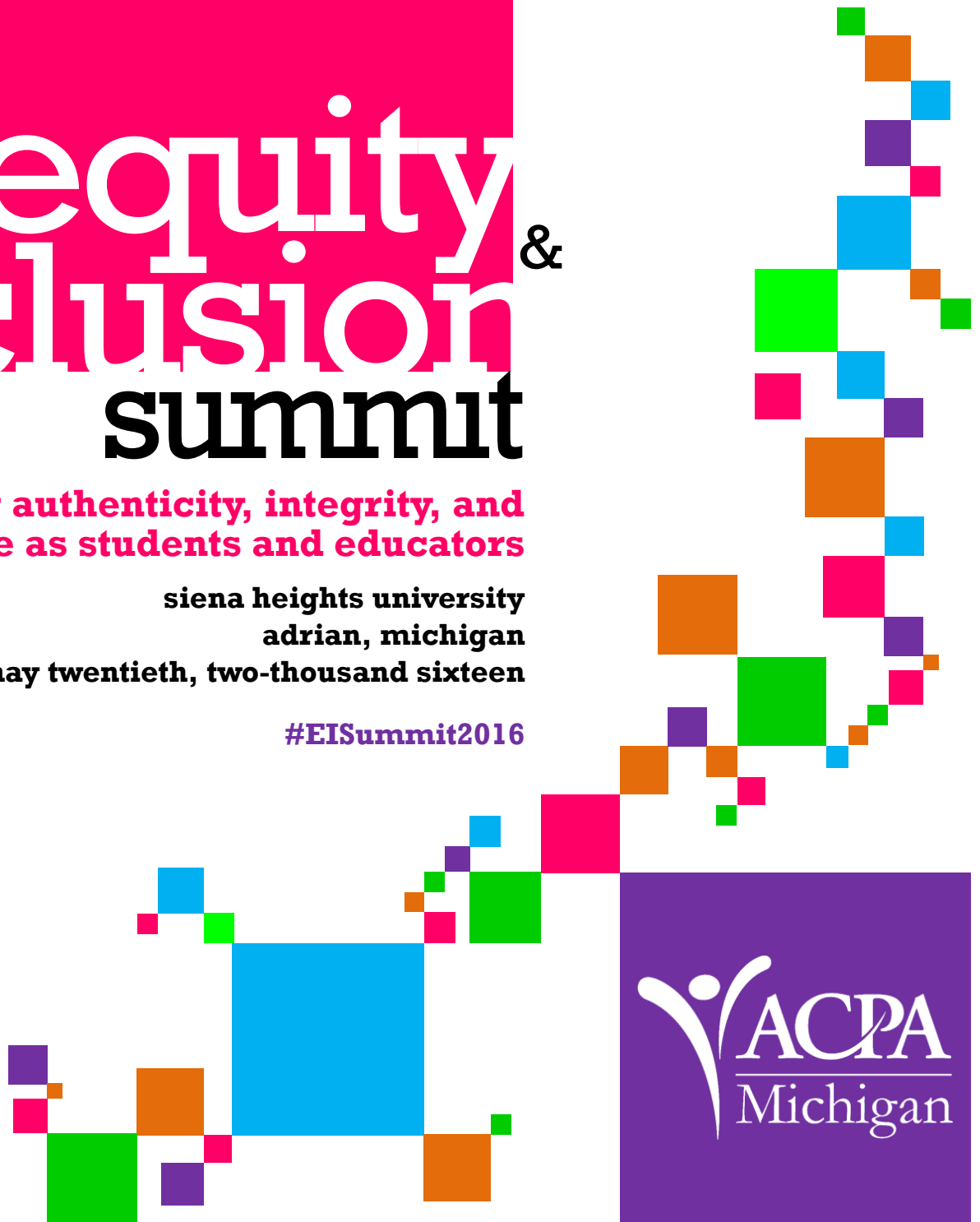


equity & inclusion summit

**practicing authenticity, integrity, and
self-care as students and educators**

**siena heights university
adrian, michigan
may twentieth, two-thousand sixteen**

#EISummit2016



SUMMIT SCHEDULE

| | | |
|-----------------|--|-------------------------|
| 8:00am-9:00am | Registration & Continental Breakfast | Dominican Hall |
| 8:45am-9:15am | Welcome to the 2016 Equity & Inclusion Summit Summit Co-Chairs Laura Gonzales and Sharese Mathis ACPA-Michigan President Heather Sandlin Siena Heights University President of Siena Heights University Sr. Peg Albert, O.P. | Rueckert Auditorium |
| 9:15am-10:00am | Opening Keynote Speaker Dr. Christa J. Porter | Rueckert Auditorium |
| 10:15am-11:15am | Session 1 | Dominican 203, 204, 205 |
| 11:30am-12:10pm | Networking Luncheon | Dominican 114-116 |
| 12:10pm-1:00pm | Presentation: Equity & Inclusion Award Featured Luncheon Speakers Miriam J. Ramos Theresa Enriquez | Rueckert Auditorium |
| 1:15pm-2:15pm | Session 2 | Dominican 203, 204, 205 |
| 2:30pm-3:30pm | Session 3 | Dominican 203, 204, 205 |
| 3:45pm-4:00pm | Closing Remarks | Rueckert Auditorium |

