

11th annual **INTERSECT**

Diversity and Leadership Conference

FROM MOMENTS
TO **MOVEMENTS**

October 1st-
2nd, 2021





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CONFERENCE HISTORY

In 2012, Elon University's Center for Leadership and Center for Race, Ethnicity, and Diversity Education (previously the Multicultural Center) took two independent conferences and collaboratively created a new learning opportunity for students. The previous conferences, the Leadership Development Institute and the Diversity Leadership Conference, existed separately but highlighted many of the same themes. As a result of true collaboration, Intersect was created, a literal intersection of diversity and leadership. This year marks the tenth Intersect Conference, which continues to grow with over 300 participants.



OUR GOAL

In accordance with Elon University's commitment to diversity and global engagement and fostering of respect for human differences, the Center for Leadership and the Center for Race, Ethnicity, and Diversity Education have collaborated to provide participants with an unprecedented look at the disciplines of diversity, leadership, and where the two intersect. Intersect is an initiative to educate students, faculty, and professional staff on topics of diversity and leadership. During this conference, participants will engage in dialogue, reflection, and training through keynote speakers and workshops.

CONFERENCE PILLARS

OPPRESSION • SOCIAL CHANGE • POWER & PRIVILEGE • ORGANIZATIONAL DEVELOPMENT

These pillars were chosen because they represent the intersectionality of leadership and diversity. Our understanding of these concepts will not only inform our understanding, but also our ability to engage in meaningful conversations and behaviors.

KEYNOTE SPEAKERS

GABRIELLE E. W. CARTER



Gabrielle E. W. Carter is an Artist and Cultural preservationist who uses Diasporic and local foodways as a vehicle to reimagine wealth, marginalized food systems, and inheritance. Her work uses oral history, film, cooking, and textile to examine and explore the Black experience in relation to land cultivation, sedentary practice, and agronomy. Creating contemporary source materials for historic works and knowledge.

Her work in creative storytelling and Diasporic grain research with James Beard Award-winning Chef JJ Johnson reconnected her to her Family's roots in agriculture, in North Carolina. She has since been featured in publications such as Saveur Magazine, The Kitchn, Crop Stories, and most recently on Whetstone Magazine's Podcast; Point of Origin and Netflix Series, High on the Hog Produced by Roger Ross Williams and Jessica B. Harris.

NINA BERGLUND



Nina Berglund is a 20-year-old indigenous youth leader, public speaker, and climate activist fighting on behalf of her people, the lands, and water. Born and raised in the Twin Cities, Nina has been organizing alongside other youth against Enbridge's Line 3 proposed pipeline, currently being pushed to be built in Northern Minnesota, to prevent the destruction, exploitation, and violence that comes with it.

Nina is extremely passionate about uplifting and supporting the voices of the youth in spaces where the native presence runs short. She regularly travels to different territories to support and

make connections with communities most impacted by the climate crisis. She believes in looking towards and utilizing traditional values and methods, as the crucial solutions and answers the world is frantically searching for.

CONFERENCE SCHEDULE

FRIDAY OCT. 1, 2021

3:00 - 4:30pm - Registration

Moseley Student Center, First Floor outside of McKinnon Hall

4:00 - 4:30pm - Conference Opening

Moseley Student Center, McKinnon Hall

4:30 - 5:30pm - Session #1

Moseley Student Center

5:30 - 5:40pm - Shabbat Candle Lighting

McKinnon Hall

5:45 - 6:45pm - Session #2

Moseley Student Center

6:55 - 7:55pm - Dinner & Friday Keynote: Gabrielle E. W. Carter

Moseley Student Center, McKinnon Hall

8:00 - 9:00pm - Dessert Social and Networking

Moseley Student Center, First Floor outside of Ward Octagon

SATURDAY OCT. 2, 2021

8:30 - 9:20am - Conference Check-In and Guided Meditation

Moseley Student Center, First Floor outside of McKinnon Hall

8:30 - 9:20am - Breakfast

Moseley Student Center, First Floor outside of Ward Octagon

9:30 - 10:30am - Session #3

Moseley Student Center

10:40 - 11:40am - Session #4

Moseley Student Center

11:50am - 12:50pm - Lunch

Moseley Student Center & McKinnon Hall

1:00 - 2:00pm - Session #5

Moseley Student Center & Lakeside Hall

2:10 - 3:10pm - Session #6

Moseley Student Center

3:20 - 4:20pm - Coffee/Snack Break & Roundtable Session

Moseley Student Center & McKinnon Hall

4:30 - 5:30pm - Keynote Speaker: Nina Berglund

Lakeside Hall

SESSION #1 OPTIONS

- Incorporating Pedagogies of Discomfort in the Political Science Classroom
- Building Inclusive Communities: Civil Discourse and Difficult Conversations
- Beyond the 'Critical Race Theory' Debate: How to Explain Why Schools Should Teach About Racism

