



INCLUSION MATTERS



FRIDAY, OCTOBER 6, 2017

STUDENT UNION EAST, BUILDING 610

1:00–1:15 PM

WELCOME

Kindred Murillo, Ed.D., Superintendent/President

Janelle Williams, Professional Development Coordinator

1:15–1:45 PM

**NOW WHAT? CULTIVATING AND SUSTAINING A DIVERSE
CAMPUS COMMUNITY**

Michael Benitez, Jr., Ph.D., Keynote Speaker

Educational institutions have come a long way in attempts to better understand and address issues of diversity, but continue to fall short of addressing systemic practices that perpetuate structural inequity and exclusion. How can campus members engage conversations about these complexities within organizational and societal spaces, necessary for change? How can we rupture current understandings and practices often grounded in racialized dominant comfort to provide critical practice approaches to advocating equity and justice for all? This presentation offers an analysis on the state of diversity and inclusion on today's college campuses, calls for understandings of equity and inclusion relevant to 21st century issues and needs, and offers strategies for how campus community members can rethink, cultivate and sustain a diverse campus community.

1:45–2:00 PM

Transition to Breakout Sessions

2:00–3:20 PM

BREAKOUT SESSIONS

Please see reverse.

3:20–3:40 PM

Transition to Breakout Sessions

3:40–5:00 PM

BREAKOUT SESSIONS

Please see reverse.

SOUTHWESTERN COMMUNITY COLLEGE DISTRICT

PROFESSIONAL DEVELOPMENT PROGRAM

900 OTAY LAKES ROAD, CHULA VISTA, CA 91910



MICHAEL BENITEZ, JR., PH.D.

A nationally leading activist-scholar, practitioner and educator, with extensive experience in diversity issues in education. Dr. Michael Benitez is known for his down-to-earth insightful commentary and critical perspectives on social and cultural issues, and his innovative practice and transformative work on equity and inclusion in higher education. Dr. Benitez has served higher education in different capacities over the last two decades, including academic and student affairs, equity and inclusion, Title IX, and teaching.

A highly sought out speaker and workshop leader at conferences and colleges across the nation, he has authored book chapters and articles on student identity, hip hop culture, cultural centers, cultural and ethnic studies, institutional research and campus climates, and supporting faculty of color. Dr. Benitez completed both his B.S. and M.Ed. at the Pennsylvania State University, where he worked with and helped revive and strengthen the University's College Assistance Migrant Program, and holds a Ph.D. in Educational Leadership and Policy from Iowa State University School of Education, where he helped revamp the curriculum for Iowa State's Conference on Race and Ethnicity (ISCORE).

Dr. Benitez is co-editor of the anthology, *Crash Course: Reflections on the Film "Crash" for Critical Dialogues About Race, Power and Privilege*, and has contributed to *Being Latino On-Line Magazine* (2009), the *American Mosaic Online Database* (2012), *Culture Centers in Higher Education: Perspectives on Identity, Theory, and Practice* (2010), and *Rebel Music: Resistance through Hip Hop and Punk* (2015). Benitez has been featured in educational documentaries, such as *Cracking the Codes: The System of Racial Inequity* (2012), and has appeared on talk shows such as *Worlds Apart* and *Hard Knock Radio*. His most recent work on supporting faculty of color can be found in AACU's *Liberal Education*. His work on creating campus community participatory frameworks for difficult conversations and institutional action will soon be available in an upcoming issue of *New Directions in Institutional Research*.

Currently, Dr. Benitez serves as the Dean of Diversity and Inclusion/ Chief Diversity Officer, as well as their Title IX Officer, at the University of Puget Sound.



**DIVERSITY IN THE
WORKPLACE**

DAVID BURDEN

2:00–3:20 PM OR 3:40–5:00 PM

This workshop is meant to be an honest and open exchange of how detrimental and unacceptable certain demeaning behaviors are to groups that are different from the majority. The goal is not to attempt to change people's beliefs on diversity, but instead to change their behavior and reactions to situations.

**FOSTERING INCLUSION
IN THE WORKPLACE**

BILLIE ALLEN

2:00–3:20 PM OR 3:40–5:00 PM

Inclusive work environments are productive environments! This program discusses how employees and managers can create an inclusive workplace. Participants will learn to identify activities, attitudes and assumptions that exclude co-workers. Then they'll explore ways to include others in ways that enrich the office as well as personal lives.

**RAISING DIVERSITY
IN YOUR HOME**

PATTI ARETZ

2:00–3:20 PM OR 3:40–5:00 PM

We all come in different looks, shapes, sizes, have different backgrounds, beliefs and abilities in which we come from: adoptive families, singles parent households, blended families, families with stay at home fathers, different religions and same sex households. The care and support family members offer to one another is essential to the developmental process and adequate functioning of children in today's society.

**UNCONSCIOUS
BIAS**

LORAN THOMPSON

2:00–3:20 PM OR 3:40–5:00 PM

Are we on top of our biases, or might we be harboring some prejudices that lie outside of our awareness? This program will define unconscious bias and give us a framework in which to understand it. With numerous discussion opportunities, participants will explore biases; examine the conflict that arises between one's natural inclination to categorize and the conscious drive towards diversity; look at how unconscious bias is measured; and identify ways to overcome these biases.