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WELCOME AND UPDATE FROM THE ACPA-MICHIGAN PRESIDENT

Welcome,

It is with great privilege that I welcome you to the 2016 ACPA-Michigan Equity and Inclusion Summit. I'm grateful for the strong leadership of our two dynamic co-chairs, Dr. Laura Gonzales and Sharese Mathis and their planning committee. They have developed an amazing professional development program for all of us. Thanks to both of them for their hard work and dedication.



In accordance with the ACPA: College Student Educators International 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.

At our 2016 ACPA-Michigan Equity and Inclusion Summit we will focus on “Practicing Authenticity, Integrity, and Self-care as Students and Educators.” The objective of this year’s theme is to bring graduate students, student affairs practitioners, and faculty together to discuss the challenges inherent in student affairs, equity and inclusion, and social justice work to identify creative solutions that emphasize the importance of maintaining personal authenticity and integrity while advocating for students’ rights and well-being while also being mindful of one’s own health and welfare. We can only be as good to others as we are to ourselves. Therefore, it’s important that we strive to maintain balance in our personal and professional lives but also interactions with others that we encounter daily.

I’ll end with this quote which I believe is a good representation of our summit theme.

“We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion.”

— Max de Pree

We hope to see each of you at the ACPA-Michigan conference in the fall. Our organization is a great one for all levels of the profession. Thank you so much for your continuous involvement in ACPA-Michigan. We invite you to get involved, stay informed and take advantage of the various professional development and leadership opportunities.

Again welcome to ACPA-Michigan and the Equity and Inclusion Summit!

A handwritten signature in black ink, appearing to read 'Heather Sandlin'.

Heather Sandlin
President, ACPA-Michigan

KEYNOTE SPEAKER: DR. CHRISTA J. PORTER

Dr. Christa J. Porter is an Assistant Professor in the Higher, Adult, and Lifelong Education unit within the Department of Educational Administration and Coordinator of the Student Affairs Administration Master's program at Michigan State University. She has worked administratively in various student affairs functional areas at multiple institutional types. Her research interests consist of the socialization processes, achievement, and identity development of Black women in the academy, and the administrative structures and policies that facilitate or hinder their success.



Her service to the academy is guided by both a critical and co-constructive framework. She strives to facilitate spaces where both support and challenge exist, authenticity and vulnerability are present, self-actualization is embraced, and a community responsibility for learning is fostered. Her praxis is framed within Black feminist thought, intersectionality, and critical theories.

Dr. Porter's recent publications, *Making meaning: Identity development of Black undergraduate women* and *Using critical race theory and intersectionality to explore a Black lesbian's life in college: An analysis of Skye's narrative* were a pilot study and part of her dissertation research respectively. Her forthcoming chapter *Articulation of identity in Black undergraduate women: Influences, interactions, and intersectionality* will appear in L. D. Patton and N. Croom's book, *Critical Perspectives on Black Women and College Success*. This chapter will feature her theoretical *Model of Identity Development in Black Undergraduate Women* (Porter, 2013, 2016).

Dr. Porter's scholarly agenda and research are not just about her sharing the voices and experiences of Black women, but also mentoring graduate students with and to whom this work is valuable. She is where she is because of mentors who continue to pave the way for her voice to be heard, and her abilities to be stretched and honored within the academy. Thus, she is committed to the academic socialization and mentorship of her research team members. Her team is preparing two manuscripts that highlight and redefine the experiences of Black undergraduate women – *How I came to be: Socialization processes of Black undergraduate women* and *(Re)Defining student success: Black undergraduate women pursuing veterinary medicine*.

Dr. Porter remains active in professional associations, namely ACPA – College Student Educators International, ASHE – Association for the Study of Higher Education, and NASPA – Student Affairs Administrators in Higher Education. She serves as a reviewer for the *NASPA Journal About Women in Higher Education* and a member of the inaugural advisory board for the *Journal of Critical Scholarship on Higher Education Student Affairs*. In 2015, she received the Research and Scholarship Award from the Coalition for Women's Identities within ACPA. In 2014, her dissertation study titled *Identity development in Black undergraduate women: A grounded theory study* received second place recognition for NASPA's Melvene D. Hardee dissertation of the year award and the dissertation of year award from the American Association of Blacks in Higher Education.

