



ACPA—MICHIGAN
EQUITY AND
INCLUSION
SUMMIT 2018
PLANT, GROW, HARVEST
BUILDING EQUITY IN YOUR COMMUNITIES



FRIDAY, MAY 18, 2018
UNIVERSITY OF MICHIGAN—FLINT





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SAVE THE DATE! #ACPAMI18 | **Back**

WIRELESS

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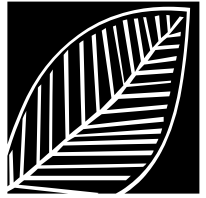
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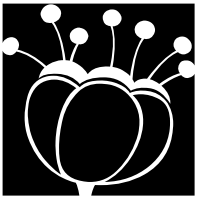
1. In the list of wireless networks available to your device, select **MGuest**.
2. Wait a moment while your system connects. Once it is connected, you will be prompted to enter further information within the web browser to register your connection.
 - If you are not prompted automatically, launch your web browser and access any web page to be redirected.
3. To connect as a guest user, click the Agree & Connect button.
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 - After your access has been activated, you will have 24-hours of access to MGuest before having to register your connection again.

Summit Schedule

All scheduled events take place in
Harding Motts University Center & David M. French Hall



8:00am-8:45am	Registration & Continental Breakfast	Happenings Room Harding Motts U.C.
8:45am-9:15am	Welcome to the 2018 Equity & Inclusion Summit Eduardo Olivo ACPA-MI Social Justice & Inclusion Coordinator Sharese Mathis ACPA-MI President	Happenings Room Harding Motts U.C.
9:15am-10:00am	Opening Keynote Speaker Dr. Susan E. Borrego Chancellor, University of Michigan-Flint	Happenings Room Harding Motts U.C.
10:15am-11:15am	Session 1 (see page 8 for session information)	French Hall Rooms 110, 130, & 212
11:30am-12:10pm	Networking Luncheon	Happenings Room Harding Motts U.C.
12:10pm-1:00pm	Featured Luncheon Speaker Rev. Dr. Jamie Washington President of ACPA	Happenings Room Harding Motts U.C.
1:15pm-2:15pm	Session 2 (see page 9 for session information)	French Hall Rooms 110, 130, & 212
2:30pm-3:30pm	Session 3 (see page 10 for session information)	French Hall Rooms 110, 130, & 212
3:45pm-4:00pm	Closing Remarks and Awards Eduardo Olivo ACPA-MI Social Justice & Inclusion Coordinator Sharese Mathis ACPA-MI President	Happenings Room Harding Motts U.C.



Welcome from Summit Chair Eduardo Olivo

Greetings!

I am writing to you as the 2018 ACPA-MI Equity and Inclusion Leadership Team Chair and the ACPA-MI Elected Social Justice and Inclusion Coordinator. The chair serves as the overseer for the Summit Leadership team committee; we were tasked by the 2018 ACPA-MI Executive Committee with developing and organizing Summit sessions to provide a broad range of critical issues in the areas of equity and inclusion in the state of Michigan, as well as nationally and globally.

ACPA-MI has nearly 1,000 members, and we hope to see many of you today at the Summit. Programming this event in the city of Flint, has been a source of inspiration for all of us in the leadership team. Thanks to the University of Michigan-Flint for graciously allowing us to use their platform and space to disseminate our messages of racial justice, intersectionality, respect, and equitable systems for all.

The committee read great proposals for sessions, and nine proposals were selected. We are exceptionally proud of the content and depth of the presentations that were chosen for this Summit and hope you find these learning spaces stimulating and engaging.

We are also honored to have Dr. Susan Borrego, the Chancellor of the University of Michigan-Flint, and Rev. Dr. Jaime Washington, ACPA President and the co-founder of the nationally recognized Social Justice Training Institute, as the Summit Keynote Speakers. We profoundly appreciate both Dr. Borrego and Rev. Dr. Washington for their willingness to share their wisdom and perspectives with our community of learners.

