

DIVERSITY & INCLUSION 2019

Thursday, April 18, 2019 • 8:00 am – 4:00 pm

Central Connecticut State University

CONFERENCE AGENDA

8:00 am – 8:30 am **REGISTRATION, CONTINENTAL BREAKFAST, NETWORKING**

8:30 am – 9:45 am **WELCOME, GUEST SPEAKER – MR. MICHAEL GONZALES**
Former Diversity & Inclusion Director at Hallmark
Why It's a Business Imperative

10:00 am – 11:00 am **BREAKOUT SESSIONS**

DR. HEATHER RODRIQUEZ
*How Does Your Appearance Influence
the Way People Interact With You?*

DR. RATI KUMAR
*Diversity Within and Without
A Dialog about the Communication of
Organizational Culture through Inclusivity and Difference*

11:10 pm – 12:10 pm **BREAKOUT SESSIONS**

DR. DETRA BETHELL
*Using Cultural Humility to Address
Microaggressions in the Workplace*

DR. ABIGAIL ADAMS
*Beads, Yarn, Photos, an Anthropologist's take on
Diversity, Inclusion, & Equality*

12:15 pm – 12:45 pm **LUNCH**

12:45 pm – 1:30 pm **GUEST SPEAKER – ANDRÉA R. HAWKINS,**
Partner, The Clarion Group
Achieving Excellence Through 5 Generations

1:45 pm – 2:45 pm **GENDERALLY SPEAKING**
An Honest and Open Conversation

MR. DUSTIN RADER

MR. WILLIAM MANN

STUDENT: PATRICIA BINGHAM

3:00 pm – 3:45 pm **DR. YANAN JU**
*Don't Ask Me Where I Come From
– A Chat on Diversity and Identity Negotiation*

3:45 pm – 4:00 pm **CLOSING**

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DIVERSITY SESSIONS & SPEAKERS

DIVERSITY & INCLUSION IN THE MARKETPLACE; WHY IT'S A BUSINESS IMPERATIVE

Michael's presentation will illustrate why incorporating diversity, inclusion and equity isn't just a 'nice' thing to do but a business imperative. He will share examples of diversity and inclusion, (D&I) work contributing to the bottom line and how to move D&I from transactional activity to a corporate strategy that addresses the

workforce, workplace, marketplace and community. Finally, the presentation talks about how implicit bias can have a negative impact on a company's culture, its ability to understand multicultural markets and its failure to attract, retain and develop diverse talent.



MR. MICHAEL A. GONZALES

Michael is the principal owner of NE&E consulting and travels the country as a consultant, executive coach, speaker, panelist and advisor on D&I topics impacting business and workforce imperatives. As the former corporate leader of Hallmark's D&I department, he was responsible for Hallmark's D&I's strategies and objectives, their internal and external

collaborations, partnerships and compliance. He was responsible for the execution of the D&I's priorities regarding, workforce, workplace, marketplace and community. Michael was also responsible for the company's seven Employee Resource Groups, (ERG's).

He is also the co-founder of the Diversity & Inclusion Consortium, a national organization of over 245 D&I practitioners and advocates. The Consortium was created when he saw a need for collaborative thought and sharing. The main objective of the Consortium is to share best practices and to provide each other insights and support regarding D&I opportunities and challenges.

Michael is also a frequent lecturer on university campuses advancing student knowledge and appreciation for D&I not only for their college experience but in preparation for their professional career.

He currently serves on 12 national, regional and local boards and councils.

Michael is skilled in the areas of building critical relations, innovation and resourcing, business collaboration, employee relations, diverse and cultural understandings, compliance metrics and program management.



DIVERSITY SESSIONS & SPEAKERS

HOW DOES YOUR APPEARANCE INFLUENCE THE WAY PEOPLE INTERACT WITH YOU?

This session takes a micro perspective that will help you think about how your appearance influences the kinds of social interactions you have with others. Symbolically, we read others and try to interpret what their appearance, body language, or tone of voice is trying to say to us. However, our interpretations are

perceptions that can lead to misinterpretations or miscommunications. In this session we will discuss examples that further confirm why we should never judge a book by its cover-so to speak and how to connect with people who are different from us.