**VOCABULARY OF CHANGE:
ANGELA DAVIS AND
TIM WISE IN CONVERSATION**
FILM SCREENING

2:00–3:20 PM OR 3:40–5:00 PM

Angela Davis and Tim Wise, two of this country's leading racial and social justice scholar-activists, come together onstage for a rare, unscripted and free ranging conversation on the state of contemporary global politics. Through bold discourse, wit, and an optimism of the will. Angela and Tim call for new vocabularies - a different kind of fluency and a different quality of literacy. With a shared reverence for historical memory and today's activism, they invoke the power of a new language to restore clarity and to unify global communities. One comes away from this conversation with a sense of renewed faith in humanity and with the realization that ordinary people can, and do, and will achieve the extraordinary. As Angela notes in her commentary, "as isolated individuals we will always be powerless...but as communities we can achieve anything." – SpeakOutNow

**DIVERSITY LEADERSHIP IN
21ST CENTURY AMERICA:
TOWARDS A CONTEXTUAL
POLITIC OF EQUITY AND
INCLUSION**

MICHAEL BENITEZ, JR., PH.D.
2:00–3:20 PM

Though current popular rhetoric claims diversity to be a central tenant to how societies claim they function and progress, much diversity and inclusion work is discussed and practiced without regard to historical, systemic and political underpinnings and constructions of power, disparity and difference situated across organizational and societal spaces. In this workshop, Dr. Benitez aims to rupture and shift current understandings and practices often grounded in the culture needs of dominant comfort, and dispel existing dualities and binaries of leadership that lead to dichotomous views about diversity. Benitez's interactive session engages attendees in self-reflective and group based dialogue linking identity to leadership and social justice, and invites participants to engage critically with diversity issues.

**HOW FACULTY DIVERSITY
CAN POSITIVELY IMPACT
BLACK AND LATINO
STUDENTS**

ANGELICA PALACIOS
3:40–5:00 PM


This session will address the disproportionate faculty demographics that exist in comparison to the student ethnic population at California community colleges. The presenter will specifically touch on the apparent growing ethnic gap within two-year institutions and the inadequate representation of college faculty at institutions serving primarily students of color. Furthermore, this session will highlight the direct impact faculty of color can make on boosting basic skills and transfer success.

CONFERENCE-AT-A-GLANCE

**INCLUSION
MATTERS** smc

PART ONE | FRIDAY, OCTOBER 6, 2017 | 1-5PM | SOUTHWESTERN COMMUNITY COLLEGE

PART ONE WILL FOCUS ON STRENGTHENING UNDERSTANDING BY ENGAGING PARTICIPANTS AROUND CONCEPTS OF DIVERSITY, UNCONSCIOUS BIAS, INTERSECTIONALITY, AND OTHER CONSIDERATIONS FOR BUILDING MORE INCLUSIVE ENVIRONMENTS.

<p>1:00-1:45 PM</p>	 <p>WELCOME KINDRED MURILLO, ED.D., SUPERINTENDENT/PRESIDENT JANELLE WILLIAMS, PROFESSIONAL DEVELOPMENT COORDINATOR</p> <p>NOW WHAT? CULTIVATING AND SUSTAINING A DIVERSE CAMPUS COMMUNITY MICHAEL BENITEZ, JR., PH.D., KEYNOTE SPEAKER</p> <p>STUDENT UNION EAST, BUILDING 610</p>				
<p>ROOM L238 N/S</p>	<p>ROOM H302</p>	<p>ROOM H303</p>	<p>ROOM H304</p>	<p>ROOM 852</p>	<p>ROOM 853</p>
<p>2:00-3:20 PM BREAKOUT SESSIONS PLEASE CHOOSE ONE</p>					
<p>DIVERSITY LEADERSHIP IN 21ST CENTURY AMERICA: TOWARDS A CONTEXTUAL POLITIC OF EQUITY AND INCLUSION</p>	<p>DIVERSITY IN THE WORKPLACE</p>	<p>FOSTERING INCLUSION IN THE WORKPLACE</p>	<p>RAISING DIVERSITY IN YOUR HOME</p>	<p>UNCONSCIOUS BIAS</p>	<p>VOCABULARY OF CHANGE: ANGELA DAVIS AND TIM WISE IN CONVERSATION (SCREENING)</p>
<p>3:40-5:00 PM BREAKOUT SESSIONS PLEASE CHOOSE ONE</p>					
<p>HOW FACULTY DIVERSITY CAN POSITIVELY IMPACT BLACK AND LATINO STUDENTS</p>	<p>DIVERSITY IN THE WORKPLACE</p>	<p>FOSTERING INCLUSION IN THE WORKPLACE</p>	<p>RAISING DIVERSITY IN YOUR HOME</p>	<p>UNCONSCIOUS BIAS</p>	<p>VOCABULARY OF CHANGE: ANGELA DAVIS AND TIM WISE IN CONVERSATION (SCREENING)</p>

PROFESSIONAL DEVELOPMENT PROGRAM

PART TWO ON DECEMBER 1, 2017 | PART THREE ON FEBRUARY 23, 2018 | PART FOUR ON APRIL 27, 2018