Dr. Porter received her Ph.D. in Counseling and Student Personnel Services (with a specialization in College Student Affairs Administration) and an Interdisciplinary Qualitative Research Studies Certificate from the University of Georgia in 2013, a Master's degree in Higher Education from the University of Maryland, College Park in 2006, and a Bachelor's degree in Social Relations from James Madison College of Public Affairs and International Relations at Michigan State University in 2004.

She resides in Lansing, MI with her husband Frank, their daughter Arielle, her mother Faye, and their dog Reesie (a Daschund/Basset Hound mix).

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

Creation of a Brave Space: When Vulnerability, Authenticity, and Empathy are Invited

Christa J. Porter & Alex C. Lange
(Michigan State University)

Room: 203

Student Affairs administrators and faculty members are encouraged to meet students where they are in order to provide necessary support in their growth and development. This session will shift the conversation from the students we serve, to us as learners and creators of the actual spaces in which we work and grow. Session presenters will foster dialogue around our ability (or lack thereof) to be vulnerable, authentic, and empathic, as well as critically analyze the politics of how we as facilitators of these spaces, dominate, privilege, and center some voices over others in the process of trying to be inclusive.

"I'm tired": Racism in the Workplace and Intentional Self-Care

Dar Mayweather (Eastern Michigan University) &
Jasmine Lee (Michigan State University)

Room: 204

Living and working in racialized spaces can take a toll on the emotional, physical and mental wellness of Student Affairs professionals. Especially as SApro of Colors, constantly being on guard about one's own experiences, while remaining engaged to support students can be challenging and often times discouraging. Through a discussion of Race Related Stress, Racial Battle Fatigue, and techniques for self-care, this presentation aims to refresh and empower SApros to continue doing the necessary work on campuses across the U.S.

Unleash Your Message: Using Your Story to Educate About Social Justice

Paul Artale (University of Michigan-Flint)

Room: 205

What's your story? What experiences have you gone through that could be told....no! That need to be told to your campus community. Storytelling is the oldest and most powerful way to convey thoughts and messages to people. A single story told well can change a view point and inspire learning. This session will teach you the structure, skills, and tools you need to unleash your story on the world. This session will also show you how to connect with your audiences so that your story and your message can have maximum impact.

LUNCH SPEAKERS | 11:30am-1:00pm

Miriam J. Ramos

Migrant Program Specialist for the Department of Health and Human Services and Co-Chairperson for the Southeastern Michigan Migrant Resource Council is the youngest of a four, whose father was born in Porto Nuevo, Puerto Rico and mother is from Gary, Indiana. Miriam is a graduate of Baker College who holds an Associates in Business Degree. She has extensive history working with the Migrant and Seasonal Farmworker population as a migrant worker at a local apple orchard packaging plant, and has worked for agencies, such as Community Action Agency as a Migrant Program Coordinator, and Telamon Corporation as a Family Service Specialist. Miriam studied Biblical Theology abroad in Puerto Rico and has served her father Rev. Luis Ramos as a Ministry Coordinator for several years. Miriam has a passion working with diverse cultures through her service with the SEMMRC. She also serves as a translator/interpreter through various departments on the county and state level.



Theresa Enriquez

is a WISEWOMAN Community Navigator at the Lenawee County Health Department and a Unit Assistant at Bixby Medical Center. She is an active and contributing member of the Southeastern Michigan Migrant Resource Council. Theresa is a graduate from Jackson College with an Associate's Degree in Business Administration and a Certificate in Accounting. She also attended the Michigan Academy of Emergency Services and Allied Health in Jackson and is a Certified Patient Care Technician, Certified Nursing Assistant and Certified Phlebotomist. Theresa comes from a family of seven girls and has experienced what it's like to work long hours in the hot sun as she worked in the agriculture industry at a young age with her Mother and Aunt picking tomatoes and cucumbers alongside other Migrant workers. Theresa strives to reach the women who may not be able to obtain preventative health services due to one or several barriers which include language, transportation and immigration status with her Community outreach efforts. Theresa also helps direct those in need to providers who may be able to help through networking within the SEMMRC.



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

You Define You

Brenda Nelson & Amy Radford-Popp
(Michigan State University)

Room: 203

This interactive session will encourage participants to find their joy, internal safe space, and self-care, freeing themselves from labels that do not accurately apply to them in their workplaces, homes, and communities. We believe that often, people find themselves being defined by other people who weigh them down and stifle their creativity and professional aspirations. By participating in this skill-building workshop, participants will understand their worth and value, through the process of telling their own stories, in order to more effectively and authentically achieve the goal of self-definition.

Integration of Social Justice Elements into Student Leadership Development Programs

Daniel Gaken & Sarah Fiorillo
(Central Michigan University)

Room: 204

While leadership development is not often branded as social justice work, perhaps it should be. Our communities can only achieve their full potential when each member achieves theirs. Inclusive leadership then necessitates that we examine power and privilege. This session explores how one public university reimaged its leadership curriculum. The campus conversation about how diversity, inclusion, and social justice will be the focus of conversation. Participants will replicate some of the key conversations, and learn how major themes were incorporated into the university's leadership program offerings, emphasizing the process to allow attendees to continue this work on their own campuses.