SESSION #3 OPTIONS

- Leadership for Diversity, Equity, and Inclusion
- Leadership for Social Change Listening Party
- Anti-Racism: A Movement Turned Into A Lifestyle

SESSION #5 OPTIONS

- Elon Greek Life
- Intellectual Humility in Leaders: Why it Matters and How to Cultivate for it
- Masculinities for Positive Change
- Decolonized Leadership

SESSION #2 OPTIONS

- Elon Greek Life
- Partnerships for Social Change: The Power of Intentionality in Sustainable Service
- Sex, self-knowledge, and empowerment through an intersectional lens in today's hookup culture

SESSION #4 OPTIONS

- Intersectional Sustainability: Sustainable Development Goals on a Global Scale and Within our Community
- Combatting Convenience: A Communal Approach to Authentic Language
- So We Really Doing This, Or Nah: A Culturally Competent Framework for Collective Social Change
- #RickyRenuncia: The hashtag that mobilized the diaspora from Puerto Rico in the United States and the world

SESSION #6 OPTIONS

- Partnerships for Social Change: The Power of Intentionality in Sustainable Service
- Sex, self-knowledge, and empowerment through an intersectional lens in today's hookup culture
- Approximation of a Woman: Talkback
- Active Bystander Training

4:30-5:30pm

SESSION #1 DETAILS**Incorporating Pedagogies of Discomfort in the Political Science Classroom**

Presented by Dr. Liza Taylor, Dr. Damion Blake, Dr. Jessica Carew, Dr. Kaye Usry, and Dr. Joel Shelton, Professors of Political Science– Elon University– Moseley 217

A key component of engaged learning when driven by an “equity” frame is an emphasis on the kind of activities that render legible the inequities under scrutiny, and often such exercises depend on active engagement from students wherein they take risks and put themselves into uncomfortable situations of self-scrutiny and self-reflection. Our educational session explores the variety of ways in which five political science professors have attempted to incorporate such pedagogies of discomfort into our classrooms, paying special attention to the ways in which our own and our students’ varying positionalities shape such endeavors.

Building Inclusive Communities: Civil Discourse and Difficult Conversations

Presented by Eleanor Finger, Assistant Vice President for Student Life – Elon University – Moseley 215

This workshop will tackle the “elephants in the room”. How can we be our authentic selves in our work relationships, friendships, classrooms and family circles? Are race, religion and politics taboo topics or is civil conversation possible around these complicated issues? Let’s take a look at how dialogue can be a useful tool in building authentically inclusive communities.

Beyond the ‘Critical Race Theory’ Debate: How to Explain Why Schools Should Teach About Racism

Presented by Raj Ghoshal, Professor of Sociology – Elon University – Moseley 216

In the past year, eight US states have limited how schools can teach about racism. Advocates have labeled these laws as crackdowns on “critical race theory” and warned of the danger this theory poses. This interactive workshop begins by considering why teaching about racism and racism inequality is important. It then addresses how supporters of teaching about racism can make their case to uncertain parents, school boards, and friends. Participants will hone appeals rooted both in historical fact and in the psychology of persuasion, with attention to resisting two common traps in debates on charged social-political topics.

5:45-6:45pm

SESSION #2 DETAILS**Elon Greek Life**

Presented by Abby Weaver, Student – Elon University – Moseley 216

Greek life culture is foundational to Elon University as 50% of its undergraduate population is affiliated. The Panhellenic Council and Inter-Fraternity Council are predominately white and can be intrinsic as a community. Due to Elon’s low diversity rates as a Predominately White Institution, the National Pan-Hellenic Council is overlooked. Oftentimes pride for one’s own organization leads to a lack of support for the others. This session will explore how Greek life originated and its connection to present day impacts.

