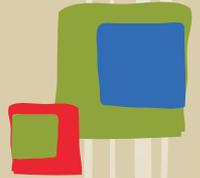




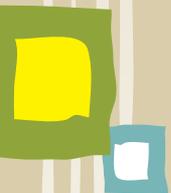
OAKLAND UNIVERSITY

DIVERSITY, EQUITY & INCLUSION
CONFERENCE



LEVERAGING DIVERSITY:
Creating a Culture of Inclusive Excellence

Thursday, April 2, 2015





Diversity, Equity and Inclusion Conference
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Welcome



Welcome to the 2015 Diversity, Equity and Inclusion Conference!

True to our goal and commitment to leverage diversity in our community, this year's conference supports our desire to "Create a Culture of Inclusive Excellence." Today's event is filled with the promise of excitement, passion and thought-provoking discussions. You will have an opportunity to meet and engage with some of the leading experts in the field of diversity and inclusion.

This year's conference will build upon last year's event in many ways as we continue the discussion on microaggressions and bullying in the workplace. Some of our very own faculty and staff will present on some of the findings from this critical body of work. In addition, we will hear from one of our leading experts on women in leadership positions, and a member of the DEI Council will share some of the findings from the 2013 Climate Survey, which served as the impetus for the Diversity Conference.

This full range of topics would not be complete without having some of today's leading scholars on "Inclusive Excellence." Our keynote speaker, **Nikki Giovanni**, is a world-renowned poet, writer, commentator, activist and educator. **Mary Howard-Hamilton** has published more than 90 articles and contributed to or authored several books; most recently, "Multiculturalism on Campus" and "Theories, Models and Practices for Understanding Diversity and Inclusion." And last, but certainly not least, we will hear from one of our very own graduates, **John Burkhardt**, who now heads up the National Center for Institutional Diversity. Each of these speakers has helped to transform institutions, communities and lives. It is truly an honor to have them here on OU's campus.

Many of you have been exposed to the three Strategic Planning goals the University community has developed in recent months. While this conference relates to all three, one is particularly germane to our discussion:

Goal #3

"Become a leader in serving the needs and aspirations of our communities and region through expanded community relationships, institutional reputation and visibility, and engagement."

To that end, we are grateful for the strategic alliances and partnerships involving those who share our vision for the community and region. Many of these individuals and groups serve as sponsors for this event. Over lunch, you will have an opportunity to hear from some of them.

Finally, we thank each of you for your participation and engagement today. Please enjoy the conference. We look forward to hearing from you about your experience.

Sincerely yours,

George W. Hynd
 President

Patricia A. Dolly
 Senior Advisor to the President for
 Diversity, Equity & Inclusion





8 – 9 a.m. **Registration and Continental Breakfast**
BANQUET ROOMS

9 – 9:15 a.m. **Welcome**
George W. Hynd
President
Oakland University

Conference Overview
Patricia A. Dolly
Sr. Advisor to the President for Diversity, Equity and Inclusion
Oakland University

CONCURRENT WORKSHOPS

9:30 – 10:30 a.m. ***From Awareness to Actions: Eliminating Microaggressions in Daily Interactions***
ROOM 128-130
Thomas W. Blume
Associate Professor, School of Education and Human Services
Oakland University

Jennifer J. Matthews
Assistant Professor, School of Education and Human Services
Oakland University

Women in Leadership: Challenges and Complexities
BANQUET ROOMS
Elizabeth J. Talbert
Special Instructor, Communication and Journalism
Oakland University

Creating and Supporting a Culture of Inclusive Excellence
LAKE SUPERIOR A
John C. Burkhardt
Professor, Clinical Practice
University of Michigan
Director, National Center for Institutional Diversity

10:30 – 10:45 a.m. **Break**

10:45 – 11:45 a.m. ***Inclusive Excellence***
ROOMS 128-130
Nicole Wells Stallworth
Assistant Vice President, Government and Community Relations
Oakland University

Understanding and Leveraging the Assets of the LGBTQ Community to Enhance the Experiences of All at Oakland University
HERITAGE ROOM
Timothy Larrabee
Associate Professor, School of Education and Human Services
Oakland University

Bullying in the Workplace – Effects and Strategies for Affecting Change
OAKLAND ROOM
Jasmine L. Bailey
Project Manager, Professional Development and Continuing Education
Oakland University
Judith DeVries
Director of Learning
Challenger Business and Executive Coaching

Noon – 1 p.m. **Lunch**
Banquet Rooms

CONFERENCE GENERAL SESSION | BANQUET ROOMS

1 p.m. **Introduction of Speaker**
Monica E. Emerson
Trustee Emerita
Oakland University
Creating and Supporting a Culture of Inclusive Excellence
John C. Burkhardt
Professor, Clinical Practice
University of Michigan
Director, National Center for Institutional Diversity





CONFERENCE GENERAL SESSION (CONTINUED) | BANQUET ROOMS

2 p.m.

Introduction of Keynote Speaker

Alison Powell

Assistant Professor, English
Oakland University

Leveraging Diversity: Creating a Culture of Inclusive Excellence

Nikki Giovanni

University Distinguished Professor, English
Virginia Tech

3 p.m.

