

**Special Thanks to the Planning Committee**

Erica Acosta, Associate Director For Diversity and Initiatives, Conference Coordinator, Wilkes University

Georgia Costalas, Executive Director Of the Center for Global Education & Diversity, Wilkes University

Evene Estwick Ph.D., Associate Professor, Communication Studies, Wilkes University



**The Center For Global Education  
& Diversity Presents**

**Second Annual  
Diversity & Inclusion  
Student Conference  
At Wilkes University**

**“Challenging Our  
Unconscious Biases”**

**October 20, 2018  
Wilkes University**

## AGENDA AT GLANCE

<b>8:15 am -9:30 am</b>	<b>Breakfast &amp; Registration</b>
<b>9:40 am-10:20 am</b>	<b>Keynote Speaker</b>
<b>10:30 am-11:45 am</b>	<b>Concurrent Sessions</b>
<b>Noon- 1:00 pm</b>	<b>Lunch</b>
<b>1:15pm -2:30 pm</b>	<b>Concurrent Sessions</b>
<b>2:45pm – 3:45 pm</b>	<b>Concurrent Sessions</b>
<b>4:00 pm</b>	<b>Closing Remarks</b>

**2:45 pm – 3:45 pm**

**Concurrent Sessions**

**A: Is Unconscious Bias Affecting #MeToo? #TimesUp to Find Out**

**Miller**

Description: In social contexts where harassment and discrimination exist and persist, unconscious bias can often be found. In the midst of the #MeToo and #TimesUp movements, it is important to consider the role unconscious bias plays in sexual misconduct and creating gendered disparities in both personal and professional arenas. In this session, we will define and explain unconscious bias, #MeToo, and #TimesUp, discuss how the former is related to the latter two, and consider the role that communication plays in maintaining, as well as shifting or changing, cultures of harassment and discrimination.

**Workshop Presenter:**

Mia E. Briceño, Ph.D., Assistant Professor, Communication Studies Department, Wilkes University

**B: DisAbility Awareness**

**Ballroom**

This session will give participants an awareness of the federal law governing special education for students with disabilities in PK-12 programs. Participants will be actively engaged in strategies for determining preferences for learning while acquiring facts about the federal legislation. In addition, participants will experience a simulation activity to better understand what students with visual and hearing impairments experience in the classroom and community.

**Workshop Presenter:**

Karen Frantz-Fry, Ph.D., Assistant Professor, School of Education, Wilkes University

**4:00 pm**

**Closing Remarks by Erica Acosta**

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**1:15 pm -2:30 pm**

**Concurrent Session**

**C: Understanding and Addressing Macroaggression's**

**Ballroom**

**Workshop Description:**

Micro aggressions are more than just race related. Columbia professor Derald Sue refer to micro aggressions as “brief and commonplace daily everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages toward people of color”. In this workshop, we will examine how micro aggression impact target persons based solely upon their marginalized group membership. We will provide a list of marginalized and dominate groups, examples of everyday instances of macroaggression, review and engage participants in individual self-reflection and group processing discussions. By the end of this session, participants will be able to understand how people from various marginalized groups experience macroaggressions and the impact, learn strategies to address macroaggressions, as both the receiver and the bystander and how to use the strategies in a variety of contexts.

**Workshop Presenter (s):**

Vicki T. Sapp, Ph.D., Student Affairs Director for Student Engagement, Diversity and Inclusion Assistant Professor, Department of Clinical Sciences, Geisinger Commonwealth School of Medicine

Amy Kline, MA Associate Director, Center for Learning Excellence, Geisinger Commonwealth School of Medicine

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**Dear Participants,**

**On behalf of Wilkes University and the Center for Global Education and Diversity, I am pleased to welcome you to our second undergraduate conference entitled “Challenging Our Unconscious Biases”.**

**Our biases influence our daily interactions with the world around us. Being aware of our unconscious bias can help us to have more productive communication experiences in our daily lives.**

**This conference will allow you to examine and discuss different types of biases. If we can recognize and address our unconscious biases we in turn can make better decisions.**

**Thank you for attending today’s conference and I hope you enjoy the sessions.**

**Sincerely,**

**Erica Acosta**

**Associate Director of Diversity Initiatives & Conference Coordinator**

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## Keynote Speaker

### **Vicki T. Sapp, Ph.D.**

Dr. Sapp's identifies as a Black, cis-gendered woman and first-generation college student from a low socio-economic status background. She was able to successfully progress through elementary and secondary school in the top 10th percentile of her class, in a poverty-stricken neighborhood, without ever being informed about college by teachers or guidance counselors. Dr. Sapp's temptation to work instead of attending college was overwhelming given her family's impoverished situation. However, the director of the Education Opportunity Program (EOP) continually called her mother and visited her home in the Mott Haven Public Housing section of the South Bronx to encourage her mother to allow her to attend college. EOP provides an avenue for admissions and means of support for talented students who have not reached their academic potential due to barriers in their educational, economic, or personal background. Dr. Sapp's participation in EOP changed her life's trajectory and provided her with opportunities for social, educational, and economic upward mobility.