Partnerships for Social Change: The Power of Intentionality in Sustainable Service

Presented by Savannah Josey, Student – Elon University – Moseley 217

When participating in community enrichment activities, such as service projects, efforts intended to help, “solve”, or uplift can actually cause unnecessary dependency, disempowerment, or damage to the target community. These detrimental outcomes can be prevented by taking the time to educate yourself on the systems that underlie the work being done and critical reflection that prolongs the impact of actions taken. Learn about some systemic inequities’ manifestations in Alamance County, consider your positionality in these systems, and critically reflect on how your ideologies and actions uplift or hinder the local community. Leave feeling informed, empowered, and ready to facilitate change.

Sex, self-knowledge, and empowerment through an intersectional lens in today’s hookup culture

Presented by Shannon Lundeen, Professor of Philosophy – Elon University – Moseley 215

This session is primarily geared toward college students with an emphasis on women’s pleasure and empowerment. We will examine the systematic production of ignorance about women’s bodies, sexual desires and pleasure and how this can contribute to unsatisfying and disempowering experiences of sex and sexual intimacy when hooking up. We will discuss the expectations for and social consequences of participating in hookup culture and how

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5:45-6:45pm

SESSION #2 DETAILS CONT.

those expectations and consequences differ based on markers of social identity (e.g., gender, race, religion, age, sexual orientation, etc.). We will explore how individual and social change is possible through self-knowledge and changing the script(s) of hooking up so that people, regardless of the social identities they hold, can have empowering and pleasurable sexual experiences whether they are "hooking up," engaging in self-pleasure, or involved in a long-term relationship.

9:30-10:30am

SESSION #3 DETAILS**Leadership for Diversity, Equity, and Inclusion**

Presented by Dr. Jon Dooley, Dr. Gabie Smith, Dr. Jeff Stein and Dr. Randy Williams - Elon University - Moseley 215

The knowledge, skills, and approaches to leadership that advances diversity, equity, and inclusion (DEI) continue to be developed throughout the course of one's career. This session features a panel of leaders from Elon University's senior staff discussing leadership lessons from their careers and their personal and professional commitment to DEI in higher education.

Leadership for Social Change Listening Party

Presented by Melanie Bullock - Director of the Center for Leadership, and Sydney Simmons - Moseley 216

Music is a powerful tool. Messages in music allow us to take in the world, learn lessons in leading and connect with others. Join us as we explore leadership and social change through lyrics and messages artists reveal in various songs. The workshop facilitators will play clips of music from various genres and spark thoughtful conversation through a shared listening experience. Listen together, and go deeper with discussion and stories around leadership and social change.

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9:30-10:30am

SESSION #3 DETAILS CONT.**Anti-Racism: A Movement Turned Into A Lifestyle**

Presented by Britt Mobley, Student - Elon University - Moseley 105

This session will be focused on my experience & interview with Jason Reynolds and his award-winning book "Stamped: Racism, Anti-Racism, and You." This session will go through different lessons learned from the book to turn this Anti-Racist movement into a Lifestyle.

10:40-11:40am

SESSION #4 DETAILS**Intersectional Sustainability: Sustainable Development Goals on a Global Scale and Within our Community**

Presented by Emerson Wells, Lauren Hill, Hannah Miller and Samantha Schwamberger, Students- Elon University - Moseley 217

Elon's Office of Sustainability defines sustainability as "meeting the needs of the present without compromising the ability of future generations to meet their own needs." Through this definition, we strive for a balance between environmental, social, and economic well-being, as all three are needed for sustainability. Our work is inspired by the United Nations' Sustainable Development Goals, which strive to build a better future for all. This session will examine the intersectionality of each of these goals and their relevance in our community.

Combatting Convenience: A Communal Approach to Authentic Language

Presented by Nelson Ysabel and Corinna Fonseca, Graduate Students- Elon University - Moseley 105

We use language to convey who we are, our stories, and future goals. Language helps shape the way we perceive ourselves and how others perceive us. Language is powerful yet not immune to social construction. Have you ever changed your language at the expense of yourself? Compartmentalize your identity? Edited your story? Join us for this session where we will engage in platica methodology (making meaning through conversation), as a way to make meaning of our lived experiences with convenient language and the intersections of diversity and leadership.

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10:40-11:40am

SESSION #4 DETAILS CONT.**So We Really Doing This, Or Nah: A Culturally Competent Framework for Collective Social Change**

Presented by John Robinson-Miller IV, Assistant Director, Center For Race, Ethnicity, & Diversity Education - Elon University - Moseley 216

Do you feel ineffective? Tired of working in silos? Annoyed by over-programming? This session is a crash course on how to set a common agenda, establish responsibilities, and encourage accountability to STAY IN YOUR LANE. Learn how to apply the Collective Impact framework to leverage individuals and student organizations for more effective advocacy and social change on a college campus.