We hope that the 2018 ACPA-MI Equity and Inclusion Summit in Flint, Michigan, will be audacious, dynamic and fun. We want to encourage many conversations with the full participation of colleagues in both content and process.

On behalf of the ACPA-MI Executive Committee and the 2018 ACPA-MI Equity and Inclusion Summit Leadership team, I warmly welcome you all to the Summit.

In Solidarity,

Eduardo Olivo

Chair, 2018 ACPA-MI Equity and Inclusion Summit Leadership Team

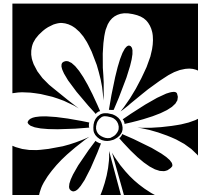
ACPA-MI Social Justice and Inclusion Coordinator

&

Assistant Director of Residence Education

Residence Education and Housing Services, Michigan State University

Welcome from ACPA-Michigan President



Dear ACPA–Michigan 2018 Equity and Inclusion Summit Attendees,

We are excited to welcome you all to Flint, Michigan for our Annual Equity and Inclusion Summit. In alignment with the 2018 ACPA College Student Educators International annual conference theme, we want to continue to be BOLD in everything we do. We intentionally partnered with University of Michigan-Flint Center for Educator Preparation to Boldly encourage an avenue to our field as a pathway to be an educator. The Center for Educator Preparation is working strategically to ensure diverse representation and access for the future of Education. As a commitment to the Social Justice Imperative, we wanted to highlight Flint, Michigan as being a location that is more than what is reflected in the news. We wanted to provide an opportunity for transparency and to hear from community members that have lived and worked in Flint, Michigan; to encourage innovation and education.

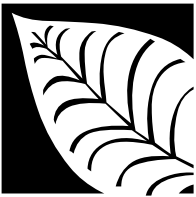
The Plant, Grow, and Harvest represents the concept of nurturing creative pathways to our profession. The committee was strategic with their ideas of bringing positivity and inspiration to this new collaboration. Our goal is to continue to work with The Center for Educator Preparation to grow and harvest new professionals.

The interest for participation in this conference was great, and we set a record for proposals. The conference team represents some of the best professionals from all over the state. As a result of today's summit, we hope that you will recognize your role and responsibility in planting, growing, and harvesting Equitable and Inclusive campus and local communities. It is about committing to being an inclusive leader that will impact generations, remembering that we each play an essential role in nurturing and encouraging.

We invite you to take advantage of the networking experience during the Summit and continue to connect with ACPA-Michigan as your go-to professional development organization throughout the year. The President Trifecta Team looks forward to interacting with you today and in the future. Finally, this conference would not have happened without the dedicated efforts of the ACPA-Michigan Equity & Inclusion Planning Team, the ACPA-Michigan Leadership Team, our keynote speakers, breakout session presenters and facilitators, contributors, and volunteers. We thank everyone for their support and diligent work!

Sincerely,

Sharese, Daniel and Amy



Keynote Bio: Dr. Susan E. Borrego

Chancellor **Susan E. Borrego, Ph.D.** is the seventh chancellor of the University of Michigan-Flint. She is a student-centered leader with a passion for academics and a dedication to community transformation. Her career has been driven by a dedication to student success that was inspired by her own ability to see what a difference higher education can make, should make, and does make in students' lives.



Chancellor Borrego is a nationally-renown leader and advocate for student success, particularly for traditionally underrepresented students. Chancellor Borrego has served on numerous boards and national task forces, including as a team leader for the AASCU Hispanic Success study, chair of NASPA undergraduate fellows program, member of the NASFAA Forward50 committee, and consultant for the Irvine Campus Diversity Initiative project. After arriving on campus, one of her first actions was establishing scholarships for top students at five traditionally underrepresented Flint high schools, followed by establishing a robust merit scholarship program.

