



EMPOWERED

AND

ENGAGED

Overcoming the Invisible

The 8th Annual Diversity Conference
**PRESENTED BY THE OFFICE OF MULTICULTURAL
AFFAIRS**

Friday, Feb. 11

9 A.M. TO 5 P.M.



**STEPHEN F. AUSTIN
STATE UNIVERSITY**

Office of Multicultural Affairs

The Office of Multicultural Affairs welcomes you to the Eighth annual Diversity Conference!

The Office of Multicultural Affairs is committed to advancing Stephen F. Austin State University's commitment to diversity and multiculturalism. To continue our commitment, The Office of Multicultural Affairs presents the Diversity Conference. The Diversity Conference seeks to provide a platform for presenters to share diversity-related work with conference attendees and engage in vital multicultural dialogue.

OMA Diversity Conference Committee: OMA Caucus

The Office of Multicultural Affairs Caucus' mission is to advance the areas of diversity, social justice and multicultural awareness and competence on the SFA campus through dialogue and programming. We strive to create an atmosphere on campus where all faculty, staff and students feel welcomed, respected and heard.

Caucus Members

- **Daniel Anguiano** – Assistant Professor, School of Art
- **Dr. Lauren Burrow** – Associate Professor, Elementary Education
- **Heather Catton** – Director, International Programs
- **Dr. Gina Fe Causin** – Associate Professor, Human Sciences
- **Dr. Aryendra Chakravartty** – Associate Professor, History
- **Crystal Deckard** – Academic Advisor, Academic Services
- **Kimberly Deckard** – Assistant Director, Office of Admissions
- **Dr. Flora Farago** – Associate Professor, Human Sciences
- **Dr. Donna Fickes**- Clinical Instructor, Human Sciences
- **Dr. Mary Hawkins** – Associate Professor, Kinesiology and Health Sciences
- **Dr. Paul Henley**- Assistant Director, Institutional Effectiveness
- **Dr. Hyunsook Kang** – Associate Professor, Human Sciences
- **Jasmine Randolph**- Coordinator, Campus Recreation
- **Alex Reisinger** – Admissions Counselor, Office of Admissions
- **Tiffany Rivers** – Director, Disability Services
- **Dr. Sudeshna Roy** – Professor, Languages, Cultures and Communication
- **Dr. Jorge J.D. Salas** – Associate Professor, Music
- **Dr. Hollie Smith** – Executive Director of Student Life
- **Dr. Sarah M. Straub** – Assistant Professor, Education Studies

OMA Mission Statement

The mission of the SFA Office of Multicultural Affairs (OMA) is to create a campus where all students, staff and faculty feel welcome and included. We create networks of support and develop programs for students, staff and faculty that provide meaningful cross cultural interactions and learning experiences that promote respect for diversity. Through our efforts, we strive to create a campus climate in which the benefits of multiculturalism, diversity and social justice can be realized.

Office of Multicultural Affairs Staff

- Veronica Beavers – Director
- Ja’von Long – Assistant Director
- Kori Lewis – Graduate Assistant
- Ammy Martinez – Student Ambassador
- Amya Mears – Student Ambassador
- La-Meria Seriale – Student Ambassador
- Chinye Nwaobi – Student Ambassador
- Josephine Scott – Student Ambassador
- Miranda Trujillo – Student Assistant
- Lwito Nkhama – Student Assistant

Share your experience using our hashtags!

#EngagedAndEmpowered

#SFADiversityConference22

#WeTheOMA

Schedule

CHECK-IN | 8:30 TO 9 A.M.

Grand Ballroom entrance

Note: All sessions will be held in the Baker Pattillo Student Center

OPENING SESSION | 9 TO 9:25 A.M.

Room: Grand Ballroom

Kick off the conference with a warm welcome from the OMA! Various speakers will discuss the conference's purpose, present the land acknowledgment, and highlight the OMA Diversity Conference committee and various announcements.

EDUCATIONAL SESSION I | 9:35 TO 10:25 A.M.

• **Bi-ology: Understanding the B in LGBTQ+**

Room: Multimedia Room

Presenters: Kacee Garner, Graham Garner

Audience: Students, Faculty members, Community and other institutions

This presentation will focus on the B in LGBTQ+ queer identities in an attempt to share information, increase visibility and improve allyship. Bisexuals make up 52% of the LGB community but are less visible, less-frequently studied and far less open about their sexuality than gay or lesbian individuals. Bisexuals experience higher rates of sexual and intimate partner violence and poorer health outcomes than lesbian, gay or straight individuals. Approximately 11% of Americans acknowledge some level of same-sex attraction, while 8% have engaged in same-sex sexual behavior. Bisexual individuals face substantial stigma, erasure and invisibility as they navigate their relationships and identity development. Frequently, they feel neither straight enough nor gay enough to belong. Bisexuality is fetishized in media portrayals and largely ignored in historical points of view. Bisexuals are subjected to frequent microaggressions and face increased obstacles to coming out. Increasing numbers of youth are self-reporting bisexual or pansexual identities, making this topic important and relevant for college campuses.