#RickyRenuncia: The hashtag that mobilized the diaspora from Puerto Rico in the United States and the world

Presented by Vanessa Bravo, Professor of Strategic Communications- Elon University - Moseley 215

After the press published hundreds of pages of a chat between Puerto Rico Governor Ricardo Rosselló, members of his staff, and lobbyist friends, in the summer of 2019, outrage spread swiftly across the island. The transcript included mockery, homophobic, and misogynistic slurs, as well as discussion of sensitive government information with people outside the government. These messages were the last straw for millions of Puerto Ricans, who were recovering from a catastrophic hurricane and living through an economic depression. Social media became the platform for citizen calls, in Puerto Rico but also in the United States mainland and in Europe, for protests and demonstrations. The Puerto Rican diaspora played a strong role in a process of dissent public diplomacy that ended with the governor's resignation. The hashtag #RickyRenuncia went from a moment to a movement.

1:00-2:00pm

SESSION #5 DETAILS**Elon Greek Life**

Presented by Abby Weaver, Student - Elon University - Moseley 105

Greek life culture is foundational to Elon University as 50% of its undergraduate population is affiliated. The Panhellenic Council and Inter-Fraternity Council are predominately white and can be intrinsic as a community. Due to Elon's low diversity rates as a Predominately White Institution, the National Pan-Hellenic Council is overlooked. Oftentimes pride for one's own organization leads to a lack of support for the others. This session will explore how Greek life originated and its connection to present day impacts.

Intellectual Humility in Leaders: Why it Matters and How to Cultivate for it

Presented by Johann Ducharme, Higher Education Administration - Wake Forest University - Moseley 215

Misinformation campaigns, ideological polarization, and dogmatic thinking are some of the most pressing cultural, political, and social issues of our day. Philosophers have theorized that educating for intellectual virtues, such as humility, can better develop critical, creative, and open-minded thinkers (Baehr, 2013). Intellectual humility (IH) is put forth as a virtuous ability to own intellectual limitations leading to an appropriate discomfort and a motivation to learn (Haggard et. al., 2018). When leaders in group settings share divergent points of view, one's IH has been shown to correlate with the practice of reflexivity to appropriately understand the basis of their knowledge while also providing a check on potential biases (Haggard, 2019). This session will address the intersect between IH and leadership, specifically how to cultivate it in leaders.

1:00-2:00pm

SESSION #5 DETAILS CONT.**Masculinities for Positive Change**

Presented by Shannon Finney, Coordinator for Student Organization Development and Tim Boles, Undergraduate Admissions - Elon University - Moseley 217

Folks of all genders are taught to accept the gender binary as a biological imperative that can never be questioned rather than a social construct that needs to be dismantled. This workshop seeks to engage participants in conversations on gender norms and stereotypes, empathy-building exercises, and strategies for standing up to harmful norms and behaviors.

Decolonized Leadership

Presented by Nina Berglund - Lakeside Hall

What does it mean to "decolonize your mind?" Indigenous youth leader, mentor, and environmental activist Nina Berglund will lead and facilitate a conversation about how to center the people and communities most vulnerable to the impacts of climate change and environmental racism. The purpose of this session is to enhance youth leadership skills and address the social and environmental justice issues impacting communities across both the United States and the Global South. It will provide a deeper connection for students wanting to up their leadership skills, to learn how to move beyond allyship towards becoming an accomplice and a co-conspirator in dismantling systems of white supremacy and racism, while learning to support each other and take care of yourself while leading.

2:10-3:10pm

SESSION #6**Partnerships for Social Change: The Power of Intentionality in Sustainable Service**

Presented by Savannah Josey, Student - Elon University - Moseley 105

When participating in community enrichment activities, such as service projects, efforts intended to help, "solve", or uplift can actually cause unnecessary dependency, disempowerment, or damage to the target community. These detrimental outcomes can be prevented by taking the time to educate yourself on the systems that underlie the work being done and critical reflection that prolongs the impact of actions taken. Learn about some systemic inequities' manifestations in Alamance County, consider your positionality in these systems, and critically reflect on how your ideologies and actions uplift or hinder the local community. Leave feeling informed, empowered, and ready to facilitate change.

