectional Literacy **M**
- 2 A Book Club Isn't Enough: Engaging Colleagues in Diversity, Equity, and Inclusion at Predominantly White Institutions **M**

Oct. 26, 11:00am–12:00pm: Get to know Dr. Kauline Cipriani, Vice President for Inclusive Excellence **W**

Oct. 26, 12:00–1:30pm:

- 1 Seeing the Unseen: Exploring Aspects of Blindness, Identity, Culture, and Experience **M**
- 2 From Creation to Collaboration: Departmental Undergraduate Peer Mentoring Programs **M**

Oct. 26, 2:00–3:30pm:

- 1 Tools for Furthering Equity and Inclusion in Community Engagement **M**
- 2 Creating Equitable and Decolonized Campus Spaces **M**

Wednesday, October 27

Oct. 27, 9:00–10:30am:

- 1 Latinx Student Experience at CSU **M**
- 2 Calladita Te Vez Mas Bonita: Xicanx Religious and Consciousness Development **M**

Oct. 27, 12:00–1:30pm: CSU Inspire **W**

Oct. 27, 1:45–3:15pm:

- 1 How High School Students with Limited Access to Mentoring in Veterinary Medicine Received College Credit and Experiential Learning ZOETIS, CVMBS and Alliance Summer Institute **W**
- 2 Just Care: Exploring the Importance of Diversity and Inclusion in Healthcare **M**

Oct. 27, 3:30–5:00pm:

- 1 Advising and Decolonizing Research: The Ebony and Ivory Relationship **M**
- 2 Pronoun Statement Workshop **M**

Oct. 27, 4:00–6:30pm: Diversity Connect (students only)

Schedule continues on following page

PROGRAM UPDATED 10/7/21

Thursday, October 28 (Education Strand)

M Zoom meeting format
W Zoom webinar format

Oct. 28, 9:00–10:30am:

- 1 Diversity in Literacy Instruction **M**
- 2 Inclusive Pedagogy: A Proactive Approach **M**

Oct. 28, 11:00am–1:00pm: Keynote with Dr. Mahzarin Banaji **W**

Oct. 28, 1:15–2:45pm:

- 1 Moving Towards Anti-Racism and Social Justice in the Master of Public Health Program: Leveraging a Moment in Time **M**
- 2 Refusing to “Return to Normal”: Lessons from the COVID Racism Environmental and Disinformation Pandemics **M**

Oct. 28, 3:00–4:30pm:

- 1 Creating an Inclusive Classroom: How Universal Design for Learning Benefits all Students **W**
- 2 Youth and Veteran Populations: What does Critical Empowerment Look Like **M**

Friday, October 29

Oct. 29, 9:00–10:30am:

- 1 MURALS '21 – Scholarly Work Presented By Our Students **M**

Oct. 29, 10:30am–12:00pm:

- 1 Hungry to Learn Film Panel Discussion **W**

Pre-Recorded Sessions *(these sessions will be available online beginning October 22)*

- 1 Structural Transformation
- 2 Elevating Voices: How Student Filmmaking is Giving Voice to BIPOC Environmental and Conservation Experiences in Colorado
- 3 Racial Battle Fatigue in Higher Education
Component to Creating a Sustainable Water Future
- 4 Tackling Wicked Problems through Deliberative Engagement: How to Engage Diverse Perspectives and Elevate our Conversations in Hyper-Partisan Times
- 5 Historical or Heretical? Is a Deep Look into the Past One Way to a More Equitable Future in STEM?
- 6 Emergent Strategy at CSU: Putting Theory into Practice in the Amplify Learning Communities
- 7 Reclaiming Our Time. Black Women Student Affairs Mid-level Administrators Talk Supervision at Predominantly White Institutions
- 8 Losing to Win: Anti-Transgender Legislation in Sport & Society

Special thanks to the 2021 Diversity Symposium Planning Committee:

Marsha Benedetti, Sam Boren, Shauna Deluca, Candace Hufford, Torin Kaletsky, Angela Lewis, Becca McCarty, Kyle Oldham, Justin Schwendeman, Juliana Searle, Ann Sebald, Kathy Sisneros, Alicia Sprague, Ria Vigil, Adriana McClintock, Laxmi Shastry, Brit Heiring, Samantha Palmer, Natalie Padron, Mel Lafferty, Louise Jennings, and Saniya Danbay

ACCESS
THE FULL
SCHEDULE
ONLINE