Supporting Students with Children: Authenticity & Empowerment with a Diverse Subset of Students

Nyeeyah Waldron (University of Michigan)

Room: 205

Students raising children represent a diverse and growing subset of students. Student parents are more likely to be students of color, lower income and first generation college students. The needs and responsibilities of student parents demand that student affairs professionals work with integrity and collaborate across a broad cross-section of service areas, both within and outside of the university. Workshop attendees will learn about and discuss best practices for creating a positive environment, building alliances, empowering students, and addressing policies that often were not designed for these non-traditional students.

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

Flex Your Muscles! Using the Flexstyle Inventory to Improve Your Work-Life Balance

Paul Artale (University of Michigan-Flint)

Room: 203

Do you feel like your professional life and personal life are always fighting with each other? Is taking time for yourself something that is on your to-do list but rarely ever gets crossed off? If so you are like the thousands of Student Affairs Professionals trying to balance the different aspects of their lives. Doing this can be difficult but there is good news: achieving work-life balance can be done. This presentation will allow you to understand what your work-life flexstyle is, how to create and maintain your boundaries, and how gain greater congruence between your personal and professional domain.

The Customer is Always White: How the Customer Service Model Overlooks Inclusive Equity in Favor of Financial Equity

Jazmine Williams (Grand Valley State University)

Room: 204

Learning is the main objective of Higher Education institutions. It is embedded in our missions, visions, and values. Over time, that objective has been shifting to one that focuses on customer service as a means to attract and retain students. However, all students do not have equal access to the spoils of customer service. As a result, many students do not receive the services they need. Therefore, I am arguing that as a field, we should reconsider the customer service model in education if our goals are to 1. To promote student learning and 2. Be equitable and inclusive.

Developing Authentic Professional Relationships through Effective Communication

Michael Brown (Eastern Michigan University),
Amy Burandt (University of Michigan) &
Jennifer Levy (Kettering University)

Room: 205

A positive, growthful, and productive work environment relies on healthy, authentic professional relationships. Through discussion, reflection activities, quizzes, group dialogue, and media analysis, participants will consider their (intra-, inter-, and non-verbal) communication and conflict styles. We will consider how both provide a frame through which we engage with others, experience conflict, and make meaning of the work environment. Participants will leave with new insight into how they can proactively address and resolve conflict, communicate effectively and with integrity, and develop authentic relationships.

SUMMIT PLANNING TEAM

Sharese Shannon Mathis
Siena Heights University
Co-Chair

Laura Gonzales, Ph.D.
Co-Chair

Jennifer Bondy | Wayne State University
Dexter Earney | Grand Valley State University
Kaila Herin | Lansing Community College
Adam Hollmann | University of Detroit Mercy
Colleen Lindsay-Bailey | Grand Valley State University
Stephanie Martiny | University of Michigan - Flint
Megen Rehahn Drulia | Wayne State University
Jennie Rokakis | Eastern Michigan University
Heather Sandlin | Wayne State University

ACPA-MICHIGAN LEADERSHIP TEAM

Heather Sandlin
President
Wayne State University

Amy Radford-Popp, Ph.D.
President-Elect
Michigan State University

Colleen Lindsay-Bailey
Past-President
Grand Valley State University

Taylor Boyd | **Graduate Student Liaison** | Grand Valley State University
Pynthia Caffee | **Treasurer** | Wayne State University
Dexter Earney | **Communications Coordinator** | Grand Valley State University
Laura Gonzales | **Equity and Inclusion Summit Co-Chair**
Stacey Jackson | **Community College Liaison** | Oakland Community College
Ramona Lewis | **Faculty Liaison** | Western Michigan University
Reg Motley | **Member at Large**
Namrata Murthy | **Secretary** | Wayne State University
Brandie Tenney | **Member at Large** | Grand Valley State University
Beth Thimmesch-Harpold | **Membership Records** | Grand Valley State University
Liz Williams | **Annual Conference Co-Chair** | Grand Valley State University
Sharese Mathis | **Equity and Inclusion Summit Co-Chair** | Siena Heights University

ACPA-MICHIGAN EQUITY AND 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 ACPA: College Student Educators International 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.

ACPA-MICHIGAN EQUITY AND INCLUSION AWARD

This award encourages and recognizes outstanding efforts addressing equity and inclusion issues in higher education. The award may be presented to an individual, campus/community program, or service that has demonstrated creativity, innovation, and student success in making a significant contribution and impact in the area of multicultural understanding and appreciation. The award will be presented before the Featured Luncheon Speakers.

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