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2:10-3:10pm

SESSION #6 DETAILS CONT.**Sex, self-knowledge, and empowerment through an intersectional lens in today's hookup culture**

Presented by Shannon Lundeen, Professor of Philosophy - Elon University - Moseley 215

This session is primarily geared toward college students with an emphasis on women's pleasure and empowerment. We will examine the systematic production of ignorance about women's bodies, sexual desires and pleasure and how this can contribute to unsatisfying and disempowering experiences of sex and sexual intimacy when hooking up. We will discuss the expectations for and social consequences of participating in hookup culture and how those expectations and consequences differ based on markers of social identity (e.g., gender, race, religion, age, sexual orientation, etc.). We will explore how individual and social change is possible through self-knowledge and changing the script(s) of hooking up so that people, regardless of the social identities they hold, can have empowering and pleasurable sexual experiences whether they are "hooking up," engaging in self-pleasure, or involved in a long-term relationship.

Approximation of a Woman: Talkback

Presented by Jasmine Powell, Professor of Performing Arts - Elon University - Moseley 217

What is the cost of being a woman who lives her life on her own vulnerable terms? Through historical reference set to blues, poetry and dance; four solos engage black women's narratives which are untold, overlooked and misunderstood leaving the lens always approximate. This session explores the artistic research and historical references that guide these stories out of the shadows and onto the stage, spoken into existence. Come view and discuss the compilation of woman, voice, expectation, and cultural response through Akua Njeri, Mizzy, Rebecca Ruffin, and Gaia. Let's hear what they have to say through a creative expressionist's lens.

Active Bystander Training

Presented by Kai Bilotta, Student - Elon University - Moseley 216

Learn new techniques to help you promote an inclusive culture and intervene in instances of bias! Through both learning new information and discussion scenarios you will develop your skills as an active bystander. This training will prepare you to be an active bystander in all contexts, from your roles as a student to your future roles in the workforce.

3:50-4:20pm ROUNDTABLE SESSION OPTIONS

Becoming the Anti-Norm

Facilitated by Maddy Starr, Student - Elon University • Table #1

What Is Inclusive Leadership?

Facilitated by Jordan Farmer & Ashley Billie, Grad Students - UNC Greensboro • Table #2

Using Intercultural Competency Skills to Facilitate Inclusive Coalition Building

Facilitated by Jamie Wire, Graduate Students - Elon University • Table #3

Who Gets In?: A look Into College Admissions

Facilitated by Hugh Goldstein, Student - Elon University • Table #4

Black, Brown & Blue: A Conversation About BIPOC Higher Education Professionals and The Effects of Racial Trauma

Facilitated by Charlotte Williams & Kelsey Baron, Associate Director of Campus Recreation and Wellness and Student - Elon University • Table #5

H.E.R. Lab: Strengthening Individual and Community Capacity for Antiracist Research and Activism

Facilitated by Deena Elrefai, Kiara Hunter, Dr. Stephanie Baker Dr. Yanica Faustin, Students & Faculty - Elon University • Table #6

Dismantling Disorder Stereotypes: Approaching Equitable Eating Disorder Care

Facilitated by Holly Neyer, Graduate Student - UNC Chapel Hill • Table #7

3:50-4:20pm ROUNDTABLE SESSION OPTIONS

Asian LGBTQ Population In Relation To Family Upbringing and Social Outlook

Facilitated by Johnny Zhu, Student - Elon University • Table #8

Neurodiversity and the School-to-Workforce Pipeline

Facilitated by Emily Kibler, Student - Elon University • Table #9

Introducing Green Spaces Into Safe Spaces

Facilitated by Matisse Gilmore and Nadine Jose, Students - Elon University • Table #10

Leadership for Allyship

Facilitated by Nelson Ysabel, Graduate Students - Elon University • Table #11

Latinx/Latino/Latine: Moving Towards Inclusive Language in Spanish

Facilitated by Valentina Echavarría & Andy Torres, Students - Elon University • Table #12

Finding Purpose For Your Leadership

Facilitated by Dr. Jodean Schmiederer, Dean of Student Development and Assistant Professor - Elon University • Table #13

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FOLLOW OUR KEYNOTE SPEAKERS!!



GABRIELLE E. W. CARTER



NINA BERGLUND

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SPECIAL THANKS TO...

- OFFICE OF STUDENT LIFE
- CENTER FOR LEADERSHIP STAFF
- CENTER FOR RACE ETHNICITY & DIVERSITY EDUCATION STAFF
- INTERSECT CONFERENCE VOLUNTEERS
- INTERSECT CONFERENCE EDUCATIONAL SESSION PRESENTERS
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NOTES

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