

8:45 WELCOME & ADDRESS FROM KU ADMINISTRATION
 Human Diversity Conference Main Room:
<https://kutztown.zoom.us/j/94710332557>
 Meeting ID: 947 1033 2557

9:00 - 9:50 BREAKOUT SESSIONS

BREAKOUT ROOM 1
Building bridges to increase family-school communication and collaboration in diverse educational settings.
Cathy A. Shappell, Nicole M. Wack
Breakout session room 1:
<https://kutztown.zoom.us/j/93806241644>
 Meeting ID: 938 0624 1644

BREAKOUT ROOM 2
Change from Within: Utilizing Critical Self-Reflection to Foster an Equitable, Diverse, and Inclusive Learning Community
Paul Walsh, Mary Jo Rosania-Harvie
Breakout session room 2:
<https://kutztown.zoom.us/j/99861770259>
 Meeting ID: 998 6177 0259

BREAKOUT ROOM 3
An Interprofessional Collaboration Event Coordinated by Education, Nursing, Social Work, & Psychology Professors
Megan Reister, Diann Schmitt, Ricardo Chaparro-Pacheco
Breakout session room 3:
<https://kutztown.zoom.us/j/95911932125>
 Meeting ID: 959 1193 2125

BREAKOUT ROOM 4
Autism and Distance Learning: Supporting Students in the Virtual World
Jami Imhof
Breakout session room 4:
<https://kutztown.zoom.us/j/92620188620>
 Meeting ID: 926 2018 8620

BREAKOUT ROOM 5
Faith Leaders Social Justice Panel
Moderator: Jerry Schearer
Breakout session room 5:
<https://kutztown.zoom.us/j/99414075600>
 Meeting ID: 994 1407 5600

THE COMMISSION ON HUMAN DIVERSITY
Pursues the goal of having a university community where all members honor each other's differences. It sets priorities, monitors changes and educates the community in order to create an environment in which all members will receive proper recognition, encouragement and support.

9:00 - 9:50 SESSION DESCRIPTION

Building bridges to increase family-school communication and collaboration in diverse educational settings.
Cathy A. Shappell, Muhlenberg School District, Nicole M. Wack, Emmaus High School
Breakout session room 1:
<https://kutztown.zoom.us/j/93806241644>
 Meeting ID: 938 0624 1644
 Family-teacher communications have proven beneficial for the academic, social and behavioral success of students at all levels. Shappell and Wack, both doctoral students in KU's Transformational Teaching and Learning ED.D. program, have focused their research on bringing families and teachers together for increased collaboration and communication. In particular, they look at two rapidly growing populations in the educational system—the Latino/a population and students with disabilities participating in inclusive classrooms. Focusing on the theoretical frameworks of LatCrit and Disability Studies, Shappell and Wack will discuss the barriers to communication that are faced when families and teachers view education from different perspectives. This presentation will highlight the voices of both teachers and families as both were brought to the table to discuss the challenges facing family-teacher collaboration and communication. Suggested strategies for “building bridges” to support teachers and families will then be highlighted as a means to create stronger partnerships in an effort to greater support teachers, families and, most importantly, the students.

Change from Within: Utilizing Critical Self-Reflection to Foster an Equitable, Diverse, and Inclusive Learning Community
Paul Walsh, Kutztown University, Mary Jo Rosania-Harvie, Kutztown University
Breakout session room 2:
<https://kutztown.zoom.us/j/99861770259>
 Meeting ID: 998 6177 0259
 This presentation will focus on the early stages of one high school's journey toward creating a more equitable, diverse, and inclusive (EDI) learning community. The presenters (one an administrator and one a teacher at the school) will discuss the school's EDI plan which consists of a professional learning series on EDI for all staff, community focus groups, and the introduction of artists with diverse perspectives. The presenters will then discuss their experiences leading smaller professional learning communities (PLCs) with administrators and teachers where participants critically investigated the intricate ways that their personal and professional lives are impacted by their various identities. Lastly, the presenters will discuss the integral role that their personal reflection played in their smaller PLC's, what resulted from these reflections for the participants, and how the presenters plan to integrate what they learned from these smaller PLCs into the school's larger EDI plan.

