

Oregon Diversity Conference



Sixteenth Annual Conference

November 4 & 5 • Salem, OR

Discover Cultural Awareness: It's Not Just Black and White

Hosted by
Chemeketa Community College

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Oregon Diversity Institute

Mission

The Oregon Diversity Institute (ODI) addresses historical and contemporary issues of access, social justice, human rights and equity. We promote respectful, open, and honest interactions among people and communities of diverse abilities and backgrounds.

Goals & Objectives

- Honor, value, and celebrate the potential of individuals from diverse communities reflecting, but not limited to age, class, disability, ethnicity, gender, sexual orientation, race, and religion.
- Provide opportunities for learning, dialogue, understanding, and empowerment in preparation for an increasingly diverse future.
- Create a network among educational institutions and lifelong learners.
- Foster partnerships with private and public agencies.
- Promote systemic planning and institutional transformation in order to address historical and present inequities.
- Examine hegemonic power relationships that create inequity and discrimination.

About the Oregon Diversity Institute

The Oregon Diversity Institute (ODI), since its beginnings fifteen years ago, has steadily evolved into one of the leading and progressive forces for presenting, discussing, and addressing diversity issues in Oregon. ODI responds to contemporary issues and events that have a direct impact on Oregonians, drawing upon the wealth of expertise and resources located within the state.

The Annual ODI Conference held each year in October or November presents unique and varied learning experiences directed at sharing its vision for diversity and inclusion that speaks to social and human justice and to providing safe opportunities to engage in conversations that address hegemonic power relationships that create inequality and discrimination.

Beyond promoting cultural understanding and tolerance, ODI engages participants to have difficult conversations about diversity that need to happen but seldom do. ODI workshops and presenters strive to offer strategies and best-practice methods, based on proven programs and initiatives, to create workplace and classroom environments designed to nurture the potential of diverse individuals.

ODI serves to connect the various diversity efforts and resources around the state. As our state demographics change, many institutions and agencies are just beginning their efforts to serve this new diverse population. Networking with individuals and organizations with experience in diversity efforts is a valuable resource for those engaging in diversity for the first time.

ODI continues to gain strength because of the participation of more agencies and schools throughout Oregon. Certainly, this growth is an indication of the expressed need for statewide gatherings of diversity professionals.

As the name implies, the Annual ODI Conference provides an opportunity for Oregonians to engage in conversations with an Oregonian context. Such a statewide entity is cost effective and taps into the wealth of diversity resources and professionals within our state boundaries.

ODI Award Nomination Descriptions

The Oregon Diversity Institute (ODI) strives to recognize individuals, groups and work places in our community and around the state for their efforts in addressing historic and contemporary issues of access, social justice, human rights and equity. In this spirit, ODI annually presents awards in a number of categories to honor their work in promoting respectful, open and honest interactions among people and communities of diverse abilities and backgrounds. Awards will be presented at the annual Oregon Diversity Institute.

Screening of nominations:

Nominations will be screened by the Oregon Diversity Institute (ODI) Board of Directors. The screening process will ascertain that nominations meet the award criteria as described, and reflect the mission statement and goals and objectives of the Oregon Diversity Institute.

The Tenison Haley Outstanding Individual Contribution Award

In 2002, Oregon Diversity Institute lost one of its passionate supporters, Dr. Tenison Haley, Dean Emeritus at Rogue Community College. Dr. Haley left a legacy of extensive community service, a 45-year career in community colleges and a passionate desire to make this a better world for everyone. His many generous contributions led to the success of the Oregon Diversity Institute. In honor of Dr. Haley's legacy and in celebration of his life, we have established the Tenison Haley Outstanding Individual Contribution Award. This award is presented to an individual who has distinguished himself/herself through visible leadership, sustained commitment, and service to others.

Outstanding Student or Student Group Contribution

This award is presented to a student or student group who has brought to the campus community programs(s) and/or learning opportunities of lasting impact that improved the campus climate by inspiring renewed school spirit and pride in the campus community.

Outstanding Organization, Department, Task Force, Team, Unit or Group Contribution

This award is presented to an organization, department, task force, team, unit or group who celebrates the increased understanding of the diversity of people through proactively collaborating/partnering with individuals to advance and sustain cultural diversity on their campus/workforce climate through change in attitude or behavior, and leveraged growth opportunities within the organization.