• **Asian Americans in a COVID-19 World**

Room: Virtual; Tiered Room

Presenters: Rebecca Lockerbie, Andria Juarez, Alexis Hooper, Gina Fe Causin

Audience: Students, Faculty members, Community and other institutions

The Asian and Asian-American community face a multitude of challenges in the hospitality industry. While some obstacles may be easy to overcome, the issues that COVID-19 brings to the community are far too pervasive to ignore. Our research examines the physical and social violence toward the Asian community developed because of the virus. It also exposes how restaurants in the hospitality industry are affected due to the racism the community is facing. Content analysis was used to determine ways to eradicate these issues. Overall, awareness of the hostility, and help from organizations designed to support the Asian and Asian-American community will put an end to the discrimination.

EDUCATIONAL SESSION II | 10:35 TO 11:25 A.M.

• **Fourth-Wave Anti-racism: A heterodox shift in theory and practice for the benefit of humankind**

Room: Regents Suite B

Presenters: Jason Littlefield, Dr. Erec Smith

Audience: Students, Faculty members, Community and other institutions

Fourth-Wave antiracism rebukes present-day “anti-racism” efforts popularized by Ibram X Kendi and other 21st century orthodox race scholars. Kendi's third-wave anti-racism centers on political theory that believes the individual is problematic and removing autonomy is necessary for a healthy and just society. Fourth-wave anti-racism efforts offer no root-cause analysis and/or root treatments for racism. Therefore, if improving human potential, human relationships and working within the framework of a free society are priorities, a shift in thought and practice is needed.

This lecture features the architects of fourth-wave anti-racism; Jason Littlefield, SFA alumnus and adjunct professor; and Dr. Erec Smith, associate professor of rhetoric and composition at York College of Pennsylvania. Smith and Littlefield share their professional experiences within the orthodox diversity, equity and inclusion movement, and their research on the intent of the movement, and its impact on humanity. Smith and Littlefield will also discuss how they are pioneering fourth-wave anti-racism through their pro-

jects, “Free Black Thought,” and “EmpowerED Pathways.” “Free Black Thought” defies race essentialism by promoting diversity of thought. Through “EmpowerED Pathways,” Smith and Littlefield share their framework for life - Empowered Humanity Theory -with educators, students and community members.

This lecture also reveals how present-day anti-racism is contributing to our decline in personal well-being and societal division, and how shifting our practices will increase personal and societal well-being.

- **Diversity, Equity and Inclusion in the Travel Industry - Miles to Go**

Room: Multimedia Room

Presenters: Jennifer Edwards, Gina Fe Causin

Audience: Students, Faculty members, Community and other institutions

In Texas, the travel and tourism industry experienced a shift in the past 100 years. Historically, hotels and restaurants were not as open to diverse travelers. As a result, some diverse travelers had to rely on publications like the green books to guide them to safe destinations along their route. Now, hotels and other travel companies can communicate their welcoming environments to diverse travelers through social media outlets and on their website. During this session, attendees will discover the historical importance of publications like the green books and they will brainstorm additional ways the travel industry can focus on the needs of diverse travelers.

- **No Longer Dreamers: Being Undocumented in Higher Education and Its Implications**

Room: Virtual; Tiered Room

Presenters: Maria Cruz, Flor Rosique

Audience: Students, Faculty members, Community and other institutions

Used as the poster children of immigration reform in the United States, undocumented youth have always had to prove themselves as worthy - worthy of a driver's license, an education and as humans. With the alternation of enacting and repealing of Deferred Action for Childhood Arrivals, political and social turmoil -- along with disappointment -- undocumented youth face multiple challenges in their lives. 66,000 undocumented students are enrolled in post-secondary education in Texas. Learn from past students about what it is like to be undocumented the midst of insufficient and/or unavailability of support in institutions of higher education.

DEBRIEF SESSION | 11:35 TO 12 P.M.

Grand Ballroom entrance

Note: All sessions will be held in the Baker Pattillo Student Center

LUNCHEON AND KEYNOTE SPEAKER | 12 TO 1:15 P.M.



Outspoken Bean is Houston's 2021-2023 Poet Laureate. The New Jersey born, San Antonio raised, H-Town based military brat was introduced to the arts and world cultures at a very young age and has not let go of it. "An energetic pioneer for poetry, in all its different sizes and shapes, Bean is dedicated to making sure that poets get heard," Emily Hinds of Arts and Culture Magazine wrote of Bean. Bean uses poetry to engage different mediums and institutions to create new and engaging art, such as being the first poet to perform on Houston Ballet's main stage with their production "Play." He has also been commissioned to write and perform a national campaign on diversity for Pabst Blue Ribbon and VICE while creating/producing his own festival Plus Fest: the EVERYTHING plus POETRY Festival. In 2008, Bean helped develop Texas' largest youth poetry slam organization and slam team, Meta-Four Houston, with Shannon Buggs and DiverseWorks. In which he stills coaches and uses it as a vehicle today to mentor Houston's youth. He started performing spoken-word in 2005. Outspoken Bean is a true renaissance man and culture bearer through poetry, Bean willingly seeks, finds, collaborates, and creates new ways for people to experience poetry through multiple mediums.