Furthermore, she gained access to resources and services to which she'd never had prior access. She gained access to social networks of other first-generation college students who understood her situation and provided support outside of the classroom environment to assist her with her social adjustment to college. With the persistence of the EOP director, her EOP counselor, and Vicki's own self-determination, resiliency, and drive aligned with the academic and financial support of EOP, she succeeded in her transition from her poverty-stricken neighborhood to the college environment and American middle-class. Although Dr. Sapp struggled through her undergraduate experience and found it difficult to navigate and negotiate invisible boundaries and barriers on campus, returning to the South Bronx was not an option. She worked three part-time jobs and later a full-time job and became the first person in her family to obtain all three of her degrees: bachelor, master's and doctoral.

1:15 pm -2:30 pm

Concurrent Sessions

### **A: Stereo types in Media**

**Miller Room**

Stereotypes are all around us, and although we know it's "wrong" to stereotype, these hasty generalizations continue to flourish. They are in our movies, music, television shows, and jokes. We may not realize it, but they impact our work lives, personal relationships and even purchasing decisions. This conference session explores how and why stereotypes exist in media and why media consumers must be able to critically analyze media messages presented to them. Using media examples and discussion activities, we'll look at media representation of societies and individuals in terms of race, ethnicity, class, gender, sexual orientation, age, etc.

#### **Workshop Presenter:**

Kalen M.A. Churcher, Ph.D., Associate Professor, Communication Studies Department , Wilkes University

### **B: The Shades of Gay**

**Sub Lounge**

This presentation will talk on the representation of gay, Black males within the media. It will touch on the wider spectrum that has been erased for this population, and how to normalize what it means to be gay, Black, and male within our daily conversations.

#### **Workshop Presenter:**

Alex Leon Reynolds, Jr., Area Coordinator, Office of Residence Life, Wilkes University

10:30 am-11:45 am

**Concurrent Sessions**

**A: Safe Zone Awareness 101**

**Ballroom**

**Workshop Description:**

Safe Zone Workshops are opportunities to learn a little more about how sexuality and gender influence our everyday experiences, and often a chance to learn about these topics from individuals within the community. By the end of this session, participants will gain a better understanding of LGBTQ identities and experiences by working together through several activities. These activities will be reflective, small group, and sometimes large group discussions.

**Workshop Presenter (s):**

Amy Kline, MA Associate Director, Center for Learning Excellence,  
Geisinger Commonwealth School of Medicine

Tanya Morgan, MS Assistant Director, Center for Learning Excellence,  
Geisinger Commonwealth School of Medicine

**B: In Your Comfort Zone**

**Miller Room**

What happens when you step outside your comfort zone? Join in on an interactive conversation, reflections, and a few activities on what biases you have consciously and subconsciously.

**Workshop Presenter:**

Jasmine Giddings, Director of Multicultural and International Student Programs, King's College

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Dr. Sapp has over 20 years of experience in higher education. She is the director of student engagement, diversity, and inclusion for student affairs at Geisinger Commonwealth School of Medicine (Geisinger Commonwealth). Dr. Sapp was most recently assistant director of housing services at Capstone on Campus Management (COCM) in College Park, MD. She has also served as director of community and organizational development at the University of Rhode Island, as assistant director of the Office of Residential Life and Housing Services at the University of Rochester, as the associate director of the Intercultural and Diversity Center at the University at Buffalo, as coordinator for multicultural affairs at SUNY Cortland and resident director at SUNY Fredonia. Dr. Sapp earned her bachelor's degree in psychology and a master's degree in student personnel administration from the State University College at Buffalo in Buffalo, New York and her Ph.D. in higher education leadership and policy from the University of Rochester.

Dr. Sapp is an administrator, researcher, educator, motivational speaker, and service provider. She is responsible for developing programmatic initiatives and support services, as well as professor/trainer of cultural competency and leadership skills among Geisinger Commonwealth medical and graduates degree students. She works closely with the school's student clubs and organizations to promote leadership, diversity, and inclusion. Her research and publications focus on leadership development, first-generation and student of color populations, college access, retention and success, experiences beyond the baccalaureate and social justice, diversity and inclusion. She has taught at the University of Rochester, Canisius College, the University of Buffalo, State University of New York (SUNY) Cortland and SUNY Fredonia. Dr. Sapp's motivational speeches focus on speaking her truths about her life prior to pursuing higher education, during the process and after the obtainment of her degrees. She focuses on her experiences with the following: being a child of a domestic violence survivor; life in a homeless shelter and other complicated family situations; going from being a "have not" to a "have"; being a first-generation college student/graduate; being part of the 1% with a terminal degree: the successes, barriers, struggles and challenges; being a Black women leader in higher education; making money while in college and much more. Dr. Sapp also serves her community. She is a member of Delta Sigma Theta Sorority, Incorporated. She uses her skills as an administrator, educator and motivational speaker to work with youth. She serves as a board member on several boards: YWCA, Dr. Martin Luther King, Jr. Commission, Robert A. Davis Scholarship and Sapp Family Scholarship Funds.

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