Conference Program: At a Glance

Thursday, November 4 *The conference will begin in building 50 both mornings.*

7:30-9 am **Registration and continental breakfast**

9-9:20 am **Opening Invocation Introduction of ODI Board**

9:20-9:30 am **Official Chemeketa Welcome**

Cheryl Roberts, President—Chemeketa Community College

9:45-10:30 am **Building Allies in Diverse Settings**

Dr. James Mason,

Executive Director Culturally Competent Care Giving—Providence Health & Services

10:40-11:30 am **Poetry Reading**

Elizabeth Woody

11:30 am-12:30 pm **American Sueño**

Teatro Milagro/Miracle Theatre Group

12:30-1:15 pm **Lunch** (Building 50)

1:30-2:45 pm **Break-out session I** (Building 48)

3-4:15 pm **Break-out session II** (Building 48)

Friday, November 5

7:30-9 am **Registration and continental breakfast**

9-9:40 am **Inclusive Excellence: Defining Excellence for the 21st Century**

Gail G. Evans, Ph.D., Dean of Undergraduate Studies—San Francisco State University

9:50-11:10 am **Break-out Session I** (Building 48)

11:15 am-12:30 pm **Break-out Session II** (Building 48)

12:30-2 pm **Lunch and ODI Award Presentations** (Building 50)

2-3:15 pm **Break-out Session III** (Building 48)

Conference Program: November 4, 2010

Keynote Speakers

Building 50, Gym

9:45-10:30 am

James Mason

Executive Director Culturally Competent Care Giving—Providence Health & Services



Dr. James Mason is the former Director of Multicultural Health for the State of Oregon, and has worked in higher education as an administrator, researcher, and educator since 1977. Dr. Mason has spoken at colleges, universities, and health and human service bureaucracies in the United States, Latin America, and Canada applying cultural competence to a variety of service disciplines including: education, higher education, public health, mental health, child welfare, maternal and child health, and alcohol and drug treatment. Dr. Mason has four children and has lived and worked in Portland, Oregon since 1975.

10:40-11:30 am

Elizabeth Woody



Poet and teacher, artist and advocate Elizabeth Woody is an enrolled member of the Confederated Tribes of Warm Springs in Oregon. She received the American Book Award in 1990 for her book *Hand into Stone* from the Before Columbus Foundation and has done so many things she seems to have lived eight lives. Liz has a celebrated history as a writer, teacher, artist, and advocate, including working as the Director of the Indigenous Leadership Program at Ecotrust of Portland, a non-profit environmental organization. Currently on hiatus from earning her Masters in Public Administration from Oregon State University, she is working as the K-12 coordinator for OHSU's National Science Foundation Center for Coastal Margin Observation and Prediction. Truly a Renaissance woman, this activist, writer, and community leader will read selections from her poems for us today at the ODI conference.

Entertainment

11:30 am-12:30 pm

American Sueño

Teatro Milagro/Miracle Theatre Group



The "American dream" is everybody's hope for a better job, a better life, a better tomorrow, but for some of us, a dream is all it will ever be. *American Sueño* tells the stories of four marginalized individuals in pursuit of their version of the American Dream. Agustín Obrero de la Torre, a musician, is just getting by when disaster strikes his family. He is forced to take on his parents' financial responsibilities as his sister, Monica, struggles between living with the traditional values of her family and searching out a new life of her own. Hampered by his own illegal status, Agustín turns to Mimi, a lovelorn drag performer, who eagerly helps him wade through the tangles of American bureaucracy. Cruz, a shadow living on the streets, collides with Agustín, compelling him to decide, "what am I willing to sacrifice to make my American Dream a reality?"

1:30-2:45 pm **Break-out Session I**

Diversity Can Be the Elephant in the Classroom

Imran Haider, Humanities & Communications Instructor—Chemeketa Community College
Building 48, Room 201

This session will allow working professionals at the community college level to learn and discuss some new perspectives on diversity and its role in our classroom and beyond. Cultural competency is aimed, but not limited to, the intermediate level.