Introduction of Speaker

Joi M. Cunningham

Director, Inclusion and Intercultural Initiatives
Oakland University

Leveraging Diversity: Creating a Culture of Inclusive Excellence in a Transitioning Society

Mary Howard-Hamilton

Professor, Educational Leadership
Indiana State University

Diversity Award Presentation

Closing Remarks/Acknowledgements

George W. Hynd

Nikki Giovanni is a world-renowned poet, writer, commentator, activist and educator. Over the past 30 years, the outspoken nature of her writing and speaking has brought the eyes of the world upon her. One of the most widely read American poets, she prides herself on being “a Black American, a daughter, a mother, a professor of English.” The Academy of American Poets voted her #1 poet for the spring of 2007. She remains as determined and committed as ever to the fight for civil rights and equality. Always insisting on presenting the truth as she sees it, Nikki has maintained a prominent place as a strong voice of the black community. Her focus is on the individual—specifically, the power one has to make a difference in oneself and in the lives of others.

Nikki has written more than two-dozen books, including volumes of poetry, illustrated children’s books and three collections of essays. Her book, *Racism 101*, includes bold, controversial essays about the situation of Americans on all sides of various race issues. She has received 21 honorary doctorates and a host of other awards, including Woman of the Year titles from three different magazines and the Governors’ Awards in the Arts from both Tennessee and Virginia. *Rosa*, her biography of legendary civil rights activist Rosa Parks, won Caldecott Honors and the Coretta Scott King Medal for “Best Illustrated Book.” Three of her volumes of poetry were winners of the NAACP Image Award in 1998, 2000 and 2003. Her newly released collection, *Bicycles: Love Poems*, has been called one of her “most powerful offerings to date” by *Essence* magazine.

Since 1987, Nikki has taught writing and literature at Virginia Tech, where she is a distinguished professor. Her album, *Truth Is on Its Way*, in which she reads her poetry against a background of gospel music, was a top 100 album and was named “Best Spoken Word Album” by the National Association of Radio and Television Announcers. *The Nikki Giovanni Poetry Collection*, a spoken-word CD, was a finalist for the 2003 Grammy Award in the category of spoken word.

Student Session

4 – 5 p.m.

Reception / Book Signing

OAKLAND ROOM

Nikki Giovanni

5 – 6 p.m.

Race and Police: Pre and Post Ferguson

OAKLAND ROOM

Steve Spreitzer

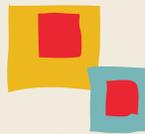
Michigan Diversity Roundtable

Mark Fancher

American Civil Liberties Union (ACLU)



Presenters



Jasmine L. Bailey is a project manager in Continuing Education in the School of Education and Human Services at Oakland University where she received her master's degree in training and development. She received her B.S. in business administration from Central Michigan University.

Thomas W. Blume is an associate professor in the department of counseling in the School of Education and Human Services at Oakland University. He is a licensed professional counselor and licensed marriage and family therapist with a broad background including early childhood education and addiction treatment. He teaches graduate courses in interpersonal communication and counseling with a special focus on couples and families. His scholarly interests are focused on a new theory of identity renegotiation and its implications for individuals, couples, families and institutions. Thomas received his M.A. in developmental clinical psychology from Antioch University-Maryland and his Ph.D. in marital and family therapy from Texas Tech University.

John C. Burkhardt directs the National Center for Institutional Diversity (NCID) which is organized to extend and defend the commitment to diversity, equity and inclusion across U.S. higher education and in American society. He was executive director of a commission to examine options for refocusing the Detroit Public School system. He also facilitated the merger of the University of Detroit and Mercy College, and resurrected the Salzburg Seminar on American Studies in Salzburg, Austria. John directed the research of Michigan's Cherry Commission, appointed by former Governor Jennifer Granholm and represented the W.K. Kellogg Foundation in its work on leadership and higher education in the United States, Europe and South America. He attended Oakland University where he received his B.A. in psychology, Michigan State University for his M.A. in education, U of M for his M.A. in organizational psychology and his doctorate from the Center for the Study of Higher and Postsecondary Education. He was the first man named to be the "House Mother" at Fitzgerald House on OU's campus in 1973.

Judith DeVries brings an extensive career in adult education for both nonprofit and for-profit sectors, operations management, customer relationship management, sales training, grant writing and social work to the team at Challenger Business and Executive Coaching. She has held high-ranking positions, including director of client services and software conversion and implementation training director as well as serving as a founding board member and national board member for Hospice of North Carolina. She has also served as a board member and executive director of battered women's services of Forsyth County, and on the board of St. Leonard's Adult High School. Judith received her B.A. and M.A. in adult education from DePaul University, and a Ph.D. in adult education from Walden University.