DR. HEATHER RODRIQUEZ

Dr. Rodriguez has been teaching sociology at the university level since 2003. She received her PhD in Sociology from Purdue University in 2005. She focused on Medical Sociology and minored in Women's Studies. After graduate school, Dr. Rodriguez had a two year fellowship at UCLA where she continued her research in HIV prevention. During this fellowship she assisted with various qualitative and quantitative research studies with Charles Drew University, AIDS Project Los Angeles, and the VA Hospital of Northridge.

Dr. Rodriguez earned her Bachelor's degree in 1998 from the University of Notre Dame where she was a Pre-Med and Sociology major with a philosophical concentration in Science, Technology, and Values.

After graduating with her Bachelor's from Notre Dame, Dr. Rodriguez entered the Jesuit Volunteer Corps where she worked as an HIV Outreach Worker and Prevention Specialist in Venice and Santa Monica, California. After her year of service, she worked as a counselor at a group home for young boys.

Dr. Rodriguez's current research projects focus on the portrayal of Latinas in mass media; social psychological and feminist themes present in the works of artist Frida Kahlo; using art as a means to understand the Latino experience and to reconstruct stereotypical racial identities; understanding challenges minority students experience and that hinder academic success; collective behavior and empowerment strategies present in Latina-focused service agencies; and ways in which older Latinas engage in social activism.

She has previously published works on using Womanism and reflective journaling to understand the academic experiences of Black female undergraduates; provider and administrator experiences with providing HIV Treatment and prevention services in rural areas; the use of social theory in HIV prevention programs; ways to teaching courses on aging and learning activities to engage students; and resources for teaching social statistics. In spring 2015, Dr. Rodriguez was elected the coordinator of the Latino and Puerto Rican Studies minor program at CCSU. In June 2015, Dr. Rodriguez and Dr. Leah Glaser (CCSU History) obtained a \$10,000 grant to support Latino programming on the CCSU campus from the National Endowment for Humanities and the American Library Association. Examples of events supported by this grant can be found at:

www.ccsu.edu/latinostudies/nehALA.html

DIVERSITY SESSIONS & SPEAKERS



DR. RATI KUMAR

DIVERSITY WITHIN & WITHOUT A DIALOGUE ABOUT THE COMMUNICATION OF ORGANIZATIONAL CULTURE THROUGH INCLUSIVITY AND DIFFERENCE

In an age where organizations are grappling with both internal and external stakeholders demanding to be heard about issues such as diversity and inclusion, what does real participation look like within organizations? We examine what it means to be truly diverse, whether it is ethically sound to consider diversity a business plan, and how practices such as affirmative action can affect belonging in structures of power for traditionally marginalized groups.

Dr. Rati Kumar is an assistant professor of communication, with a research interest in the areas of health communication, public relations and organizational communication. Her research specifically draws on a critical approach to communication surrounding issues of social justice and examining the concepts of power and structural constraints that marginalized populations encounter in various organizational structures.



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USING CULTURAL HUMILITY TO ADDRESS MICRO AGGRESSIONS IN THE WORKPLACE

During this session, attendees will have the opportunity to revisit their cultural self and discover how his or her cultural self is received in a professional environment. Attendees will also discuss microaggressions

in the workplace and how to address these microaggressions with a working knowledge of his or her own cultural identity and cultural humility.



DR. DETRA BTHELL

Dr. Bethell is an assistant professor of Counselor Education at Central Connecticut State University (CCSU). She obtained her undergraduate and Master's degree at the University of Georgia. She received her doctorate degree in counselor education from the University of South Florida in 2013. Prior to becoming a member of the CCSU's school counseling faculty, Dr. Bethell was employed as a Counselor Educator at Troy University, Dothan Alabama. Her school counseling career began in the Bahamas where she served for over 14 years,

seven of which as department chairperson. She also has experience working with school counseling programs in Georgia, Florida, and Alabama. She has worked in elementary, middle, high and K-12 "all age" schools. As a counselor educator, Dr. Bethell has a Progressive teaching philosophy and is committed to acquiring and sharing knowledge in an active learning environment. She strives to motivate students to develop a passion for learning through critical thinking based on a comprehensive educational approach rooted in a profound respect for diversity, innovative research, sound academic principles and disciplined work ethics. Her current scholarly interests contribute to our knowledge of under-represented populations, multiculturalism, school and career counseling training, and practice and group counseling. As both a theoretical and applied researcher, her current research on the academic achievement gap uses a strength-based approach to assess multiple aspects of under-achievement among minority populations and develops strategies for closing the achievement gap. Dr. Bethell is passionate about serving. As a committed professional, Dr. Bethell has served as president of the Florida Association of Multicultural Counseling and Development and treasurer of Florida Association of Child and Adolescent Counselors, formerly Florida School Counseling Association. She has been actively involved in community organizations in The Bahamas, Georgia, Florida and Alabama. She is actively seeking opportunities to serve her new Connecticut community.