An Interprofessional Collaboration Event Coordinated by Education, Nursing, Social Work, & Psychology Professors
Megan Reister, Franciscan University of Steubenville, Diann Schmitt, Franciscan University of Steubenville, Ricardo Chaparro-Pacheco, Franciscan University of Steubenville
Breakout session room 3:
<https://kutztown.zoom.us/j/95911932125>
 Meeting ID: 959 1193 2125
 In January 2020, an exciting interprofessional collaboration took place among nursing, social work, and education at the small, religious, private, liberal arts university where the presenters work. This collaboration took place through an inaugural Collaboration Day event that sought to demonstrate differences yet similarities across the three majors or disciplines. This event has since evolved to include other departments at our institution and seeks to bring together students from various departments in memory of a special graduate of our university that the event for 2021 is now going to be a virtual one that will allow student presenters to showcase and highlight what they know out of the theme of identity. Topics that will be digitally presented from the education, nursing, social work, and human development and family studies/psychology students that fall under the theme of identity are: how disabilities are treated and managed in the respective disciplines, the disability categories used to provide services and special education, active listening, use of person first language in recognizing the individual from a holistic view, accommodating for individuals with disabilities, and the importance of self-efficacy and advocating for selves and of others no matter the ability, background, culture, or diverse background of one another.

Autism and Distance Learning: Supporting Students in the Virtual World
Jami Imhof, Kutztown University
Breakout session room 4:
<https://kutztown.zoom.us/j/92620188620>
 Meeting ID: 926 2018 8620
 Students with an Autism diagnosis face different challenges compared to their neurotypical peers, but COVID-19 school closures have added a new set of challenges. Students may not have access to in-person special education services that can help them to be successful in academics, and families may be struggling with COVID-19 related stressors. Providers have been forced to rethink how to reach students on the spectrum and ensure that their service needs are met. This presentation will provide a brief overview of Autism, strategies and tools to use with students in the virtual world, as well as how to support families. Target audience includes clinicians serving students with autism, as anyone who is interested in learning more about autism and neurodiversity.

Faith Leaders Social Justice Panel
Moderator: Jerry Schearer, Kutztown University
Breakout session room 5:
<https://kutztown.zoom.us/j/99414075600>
 Meeting ID: 994 1407 5600
 In light of the many social injustices in society against people of color, the LGBTQ+ faith community, the economically disenfranchised, and many others - how can the faith community respond?



10:00 - 11:00 MORNING KEYNOTE WITH PASSE VICE-CHANCELLOR DR. DENISE PEARSON
 Dr. Denise Pearson joined the State System in August 2020 with three decades of experience in the classroom and as campus leader, including having served as assistant provost of faculty affairs and then interim dean/senior associate dean of the School of Education and Human Performance at Winston-Salem State University and associate academic dean at the University of Denver.

Human Diversity Conference Main Room:
<https://kutztown.zoom.us/j/94710332557>
 Meeting ID: 947 1033 2557

11:00 - 12:00 BREAKOUT SESSIONS

BREAKOUT ROOM 1
The REAL Talk Virtual Book Club: Reflections on Education, Race and Language
Brenda Muzeta, Kathryn Accurso, Denise Blanch
Breakout session room 1:
<https://kutztown.zoom.us/j/93806241644>
 Meeting ID: 938 0624 1644

BREAKOUT ROOM 2
Silent Classrooms - Teachers' Disenfranchised Grief
Lori Berryman,
Breakout session room 2:
<https://kutztown.zoom.us/j/99861770259>
 Meeting ID: 998 6177 0259

BREAKOUT ROOM 3
Recitation, Success, and Transitions Coaches: Creating a Professional Learning Community During Covid-19 for Community College Student Recovery and Equity
Melanie A. Turrano, Josielie Garcia, Vince Bellotti, Ismael Arcaley, Laura Cataldo, Brandon Mazepa,
Breakout session room 3:
<https://kutztown.zoom.us/j/95911932125>
 Meeting ID: 959 1193 2125