How Our Social Identities Show Up on the Job

Kevin Rodemack—Oregon State University
Melissa Rico—Oregon State University
Building 48, Room 202A

This session will discuss the concepts of social identities, and social saliency. This session will focus on how social identities present themselves in different arenas including/such as work and home.

Making a Difference in the Cycle of Poverty: What Works?

Kimberly Burdon, Humanities & Communications Instructor—Chemeketa Community College
Debbie Hornibrook, Humanities & Communications Instructor—Chemeketa Community College
Building 48, Room 102

Learn about the different types of poverty and learn the communication strategies that move people out of poverty. Discover how you apply these skills in your classroom or workplace.

Building Allies in Diverse Settings

James Mason, Executive Director Culturally Competent Care Giving—Providence Health and Services
Building 48, Room 210

This workshop is intended to promote welcoming environments in educational institutions. It has been adapted to manage diversity among a range of stakeholders. Further, approaches outlined should prove useful for enhancing the safety and promoting the hospitality of various professional and social environments. This session will involve a blend of didactic and interactive learning to better understand the value of creating welcoming and safe environments.

3-4:15 pm **Break-out Session II**

Teaching and Learning Across Borders

Cebrina Chou, Communications Instructor—Chemeketa Community College

Building 48, Room 102

The purpose of this session is to create a forum where faculty, teaching assistants, and other professionals can share and discuss strategies to work more productively with international students' learning environment.

Beyond Color, Culture, and Other Superficial Differences: Toward a New Model of Inclusion for the 3rd Millennium

Caleb Rosado, Ph.D., Professor and Director of Urban Studies—Warner Pacific College

Building 48, Room 210

This session presents a new framework for understanding diversity that goes beyond skin color, culture, and behavioral issues to the systems of thinking from which such beliefs and behaviors emerge.

Mentoring Makes a Difference

Eileen Casey-White, Ed.D., Pathway Coordinator—Chemeketa Community College

Building 48, Room 201

For people living in the crisis of poverty, their greatest hope for breaking that cycle lies with those who can navigate a way out. Mentors make a difference. Learn about the characteristics of a successful mentor, how to build support programs based on model research, and what you can do to foster positive, successful mentoring relationships.

Paying for Poverty: It's Not All About Money

Kameron Beeks—Oregon State University

Padraic McGraw—Oregon State University

Building 48, Room 202A

This session will explore the effects of budgeting and other social barriers on gaining access to higher education and other resources to assist individuals getting out of poverty.

Conference Program: November 5, 2010

Keynote Speaker

Building 50, Gym

9-9:40 am

Gail G. Evans

Ph.D., Dean of Undergraduate Studies—San Francisco State University



Gail G. Evans moved to San Francisco State University (SFSU) in April 2008 after a 25-year career at sister campus San José State University (SJSU). While at SJSU, Gail was director of General Education and oversaw two campus-wide General Education revisions. She has served as assistant chair of a visiting team for a WASC re-accreditation. Gail co-lead teams to the AAC&U Greater Expectations Institutes in 2005 and 2006, working on action plans for a first-year experience and an integrative learning experience incorporating e-portfolios, respectively. Gail and her Greater Expectations team members from 2005 took the Greater Expectations vision back to SJSU, and organized a three-day campus Greater Expectations Institute, engaging constituents in discussions of goals related to building an inclusive, student-centered campus that integrates liberal and professional education. Since arriving at SF State three years ago, Gail has been intimately involved in campus revisions to both the overall baccalaureate degree (including General Education) and to the Liberal Studies Program, as well as the implementation of a writing across the curriculum/writing in the discipline program. A frequent speaker at national meetings, Dr. Evans recently co-lead a workshop at the AAC&U conference on Diversity and Learning entitled, "Building Institutional Capacity to Make Excellence Inclusive." Gail holds a Ph.D. and M.S. in women's physical education, with a specialization in Biomechanics, from Washington State University.

9:50-11:10 am

Writing Across Borders

Sheila Mullooly, Chemeketa Language & Cultural Institute Coordinator—Chemeketa Community College

Building 48, Room 202A

How can faculty, writing assistants, and other professionals work more productively with non-native English speakers in writing environments? Come view "Writing Across Borders" and explore how.