DIVERSITY SESSIONS & SPEAKERS

BEADS, YARN, PHOTOS, AN ANTHROPOLOGIST'S TAKE ON DIVERSITY, INCLUSION, & EQUALITY

In this hour, the chair of CCSU's Anthropology department facilitates a workshop on races, cultures, and cross-cultural economies. Get ready to move, and yes, you will work with beads and yarn.



DR. ABIGAIL ADAMS

Abigail E. Adams, Ph.D., is a sociocultural anthropologist, professor at Central Connecticut State University and former journalist. She did her doctoral work at the University of Virginia, researching the role of U.S. and Maya evangelical Christians during Guatemala's 36-years of civil war and counterinsurgency. She earned her master's degree in Latin American Studies from Stanford University and undergraduate degree from Haverford College in biology and anthropology. She

has worked in Guatemala since studying Spanish there as an undergraduate in the first of the years of acute genocidal violence. She continues research on Maya cultural revitalization (including spirit possession), U.S.-Central American relations and post-violence civic culture, including ethno historical research on Guatemala's 1944-1954 decade of progressive democracy, indigenismo, Antonio Goubaud Carrera and the subsequent 1954 CIA-sponsored coup d'état.

Among other publications, she co-edited the 2013 book with Katherine Borland, *International Volunteer Tourism: Critical Reflection on Good Works in Central America* (Palgrave MacMillan Publications). In 2011, she published the co-edited book, with Timothy Smith, *After the Coup: An Ethnographic Reframing of Guatemala 1954* (Urbana, Ill: University of Illinois Press).

She is opening new research on the gendering of environmental sustainability, and food security. She enjoys a degree of fluency in English, Spanish, and (with two weeks' re-immersion) Q'eqchi' Maya, as well as reading French and Portuguese.

Dr. Adams is active with the Guatemala Scholars Network (GSN), including as a member of its steering committee. She served on the Executive Committee of the Friends Association for Higher Education (FAHE) from 2007 to 2013, and remains involved on its annual programming committee.

DIVERSITY SESSIONS & SPEAKERS

ACHIEVING EXCELLENCE THROUGH 5 GENERATIONS

Today's workplace includes five generations of employees. This diversity in age and experience, combined with the exponential rate of marketplace change, creates opportunities and challenges for today's Leaders and Human Resource teams. As a current or future leader of people or Human

Resource professional, we invite you to participate in this discussion we've titled Exponential Leadership Through A Generational Lens. Join in the conversation and explore ways to optimize the generational perspectives, create effective leadership and increase collaboration and innovative outcomes.



MS. ANDRÉA R. HAWKINS

Partner – *THE CLARION GROUP*

"The illiterate of the 21st century will not be those who cannot read or write, but those who cannot learn, unlearn and relearn."

– Alvin Toffler, Futurist

The rapid pace of technology change has presented new challenges for today's leader to address.

Andréa partners with leaders to solve complex business challenges through a combination of leadership and culture strategies.

Andréa comes to this work equipped with more than 20 years of executive and leadership experience in the Healthcare, Insurance and Financial Services sectors where she was responsible for leading strategic planning, transformational culture change, Operations Excellence, Large Scale IT Programs, Accounting/Finance, and communications. Her extensive span of control included teams in the U.S. and abroad. Her focus has always been to help companies create order from chaos or repositioning for "what's next". Andréa's more recent work has included non-profit entities and mid-sized companies.

Andréa has an undergraduate degree in Business from Central CT State University and a Masters in Organizational Behavior from the University of Hartford.

In the community, she was twice awarded the Millard H. Pryor award for service to recognize her 20+ years of volunteer work with The Amistad Center for Art and Culture. Andréa currently serves The Amistad Center's Board of Trustees and The Human Resources Leadership Forum Board of Directors. Andréa served the YWCA Hartford Region Board from 2011 until 2016.

Andréa Co-Owns Berkins on Oak Café in Hartford and Berkins Blend Café, with her husband, Doug, in Glastonbury, CT where they live.