BREAKOUT ROOM 4
Equity at the Ballot Box: What a Pandemic Can Teach Us About Increasing Electoral Access
Brendan Young
Breakout session room 4:
<https://kutztown.zoom.us/j/92620188620>
 Meeting ID: 926 2018 8620

BREAKOUT ROOM 5
Student Veterans, a Strong yet Underrepresented Minority Group
Tania M. Brown-Berringer, June Pepe, Martha Papson Garcia
Breakout session room 5:
<https://kutztown.zoom.us/j/99414075600>
 Meeting ID: 994 1407 5600

BREAKOUT ROOM 6
Black Mental Health Matters
Phillip Roundtree
Breakout session room 6:
<https://kutztown.zoom.us/j/96919735796>
 Meeting ID: 969 1973 5796

11:00 - 12:00 SESSION DESCRIPTION

The REAL Talk Virtual Book Club: Reflections on Education, Race and Language
Brenda Muzeta, Kutztown University, Kathryn Accurso, University of British Columbia, Vancouver, Denise Blanch, University of British Columbia, Vancouver
Breakout session room 1:
<https://kutztown.zoom.us/j/93806241644>
 Meeting ID: 938 0624 1644
 The year 2020 confronted teachers and teacher education programs across the world. Contingent with the complex issues of racial injustice in the wake of the death of George Floyd, teachers were faced with the vital role of battling racism, inequities and injustices in our society, by creating safe spaces where students could openly discuss unfolding events that impacted them. The REAL Talk Book Club was born out of an urgent effort of two teacher educators (Drs. Muzeta and Accurso) to foster understanding among teachers and pre-service teachers living and teaching in different parts of North America. Three preliminary meetings of the virtual book club revealed the ways in which issues of race and language are common across both the U.S. and Canadian contexts. This interactive presentation explores the formation, practices and lessons learned from The REAL Talk Book Club, an international, intergenerational racial literacy book club for teachers of multilingual students. Based on research that shows new teachers need time, support, and experience to build racial literacies that will transform teaching, this action-oriented book club was designed as a form of sustained professional development. The goal of the book club is to help teachers and teacher candidates grow their racial literacy and antiracist awareness in tandem with their developing classroom practice; as well as take action against racism in general, and linguistic racism more specifically.

Silent Classrooms - Teachers' Disenfranchised Grief
Lori Berryman, Kutztown University
Breakout session room 2:
<https://kutztown.zoom.us/j/99861770259>
 Meeting ID: 998 6177 0259
 Students create webs of connections. When a student dies, there are multiple levels of grief for those who knew or knew of that child. When the death is unexpected, it becomes a deeper trauma for the family and the community. There are layers of mitigation techniques to help alleviate the trauma that stems from a child's death, a suspension of the institutional level. If grief counselors are present, there is a speciality of activities, there might even be memorials and vigils. Teachers play a large part in this; they use several strategies to achieve emotions to overcome academic, social, financial, technological, and organizational barriers. This type of intensive outreach takes a toll on professionals and can lead to "an encounter of intrusive." A Professional Learning Community was formed to combat "encourage exhaustion" and "compassion fatigue" so that the coaches could continue doing their important jobs. This panel presentation will discuss the benefits of creating a Professional Learning Community of Remote Coaches, the roles that guide the community, the collaborative work and initiatives that result from the PLC, and the importance of courageous conversations with students and those who work and teach in academia.