What I Meant and What I Said: Addressing Unconscious Bias in Organizations

Ilsa Govan, Co-Founder—Institution/Organization: Cross Cultural Connections

Building 48, Room 202B

This session will raise awareness of racial microaggressions, well-intended phrases and actions that belie unconscious biases. You will learn ways to cultivate a multicultural work environment based on deeper understandings of racism and privilege.

Developing a Multicultural Resource Guide: An Online Resource for Building Community

Mike Shingle, Multicultural Resource Guide Project Manager and Leadership Development Assistant—Oregon State University

Building 48, Room 201

This session will allow participants to create a vision, develop a collaborative process, and identify resources for building community at their institution through the development of a Multicultural Resource Guide.

Building Capacity to Make Excellence Inclusive

Gail Evans, Ph.D., Dean of Undergraduate Studies—San Francisco State University

Building 48, Room 210

How are campuses modeling the values of diversity and inclusion in decision-making and administrative operations? How can campuses better facilitate the infusion of diversity-related content and more inclusive pedagogies and learning materials into the curriculum and co-curriculum? Participants in this workshop will learn effective strategies for fostering institutional capacity to make inclusion and engagement an integral component of educational excellence. They will also have the opportunity to discuss and develop steps for advancing these changes on their own campus.

Respectful Dialogue and Diversity in the Study of Religion

Patrick Williams, Instructor, Philosophy and Religion Instructor—Chemeketa Community College

Building 48, Room 102

Drawing from classroom experiences, Patrick will explain that the diversity of worldview perspectives enhances learning and facilitates conversation about meaningful dialogue in religion class.

11:15 am-12:30 pm

Recruitment, Retention, and Promotion of a Diverse Workforce: Stories from the Field

Anselmo Villanueva, Ph.D., Educational Consultant

Building 48, Room 201

This session will explore the importance of having a diverse workforce at all levels of employment. Strategies, models, best practices, and research will be examined. Local examples will be highlighted.

Japanese Cultural Competency in the Workplace

Susan Patterson, Customized Training Program Manager—Chemeketa Center for Business & Industry Customer Training

Tomoko Harpster, Associate Director, Campus Life and Academic Services—Tokyo International University of America

Sarah Abe, Student Services Coordinator—Tokyo International University of America

Tamara White, Senior Human Resources Generalist—Sanyo Solar of Oregon

Building 48, Room 202A

Sanyo Solar of Oregon, a silicon wafer manufacturer, opened a state-of-the-art facility in Salem in 2009. Since then, over 150 operators, leads and supervisors participated in a new employee workshop which included a cultural competency session. This session provides an overview of the partnership among Sanyo Solar of Oregon, Chemeketa Center for Business & Industry and Tokyo International University of America; and an orientation to the Japanese culture, business etiquette, communication styles, decision making processes, and discussion about working within and for a Japanese-based company from a Human Resource Management perspective. You may also learn common Japanese phrases and customs used in the workplace.

Diversity can be the Elephant in the Classroom

Imran Haider, Instructor, Humanities & Communications—Chemeketa Community College

Building 48, Room 210

This session will allow working professionals at the community college level to learn and discuss some new perspectives on diversity and its role in our classroom and beyond. Cultural competency is aimed, but not limited to, the intermediate level.

Native American Experiences in Higher Education, Community Development and Cultural Obligations

Erik Thorsgard, Cultural Protection Coordinator/Interim Tribal Historic Preservation Officer and Member of the Grand Ronde Community of Oregon

Building 48, Room 102

Native American experiences in higher education, community development, cultural obligations, and tribal pressures affect and impact Tribal members. How can Tribal members and staff coordinate to mitigate these impacts?

2-3:15 pm **Break-out Session III**

Native 101: Helping Native American Students Succeed in Today's College Environment As They Walk In Two Worlds

April Campbell, Education Manager—Confederated Tribes of Grand Ronde

Trinity Minahan, Academic Advisor—Confederated Tribes of Grand Ronde

Sonya Moody-Jurado, Education Specialist—Confederated Tribes of Siletz Indians

Building 48, Room 210

This session will provide an overview of how Native American students really do walk in two worlds and how you can help them be successful. The three main objectives of this session include giving a brief history of Indian Education in the U.S. including issues of sovereignty, showcasing some of the political, social, and cultural barriers that Native American students face on a daily basis, and giving administrators, faculty, and/or staff tools, resources, and strategies for advising, teaching, and retaining Native American Students.