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GENDERALLY SPEAKING

An open conversation with a panel of young students and graduates sharing and discussing their experiences. Mr. William Mann will host and moderate and answer your questions.

CCSU Alum Dustin Rader will share his story of coming out as transgender in his senior year at Glastonbury High School in 2008.



DUSTY RADER

Dusty earned his Master of Arts in Teaching from Central Connecticut State University in 2015 after completing his Bachelor of Arts in English at the University of Vermont in 2013. He came out as transgender in his senior year at Glastonbury High School in the fall of 2008. Since then, he has had the opportunity to speak about his experiences as a transgender student, teacher, and person. He has worked with students, faculty, staff, administrators, Board of Education members, religious groups, and to the world through a Tedx Talk, as well as speaking on panels on LGBT students, including at the National School Boards Association's first Equity Symposium in Washington, DC, to help people understand, empathize, and support the transgender people they know and love.



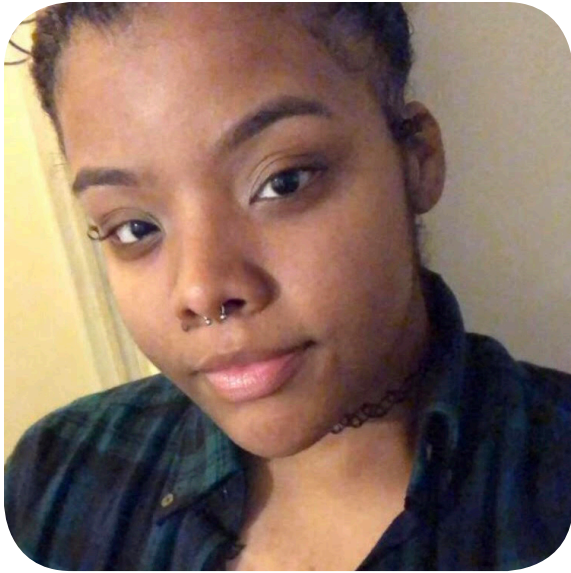
WILLIAM MANN

William Mann is an Assistant Professor of History as well as the director of the LGBT Center. He is a graduate of CCSU (1984) and of Wesleyan, where he obtained his Masters in 1987. In the 1990s he facilitated the Hartford-area youth group YourTurf, the first support organization for LGBTQ youth in Connecticut. As a journalist, he has written extensively about issues facing queer youth. He is also the author of several books on American popular culture and political history.

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PATRICIA BINGHAM

My name is Patricia Bingham (but I go by Pat). I am a Junior, Psychology major and WGSS (Women, gender and sexuality studies) minor focusing on mental health, LGBTQ+ issues and HIV and AIDS Advocacy. I am also a volunteer at the LGBT center here on campus.



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DON'T ASK ME WHERE I COME FROM - A CHAT ON DIVERSITY AND IDENTITY NEGOTIATION

Dr. Yanan Ju, a self-labeled, hyphenated American, having all along been negotiating his identity, has finally anchored his soul in the bosom of his adopted mother country called America or 美国 (literally translated as The Beautiful Land.) He will revisit his many adventures in his 30-year tenure as a

learning professor at CCSU tasting the joy of diversity as well as testing the limits of identity negotiations.

"I think, there I am," says Rene Descartes, the 17th century renowned French philosopher. "We differ, therefore we are," Ju says.



DR. YANAN JU

Dr. Yanan Ju is Professor of Communication at Central Connecticut State University. He taught, in the mid and late 1980s, at Fudan University's prestigious School of Journalism and was Director of its International Journalism Program. Before he made CCSU his permanent home, Ju taught, for brief periods, at the University of Connecticut and the University of North Carolina at Chapel Hill.

Dr. Ju has authored and coauthored over a dozen books, in English or Chinese, in a variety of areas including cultural studies, sociology of art, communications, relationships, public relations, and high-speed management. In early 2006 he published a 420-page novel Land of Bailan (in Chinese), the first novel he has ever written and published.

Ju writes in both English and Chinese. His writing style is one of simplicity and lucidity, which, among other factors, has made some of his books the best sellers in the competitive Chinese book market. His seminal book on public relations (in Chinese), for example, has sold over a million copies. The English version of his Land of Bailan is a new literary testimony to the beauty and esthetic value of the same style.