Equity at the Ballot Box: What a Pandemic Can Teach Us About Increasing Electoral Access
Brendan Young, Kutztown University
Breakout session room 4:
<https://kutztown.zoom.us/j/92620188620>
 Meeting ID: 926 2018 8620
 In the face of a global pandemic, nearly 155 million Americans exercised their right to vote in the 2020 Presidential Election. Given the unprecedented nature of voting during a pandemic, state and local election officials aggressively worked to increase access and inclusion to voting through mail-in voting, early voting, and election day efforts. As a result of these massive "virtual" voting outreaches, the United States saw its highest number turnout in a modern day Presidential election. However, the United States has a long history of people in power actively working to disenfranchise communities from having access to vote, which has disproportionately impacted communities of color. By disenfranchising communities of color, state and local legislatures limit diversity in the electorate, thus limiting diversity in representation. This presentation will explore the history of voting in the United States, analyze efforts to increase voter access in 2020, and discuss threats to equity and inclusion in future elections.

Student Veterans, a Strong yet Underrepresented Minority Group
Tania M. Brown-Berringer, Kutztown University, June Pepe, East Stroudsburg University, Martha Papson Garcia, Fairleigh Dickinson University
Breakout session room 5:
<https://kutztown.zoom.us/j/99414075600>
 Meeting ID: 994 1407 5600
 Students Veterans know that access to high-quality education is essential for social mobility. Many student veterans are first generation college attendees and obtaining a college education is the primary motivating factor to join the military. The GI Bill opened the door of opportunity for veterans to obtain a college degree through the use of significant military financial assistance: financial assistance colleges rely on. Student veterans are a minority group and add to the diversity of college campuses in more ways than one. However, nearly all U.S. colleges and universities state they are dedicated to diversity and inclusion, focusing recruitment and other initiatives on populations historically "underserved," yet overlooking student veterans. Our session discusses the obligation academic institutions have to go beyond the first step of good intention by making a serious investment of time, resources, and recruitment efforts in both virtual and non-virtual conditions.

Black Mental Health Matters
Phillip Roundtree, Kutztown University
Breakout session room 6:
<https://kutztown.zoom.us/j/96919735796>
 Meeting ID: 969 1973 5796
 Black mental health conditions occur at the same rate as their white counterparts. However, they are less likely than said counterparts to utilize mental health services to stabilize and improve their mental health. Thus, the Black Mental Health Matters presentation attempts to understand this phenomenon by assessing mental health within the black community from a historical and modern-day perspective, offering critical insight into the significant risk factors influencing mental health and barriers to treatment. The presentation also reviews the most diagnosed conditions within the black community and explores strategies and interventions to enhance a community's wellness.

12:00 - 1:00 LUNCH BREAK (NO SESSIONS)

1:00 - 2:00 HEALTH, EDUCATION, AND ECONOMIC STABILITY IN A METROPOLITAN REGION: A POST-PANDEMIC PERSPECTIVE PROFESSOR WILLIAM F. TATE IV
 Human Diversity Conference Main Room:
<https://kutztown.zoom.us/j/94710332557>
 Meeting ID: 947 1033 2557
 William F. Tate IV is the provost and executive vice president of academic affairs at the University of South Carolina. He holds the USC Education Foundation Distinguished Professorship with appointments in Sociology and the University of South Carolina faculty, he served as dean and vice provost for graduate education at Washington University in St. Louis, where he held the Edward Mallinckrodt Distinguished University Professorship in Arts & Sciences. His book project titled, Research on Schools, Neighborhoods, and Communities: Toward Civic Responsibility reflects his interest in the geography of opportunity in metropolitan America.

Professor Tate is a past president of the American Educational Research Association (AERA). Among his research fellowships, he has been an Anna Julia Cooper Fellow at the University of Wisconsin-Madison, a Patricia Roberts Harris Fellow at the University of Maryland at College Park, a Ford Career Award (AERA). In 2010, he received a Presidential Citation from AERA for "his expansive vision of conceptual and methodological tools that can be recruited to address inequities in opportunities to learn." In 2011, he was awarded fellow status in the Association. In 2015, he received the Distinguished Contributions to Social Contexts in Education Research-Lifetime Achievement Award (AERA-Division G). In 2016, he was elected to the National Academy of Education, and was recently elected to their board of directors. In 2017, Insight Into Diversity Magazine distinguished him with its Inspiring Leader in STEM Award. In 2021, he received the Distinguished Scholar Award AERA SIG-RME for his research contributions to mathematics education.