The Voices Project: Using Authentic Voice as a Community Building Tool

Dr. Terryl Ross, Director of Community and Diversity—Oregon State University

Building 48, Room 202A

The Voices Project contains 9 DVDs of interviews of different populations that address various aspects of diversity. This interactive presentation will give you a solid understanding of how to create and implement a Voice Project in your organization.

The Transgressive Bodies of Christ: Mapping various Christian Views of Gay Marriage

Cassandra Farrin, Philosophy & Religious Studies Instructor—Chemeketa Community College

Building 48, Room 201

What do Christians believe about gay marriage? This workshop is for Christians & non-Christians alike, and doesn't promote any one Christian view over another.

Voices of Courage

Jill Ward, Dean of Student Services—Chemeketa Community College

Building 48, Room 102

This is a 25-minute video developed by gay and lesbian employees at Chemeketa to help other staff understand some basic differences of daily work life at the college. There will be a panel discussion following the video.

2010-2011 Oregon Diversity Institute Board of Directors

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Special Thank You to...

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College Assistance Migrant Program
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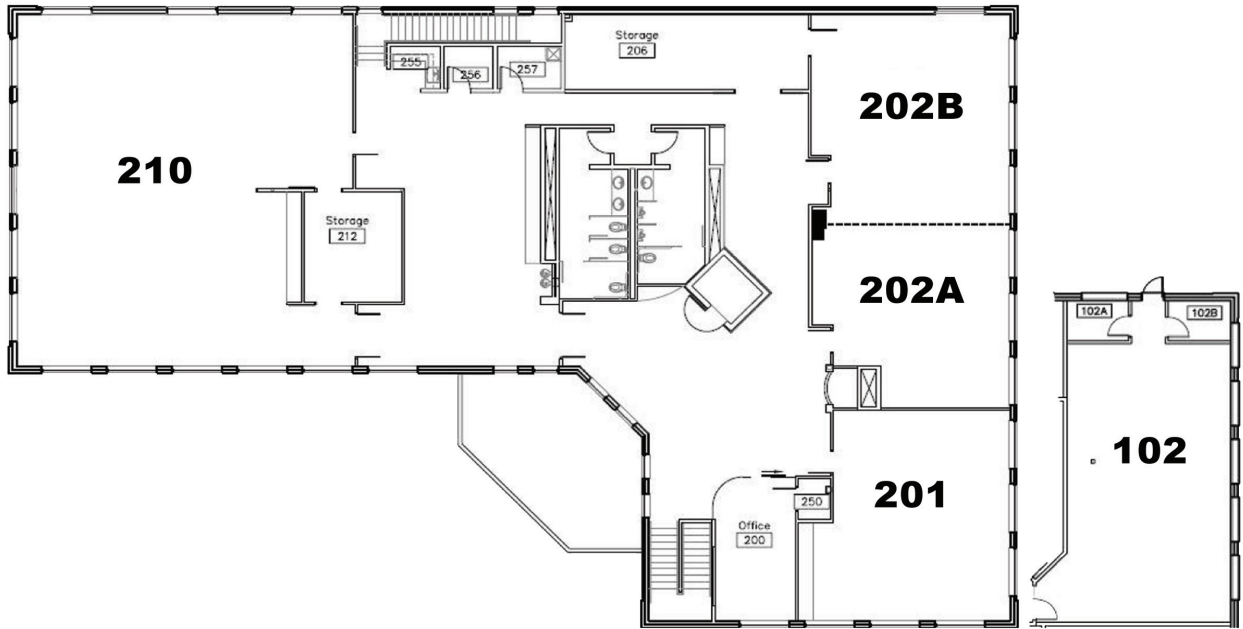
Star of India Restaurant

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Salem, Or 97305
503.588.9800

Los Dos Amigos

3140 Lancaster Dr NE
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503.315.7000

Building 48. 1st and 2nd Floor



Room No.	Classroom Size
102	50
201	33
202A	36
202B	24
210	81



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