Since coming to UM-Flint, Chancellor Borrego quickly established herself as a community partner and UM-Flint as a regional comprehensive university dedicated to research, innovation, and investments that advance the campus and community. Her community outreach includes serving on the Hurley Medical Center Board of Managers and the Board of Directors for the Greater Flint Health Coalition, as well as collaborating with numerous local entities for the collective good of the region.

Chancellor Borrego is recognized as an expert on access and inclusion as it relates to student success and has published and presented over 50 times on the topic over the past two decades, including a TEDx Pasadena talk, "Class in the Academy" for the *New England Resource Center for Higher Education*, and "Class Matters: Beyond Access to Inclusion," a monograph for NASPA. She holds a tenured faculty appointment in the School of Education and Human Services at UM-Flint, and her ongoing research continues to focus on student learning and success, developing organizational capacity to serve underrepresented students, and class issues.

Prior to joining UM-Flint, Chancellor Borrego served as the vice president for Enrollment Management, Planning, and Student Affairs at California State University, Dominguez Hills, where she was also charged with oversight of NCAA DII athletics.

Raised outside Detroit, Michigan, Chancellor Borrego received her Bachelor of Arts in speech and communication from Northwest Nazarene College, Master of Arts in Social Science: Student Development from Azusa Pacific University, and her Ph.D. in Education from Claremont Graduate School.

Chancellor Borrego and her partner, Mary Boyce, Ph.D., reside in Flint. They are the proud parents of two adult children and six grandchildren. In her spare time, Chancellor Borrego is an avid reader who also enjoys paddle boarding and watching collegiate sports.

Keynote Bio: Rev. Dr. Jamie Washington



Rev. Dr. Jamie Washington is the President & Founder of the Washington Consulting Group (WCG). In October of 2015, WCG was named by the Economist as one of the Top 10 Global Diversity Consultants in the world. Dr. Washington has served as an educator, administrator, and consultant in higher education for over 33 years. He is the President and Co-Founder of the Social Justice Training Institute.



Jaime Washington is invested in working with colleges and universities to build capacity for greater inclusion. He works with campus leaders, staff, faculty and students to create a culture that values, respects and includes all of its members, while helping campuses to address the historical and residual impacts of exclusion. Leadership, Change Management and Social Justice Issues are at the core of his work.

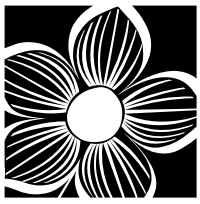
He has received many awards and honors. Most recently he was honored with the University of Maryland Baltimore County's Legends of Excellence Award for his contribution to the lives and education of Black and LatinX faculty, staff and students. He is a member of Omicron Delta Kappa, Golden Key, Alpha Phi Omega, Phi Delta Kappa and a life member of Alpha Phi Alpha fraternity Inc.

Dr. Washington earned his B.S. degree from Slippery Rock State College; a double Masters' of Science degrees from Indiana University/Bloomington; a Ph.D. is in College Student Development, from the University of Maryland College Park; and a Masters of Divinity from Howard University School of Divinity.

He serves as the Pastor of Unity Fellowship Church of Baltimore and is the grandfather of 7 and great uncle to 7.

He lives by the words of one of his favorite songs;

*If I can help somebody, as I pass along: If I can cheer somebody, with a word or song:
If I can show somebody, that he, she, zi or they, are traveling wrong,
Then my living shall not be in vain*



SESSION 1 | 10:15am-11:15am

Building a Path to Liberation

Shannon Jolliff-Dettore (Central Michigan University)

French Hall Room 110

Being authentic in our liberation work is the key to our sustainability as we engage in our own healing around the socialization we have received, as well as continue to take in, as we interact with the world around us. Participants in this session will build their own authentic path to liberation while examining their own socialization in the process. We will use Bobbie Harro's work to explore our roots and then engage in an honest step-by-step building process of our own path to liberation.