"An energetic pioneer for poetry, in all its different sizes and shapes, Bean is dedicated to making sure that poets get heard"

- Emily Hinds, Arts and Culture Magazine

EDUCATIONAL SESSION 3 | 1:25 TO 2:15 P.M.

- **“GO OUT THERE AND MAKE IT HAPPEN.”: Voices from GenJacks of Color**

Room: Tiered Room

Presenters: Heeok Jeong, Nika Luu, Cynthia Gonzalez

Audience: Students, Faculty members, Community and other institutions

Black Lives Matter commenced as a call to action in response to state-sanctioned violence and anti-Black racism. The BLM movement, in “building a world where everyone can breathe” has called us to investigate the practices, discourses, policies and laws that are hindrances to inclusive and equitable environments. In order to improve the educational environment, we must address the concerns and structural inequities impacting our communities, whether it be a classroom, institution or nation. Thus, this inquiry-oriented qualitative case study explores the struggles and tools of first-generation college students of color in their K-16 schooling processes from a raciolinguistic perspective. Particularly, this presentation will focus on the amplification of the voices of first-generation college students of color, particularly about their struggles and tools in K-16 schools.

This presentation will discuss the challenges and struggles of GenJacks of color that the first presenter uncovered through her mentoring experiences with GenJacks of Black and Latina students. Then, the second presenter, a Cambodian American and recent SFA graduate; and the third presenter, a Latina junior student at SFA; will describe and explain the struggles, challenges and successes they experienced in K-16 schools. The presentation will conclude with implications for policy, pedagogy and teacher and faculty member education.

- **El Salvador's Food Clock**

Room: Multimedia Room

Presenters: Zarea Collins

Audience: Students, Faculty members, Community

Nutrition and culture are topics ignored when a country plans its development agenda. The consequences that result are an abandonment of nourishing traditional food, and a combination of diseases caused by declining nutritional content in the consumed food. Topics that are going to be discussed are El Salvador's food culture --specifically its history, staple foods food medicine, dietetics and how it has impacted globalization. Additionally, the

presentation will explore the relationship between medical conditions and how dietitians respond to them. Globalization has negatively impacted El Salvador's health status, dietary practice, and ingrained poor habits that will be carried on for generations.

EDUCATIONAL SESSION 4 | 2:25 TO 3:15 P.M.

- **Am I the change or the token? A minority perspective in predominantly white occupations**

Room: Regents Suite B

Presenter: Kori Lewis

Audience: Students, Faculty, Community and other institutions

Professional development and achievement have become common goals for young adults in the United States. This presentation will review different predominantly white occupations and the perspectives of minority professionals within them. The minority perspective across a range of age groups will shed light on issues such as imposter syndrome, tokenism and more. The primary goal of the presentation is to encourage minority professionals to share their stories and create a network to help prepare the next generation of professionals.

- **Supporting Students with Children and Caregiving Responsibilities**

Room: Multimedia Room

Presenter: Heather Olsen Beal, Lauren Brewer, Amanda Rudolph, Chay Runnels

Audience: Students, Faculty, Community and other institutions

Higher education is becoming increasingly diverse in terms of faculty, staff and student race/ethnicity, language, socioeconomic status, educational background (first generation students), gender identity, gender expression, etc. One category of students that is growing in number is students who are parents and/or caregivers. Meeting the needs of this growing student population is a critical diversity, equity and inclusion issue. This session will focus on identifying the unique challenges faced by this growing group of students and will identify ways we can immediately begin to better meet these students' needs on our own SFA campus, as well as identifying longer-range changes we can begin working toward.

- **The Social Impacts of Religion**

Room: Multimedia Room

Presenter: Shanta Scott, Alasia Johnson

Audience: Students and Faculty members

The beliefs, values and ideas of religious traditions have made significant contributions to the development of human societies and cultures. The social impacts of religions have been a basic factor of human history in all places and times, and remain in our world today. According to Emerson, Monahan & Mirola, religion serves several functions for our society today. These functions include giving meaning and purpose to life, reinforcing social unity and stability, serving as an agent of social control of behavior, promoting physical and psychological well-being, and motivating people to work for positive change. Given the pervasiveness of religion and spirituality throughout people's lives and cultures, incorporating religion in the practice of social work helps social workers gain a holistic view of the person in environment, as well as support the professional mission of promoting satisfaction of basic needs, well-being and justice for all individuals and communities around the world.

DEBRIEF SESSION | 3:25 TO 4:15 P.M.

Room: Grand Ballroom

CLOSING REMARKS | 4:25 TO 4:45 P.M.

Room: Grand Ballroom

Thank you for attending!