Tate earned his Ph.D. in mathematics education with a cognate in human development at the University of Maryland, College Park. He completed the post-doctoral training program in the Department of Psychiatry at the Washington University School of Medicine, where he earned a master's degree in psychiatric epidemiology.

Tate's lecture describes social conditions in a metropolitan region prior to the United States. He seeks to explore with our community the answer to the question, "What configurations of political capacity, policies, programs, and professionals result in accelerating improved health, educational attainment, and economic well-being of traditionally underserved families in a post-pandemic world?"

2:00-3:00 BREAKOUT SESSIONS

BREAKOUT ROOM 1
I Hope You Don't Call Yourself an Ally
Amanda Slichter
Breakout session room 1:
<https://kutztown.zoom.us/j/93806241644>
 Meeting ID: 938 0624 1644

BREAKOUT ROOM 2
Religiosity and College Persistence - The effect of faith on retention and persistence
Lisa Grabowski, Maggie Figgins, Thiep Pham, Kelvin Regalado, Sophia Russo
Breakout session room 2:
<https://kutztown.zoom.us/j/99861770259>
 Meeting ID: 998 6177 0259

BREAKOUT ROOM 3
Creating Diversity, Inclusion, and Equity for Students in Recovery
Frederick Shogog
Breakout session room 3:
<https://kutztown.zoom.us/j/95911932125>
 Meeting ID: 959 1193 2125

BREAKOUT ROOM 4
Exploring Gender Inequality for Women in the Workplace
Nicole Ukaegbu
Breakout session room 4:
<https://kutztown.zoom.us/j/92620188620>
 Meeting ID: 926 2018 8620

BREAKOUT ROOM 5
The Changing Face of Education: Realities of Virtual Learning on Zoom and the Challenges of COVID-19
Brenda Muzeta, Deborah Johnson
Breakout session room 5:
<https://kutztown.zoom.us/j/99414075600>
 Meeting ID: 994 1407 5600

BREAKOUT ROOM 6
Extended Q and A with Afternoon Keynote
William Tate
Breakout session room 6:
<https://kutztown.zoom.us/j/96919735796>
 Meeting ID: 969 1973 5796

2:00 - 3:00 SESSION DESCRIPTION

I Hope You Don't Call Yourself an Ally
Amanda Slichter, Kutztown University
Breakout session room 1:
<https://kutztown.zoom.us/j/93806241644>
 Meeting ID: 938 0624 1644
 Instead of calling yourself an ally, I hope your actions display your commitment. In this session about problematic allyship and truly leveraging privilege, participants will center their learning around the following principles: (1) If you don't start with yourself, you'll fail. (2) If it isn't hard, you're failing. (3) The second you've "arrived" as an ally, you've failed.

Religiosity and College Persistence - The effect of faith on retention and persistence
Lisa Grabowski, Kutztown University, Maggie Figgins, Diocese of Allentown, Thiep Pham, Kutztown University, Kelvin Regalado, Kutztown University, Sophia Russo, Kutztown University
Breakout session room 2:
<https://kutztown.zoom.us/j/99861770259>
 Meeting ID: 998 6177 0259
 Research indicates that students who are religiously practicing during college have better rates of retention and persistence. This panel discussion will evaluate the role faith plays in the lives of students as they process the challenges of life all while going through the transformational experience of college.

Creating Diversity, Inclusion, and Equity for Students in Recovery
Frederick Shogog, West Chester University
Breakout session room 3:
<https://kutztown.zoom.us/j/95911932125>
 Meeting ID: 959 1193 2125
 As K-12 schools, institutions of higher learning, and communities find themselves impacted by the current drug and opioid epidemic, research provides an opportunity to equip educators, policymakers, and advocates with the necessary tools to use. This solution-oriented workshop emphasizes diversity, inclusion, and equity to address this growing mental health crisis. The workshop utilizes a narrative and inquisitive approach, presented with statistical data, personal testimony, and evidenced-based practices to help students live healthier lives.