A Restorative and Equitable Approach to Bias Response

Brooke Harris, Evelyn Galvan, Mallory Martin-Ferguson, and Carrie Landrum (University of Michigan)

French Hall Room 130

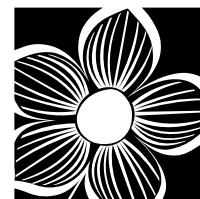
Data shows that bias incidents are on the rise nationally. Actions motivated by bias, whether criminal in nature or not, leave a lasting impact on those involved and the whole community. Collectively we can work to provide responses, best practices, and tangible actions to repair harm through restorative measures. This session will allow participants to reflect on three areas of bias incident prevention and response: planting, growing, and harvesting. Using a circle process, participants will be able to think through bias incident successes and challenges for each step, learn more from one another, and brainstorm new ideas for acting on bias incidents.

Decentering Whiteness in Identity-Based Spaces Roman Christiaens and Mark Chung Kwan Fan (University of Michigan)

French Hall Room 212

Higher education identity spaces, such as LGBTQ Centers, typically elevate the most dominant voices within specific communities. By default, these spaces perpetuate characteristics of whiteness that further marginalize individuals living at multiple intersections of racial identities. This session aims to provide tangible tools, aligned with Social Justice and Inclusion competencies from ACPA/NASPA Professional Competencies (2010), to decenter whiteness and invite counter stories into identity-based spaces. Based on Jones and Okun's (2001) framework on white supremacy culture, this session provides participants the opportunity to explore ways of resisting and/or addressing dominant narratives of whiteness towards racial inclusion.

SESSION 2 | 1:15pm-2:15pm



Have It Your Way-Tailored Campus Visits

Andrea Layton (University of Michigan)

French Hall Room 110

Attending a campus tour can serve as a barrier to students and families who come from historical underrepresented, underserved, and/or under-resourced backgrounds. In an effort to get more middle and high school students thinking about college, the University of Michigan's Center for Educational Outreach has crafted tailored campus visits to fill those gaps that aren't met by traditional admissions tours. In this session, attendees will learn tools to specialize campus visits in order to meet the needs and desires of students who come from traditionally under-resourced communities. This session is tailored to meet the interests of people interested in increasing college access for under-represented populations.

The DEI Profile: An Introspective Approach to Leadership Development and Capacity Building

Dr. Chiara Hensley, Julia Heck, Sean Woolf, and LaMarcus Howard (Eastern Michigan University)

French Hall Room 130

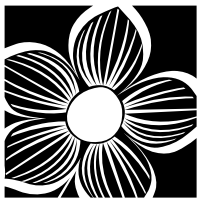
A challenge of DEI work is creating engagement within offices/departments who do not directly appear to be explicitly related to this work. Participants will gauge their current levels of engagement and evaluate and inventory implicit and explicit DEI values, beliefs, and practices as a means to addressing issues, building capacity for, and building strategic appliances that strengthen equity and inclusion. Eastern Michigan University's Office of Wellness & Community Responsibility, Office of the Ombuds, and Disability Resource Center will discuss how DEI profiles assisted them in meeting these goals through an introspective approach to leadership development and capacity building.

Validating Student Language Choices: Inclusive Language Practices as Activism

Stephanie Aguilar-Smith and Autumn Laws (Michigan State University)

French Hall Room 212

Validating students' language choices is an imperative for inclusion and equity on college campuses, especially as higher education becomes increasingly more diverse along a number of lines. In this session, we share the collaborative process of drafting a language inclusivity statement within the context of university writing center. Leveraging lessons learned from this experience, we encourage participants to critically reflect on their institution's language practices as well as invite an open dialogue where session participants may co-generate plans of action that may engender more inclusive and more equitable college campus climates.



SESSION 3 | 2:30pm-3:30pm

Planting Seeds: Equity & Inclusion for Student Success

Brenda Nelson, Dr. Amy Radford-Popp, and Marcell King (Michigan State University)

French Hall Room 110

This session explores how to plant seeds of inclusion and equity on college campuses. Through a critical inquiry framework, we will address the essential elements of inclusive and equitable leadership practices as well as, promote ways to increase cultural competency skills in order to cultivate greater student success where everyone can advance and thrive. Interactive activities include a group discussion on Peggy McIntosh's article "Unpacking the Invisible Knapsack" and partner reflections on ways participants can improve their campus institutions in order to cultivate more inclusive/equitable practice that encourages empowerment, accountability, courage, and humility (EACH) behaviors.