Mark Fancher is the staff attorney for the Racial Justice Project of the ACLU of Michigan. He works to address racially disproportionate rates of incarceration, racial discrimination against public school students of color, racial profiling, attacks on the democratic rights of communities of color and abusive police practices. Formerly, Mark was the senior staff attorney for the Sugar Law Center for Economic and Social Justice, a visiting assistant clinical professor at the University of Michigan Law School, director of litigation for Camden Regional Legal Services in New Jersey, played leadership roles in the National Conference of Black Lawyers (NCBL) and he served on the staff of the State Bar of Michigan. He specializes in issues on the U.S. military presence in Africa, political repression in the U.S., the land and resource rights of traditional indigenous communities, and employment discrimination and community economic development. He is a graduate of Rutgers University School of Law - Camden and received a B.S. from the University of Tennessee.

Mary Howard-Hamilton is a professor and coordinator of the Higher Education Leadership Program in the Bayh College of Education - Department of Educational Leadership at Indiana State University. She was a recipient of the Bayh College of Education, Holmstedt Distinguished Professorship Award for 2012-2013. Dr. Howard-Hamilton received her Bachelor of Arts and Master of Arts degrees from The University of Iowa and a Doctorate of Education from North Carolina State University. Dr. Howard-Hamilton has served as a higher education student affairs administrator for 15 years and a full time faculty member for 24 years. She has spent her entire professional career in higher education for a total of 37 years working at eight institutions.

As a researcher, Dr. Howard-Hamilton has published over 90 articles and book chapters. The most recent co-authored books are, "Diverse Millennial Students in College", "Multiculturalism on Campus: Theories, Models, and Practices for Understanding Diversity and Creating Inclusion", "Unleashing Suppressed Voices on College Campuses: Diversity Issues in Higher Education" and "Standing on the Outside Looking In: Underrepresented Students' Experiences in Advanced Degree Programs". Her primary avocation is gardening in which she is a Certified Master Gardener.

Timothy Larrabee is an associate professor in the department of teacher development and educational studies in the School of Education and Human Services (SEHS) at Oakland University. He is the director of the SEHS Sexual Orientation & Gender Identity Initiative whose goals are to provide a safe and welcoming space, to create a more supportive and inclusive campus climate that encourages the success of all students, staff, faculty and administrators regardless of sex, gender identity or sexual orientation, to increase awareness of the realities that face GLBTQQI people and to advocate for the larger GLBTQQI community. During the day, he instructs pre-service elementary school teachers on how to teach science. Timothy received his B.S. in psychology and Ph.D. in education from the University of California and his M.S. in instructional leadership from National University.

Jennifer J. Matthews is an assistant professor in the department of counseling in the School of Education and Human Services at Oakland University. She is a national certified counselor and has a school counseling license from the State of Michigan. Her clinical background includes working with adolescents, adults, couples and families. Her scholarly interests include the development of counseling skills, multicultural counseling and clinical teaching/ supervision. Jennifer received her B.A. in Spanish from Bowling Green State University, her M.A. in mental health counseling and school counseling from Wayne State University and her Ph.D. in counselor education from the University of Central Florida.

Steve Spreitzer is the president and CEO of the Michigan Roundtable for Diversity and Inclusion. He has received recognition from the Hindu American Foundation, Metropolitan Christian Council, the World Sabbath for Religious Reconciliation, the Council of Islamic Organizations of Michigan and the Catholic Youth Organization. Steve and his wife, Mary, are empty nesters living in Plymouth, Mich. with their three children away at college. Steve received an M.S.W. from Michigan State University where he studied the role of the faith community in the area of restorative justice.

Elizabeth J. Talbert is a special instructor of communication, specializing in leadership, persuasion, group dynamics, professional communication and gender communication. Beth has served as a trustee, secretary, treasurer, vice president and twice as board president of Rochester Community Schools Board of Education. She is also a member of the board of directors for the Women Officials Network of Oakland County and an appointment member on the executive committee of the Greater Rochester Community Foundation. In 2013, she was invited to join a delegation of county leaders who traveled to Istanbul, Turkey. Next fall, she will be teaching "Women in Leadership" (COM 380/WGS 301). Elizabeth received her M.A. from Bowling Green State University.

Nicole Wells Stallworth is the assistant vice president for government and community relations at Oakland University. Nicole has hosted hundreds of community forums around the State of Michigan on policy issues in k-12 education, increasing access to affordable health care services and ensuring access to quality behavioral health services for families in need. She is a member of the President's Community Advisory Council for Wayne State University, the National Congress of Black Women Greater Detroit Chapter, The Early Childhood Leadership and Advocacy advisory board for the National Alliance for Children and Families and chairs the board of directors for the International Preparatory Academy at the MacDowell Campus. Nicole has been a guest lecturer at Wayne State University and is a Michigan Political Leadership Program alumna through Michigan State University's Institute for Public Policy and Social Research. In addition, she is a Michigan Nonprofit Association emerging leader and holds a B.A. in English and an M.A. in communication studies from Wayne State University.

OAKLAND UNIVERSITY COUNCIL ON DIVERSITY, EQUITY AND INCLUSION

COUNCIL CHARGE
oakland.edu/diversity

In keeping with OU's mission to "exemplify educational leadership in a diverse and inclusive environment," the OU Council on Diversity, Equity, and Inclusion provides a collaborative, advisory context for sharing information across academic and non-academic units, devising overarching strategies, making recommendations, and raising the visibility of the University's diversity, equity and inclusion efforts.

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