Exploring Gender Inequality for Women in the Workplace
Nicole Ukaegbu, Kutztown University
Breakout session room 4:
<https://kutztown.zoom.us/j/92620188620>
 Meeting ID: 926 2018 8620
 This presentation will address concerns around gender diversity in the workplace, specifically looking at wage inequality and limited promotion within advanced leadership roles for women. The presentation will begin with a historical outlook on women's interaction with the workforce. Next, this presentation will provide brief statistical data on gaps in wage between working men and women and gaps between women and men within executive leadership roles. This presentation will explain why it is essential to promote gender equality at work and solutions to change the narrative.

The Changing Face of Education: Realities of Virtual Learning on Zoom and the Challenges of COVID-19
Brenda Muzeta, Kutztown University, Deborah Johnson, Kutztown University
Breakout session room 5:
<https://kutztown.zoom.us/j/99414075600>
 Meeting ID: 994 1407 5600
 COVID-19 has fundamentally disrupted educational systems around the world and has had an enormous impact on classroom teaching and learning. In the spring of 2020, students and faculty at Kutztown University left campus to go on their anticipated spring break with the intention of coming back to complete the rest of the semester. Unfortunately, that return would never happen and life as we know it would be never be the same. Since that spring, our education and learning experiences have been vastly different from what we previously knew. COVID-19 has proven to be extremely disruptive to education, learning and social experiences. Students and teachers alike have both been impacted by the pandemic. As students looked to their teachers for answers, teachers and educators around the world looked to ZOOM as they struggled to navigate this new complex world of COVID-19. The impact of the pandemic on the educational experiences of teachers and students was profound. This presentation discusses the experiences of two professors at Kutztown University – one in secondary education and the other, elementary education – as they transitioned to online teaching. Four KU students will also share their experiences with virtual learning. The goal of this presentation is to provide critical insight into the experiences of both faculty and students, and appreciate how these varying perspectives can help educators better understand (and improve) student learning experiences.

EXTENDED Q AND A WITH AFTERNOON KEYNOTE

William Tate, University of South Carolina
Breakout session room 6:
<https://kutztown.zoom.us/j/96919735796>
 Meeting ID: 969 1973 5796
 Join Dr. Tate for an extended question and answer discussion session on topics related to his afternoon keynote address.

THE KU COMMISSION ON HUMAN DIVERSITY

The Commission on Human Diversity reports directly to the Administrative Council and is established to facilitate the development of an environment in which members of the university community are valued and their differences honored.

Provide understanding for and among all groups pursued through the arrangement and support of special activities such as open forums, diversity dialogues and education workshops that promote awareness and honor of each other's differences.

Educate, be consulted on policy, and provide recommendations in all areas of diversity. In particular, the committee is charged by the President to specifically consider issues related to religion, sexuality, and disability awareness.

2020 - 2021 COMMISSION ON HUMAN DIVERSITY

- Jessica Arbison
College of Visual & Performing Arts Representative**
- Paige Brookins
Vice Chair
Academic Dean/Director**
- Hannah Hotalen
SCUPA Representative**
- Stephen W. Stoeffler
Chair
College of Liberal Arts & Sciences Representative**
- Amy Pfeiler-Wunder
At-Large Faculty Member Representative**
- Mark Wolfmeyer
At-Large Faculty Member Representative**
- Lindsey Runell
At-Large Professional Staff Representative**
- Deborah Duenyas
Secretary
College of Education Representative**
- Rajeev Kumar
College of Business Representative**
- Erica Stratton
AFSCME Representative
- Jason Garcia
At-Large Professional Staff Representative**
- Jerry W. Schearer
LGBTQ+ Resource Center Liaison
- Melinda Quinones
Multicultural Center Liaison
- Deena Stoudt
SGB Diversity Council Student Representative
- Daniel Metzger
Graduate Student Representative
- Vicki L. Meloney
Program Designer