Please Secure your Oxygen Mask Before Helping Others: Self Care as Survival

Jennie Rokakis (Denison University) and Richard Cole (Eastern Michigan University)

French Hall Room 130

Welcome aboard flight Self Care! Sit back and listen to your flight attendants' safety announcement. Just as people tune these announcements out, SA professionals tune out talk of self-care, as if they've heard it all. But how many of us actually know what to do in an emergency to get yourself to safety? This fun, interactive workshop will help you create your own personalized (TSA approved) self-care carry-on, full of tips and tricks to use to when you hit turbulence. Learn how to take care of yourself, so you can take care of others. In-flight snacks are provided.

Creating Inclusive Campus Communities for Students of Color at PWIs

Jasmine Lee (Michigan State University)

French Hall Room 212

Current research describes the unique challenges faced by students of Color attending predominantly White institutions (PWIs). Challenges faced include daily microaggressions and issues with belonging, just to name a few. How are these challenges exacerbated when student affairs professionals are unable or unwilling to understand racialized experiences? How can SA pros better support students of Color on predominantly white campuses? This session utilizes Critical Race Theory to explore affirmation, support and advocacy techniques for working with students of Color at PWIS.

SUMMIT PLANNING TEAM

CHAIR

Eduardo Olivo, Michigan State University

SECRETARY

Adam Hollman, University of Detroit Mercy

CALL FOR PROPOSALS & BREAK OUT SESSIONS

Megen Rehahn Drulia, Wayne State University

Jennifer Bondy, Wayne State University

CALL FOR PROPOSALS & BREAK OUT SESSIONS SUB-COMMITTEE MEMBERS

Stephanie Martiny, University of Michigan–Flint

Rachael Vettese, Michigan State University

Zach Kowalski, Michigan State University

REGISTRATION & HOSTING COORDINATORS

Kelsey Skinner, Michigan State University

Rebecca Richards, Michigan State University

ON-SITE COORDINATORS & SUMMIT PARTNERS

Thomas Bell, University of Michigan–Flint

Maria Salinas, University of Michigan–Flint

ACPA-MI LEADERSHIP REPRESENTATIVES

Sharese Mathis, Sienna Heights University

Amy Radford-Popp, Michigan State University

ACPA-MICHIGAN EQUITY & INCLUSION STATEMENT

ACPA-Michigan does not discriminate on the basis of race, color, national/ethnic origin, gender, religion, age, veteran status, sexual/affectional orientation, or disability in its policies, procedures, or practices. This non-discrimination policy covers membership, leadership, and access to ACPA–Michigan programs and activities including, but not limited to, publications, workshops, committees, and conferences.

“Good practice in student affairs builds supportive and inclusive communities. Student learning occurs best in safe and caring communities that value diversity and debate, promote belonging, and demand social responsibility.” Principles of Good Practice in Student Affairs.

In accordance with the American College Personnel Association and the Principles of Good Practice in Student Affairs, ACPA – Michigan acknowledges that equal access cannot be fully realized until each individual is accepted into an environment free of prejudice and bias. ACPA – Michigan strives to have diversity within its own membership, as well as the campuses that its membership represents. ACPA – Michigan is committed to providing continuing education for its membership, which focuses on eliminating prejudice, stereotypes, and behaviors that adversely impact our colleagues, our students, and our campuses.

SAVE-THE-DATE

2018 ACPA-MI CONFERENCE

**OCTOBER 14 & 15, 2018
UNIVERSITY OF MICHIGAN –
ANN ARBOR**

**VISIT MI.MYACPA.ORG/ FOR
QUESTIONS AND MORE INFORMATION.**

