Welcome to the 2019 Diversity Forum. I think your time here will be well-spent.

For those of you who do not know, the concept of Inclusion is one of the core values here at Columbus State University. For CSU, that means fostering and promoting a campus that embraces diverse people, ideas, views and practices. Put that idea into practice and it means celebrating days like today. I hope there will be some frank and powerful conversations about issues that mean a great deal to some people, but may be misunderstood—or not even considered—by others. This is the kind of learning that is appropriate for a college environment.

I feel this is the kind of information that is important for all of us as we continue to advance as a community and as a family.

I hope you enjoy the forum.

Dr. Chris Markwood
President
Columbus State University

Welcome to the 2019 Columbus State University Diversity Forum. The Columbus State University Diversity Committee and the Office of Diversity Programs and Services do an outstanding job each year of promoting diversity initiatives that impact our campus through progressive, thought-provoking and inclusive dialogues. These programs and initiatives serve to advance our university mission and core values, and I am confident that the conversations and ideas originating from today’s Diversity Forum will enrich our work as we move forward together.

The Columbus State University Legacy Celebration furthers these ideals by recognizing students, staff and faculty of Columbus State University for their distinct backgrounds, academic achievements and valuable contributions to the university and local community. It is truly a celebration of inclusion—one of our university’s core values. I am delighted that you are joining us for this year’s event, and I hope that you will join me in acknowledging and celebrating the unique achievements of all of these individuals who have worked so diligently to make Columbus State University an inclusive campus community.

The Diversity Committee and I are honored to welcome students, staff, faculty and community to the 2019 Diversity Forum. The Diversity Forum aims to provide a platform where both individuals who are deeply versed in the work of inclusion and those whose work fall at a periphery, find inspiration through immersive introduction, innovative strategy-sharing and critical examination. Our goal is for the participants to leave the conference feeling equipped with a few additional tools in diversity and inclusion work to take back to their perspective areas.
LEGACY CELEBRATION
MARCH 27, 2019

Lumpkin Center, 6 p.m.

Opening Remarks

Invocation

Dinner

Special Performances

Presentation of Awards

Women’s Leadership Award
Community Outreach Award
Outstanding Student with a Disability Award
Goizueta Foundation Scholarship Award
Lavender Alliance Community Award
Faith-based and Humanitarian Award
John Townsend Achievement Award
Alumni Award
Outstanding Faculty/Staff Award
Kiongozi Award for Outstanding International Leadership
Civic Engagement Award

Introduction of Keynote Speaker

Keynote Speaker

Closing Remarks

2019 LEGACY CELEBRATION AWARDS

Women’s Leadership Award
The Women’s Leadership Award recognizes a student who has demonstrated significant leadership on campus in advancing the causes of women and/or girls.

Community Outreach Award
The Community Outreach Award recognizes a student who has demonstrated an aptitude to promote leadership while embodying a sense of service.

Outstanding Student with a Disability Award
The Outstanding Student with a Disability Award recognizes a student who is committed to enhancing accessibility, inclusion, and the elimination of any barriers that may obstruct the full participation of persons with disabilities.

Goizueta Foundation Scholarship Award
The Goizueta Foundation Scholarship Award recognizes a student of Hispanic or Latino heritage with family residing in the United States who is in good academic standing, with a preference given to incoming freshmen in the College of Education. This scholarship is made possible by the Goizueta Foundation in Atlanta, Georgia.

Lavender Alliance Community Award
The Lavender Alliance Community Award is presented to a LGBTQ student, supporter ally, or friend of the LGBTQ community who has made a notable contribution, shown significant support, or advanced a particular cause within the LGBTQ community.

Faith-based and Humanitarian Award
The Faith-based and Humanitarian Award is presented to a leader who has exemplified a significant interest in the continued efforts of building strong faith-based communities and promoted the initiative by breaking down religious barriers and seeking commonality despite the obvious differences.

John Townsend Achievement Award
The John Townsend Achievement Award is presented to the undergraduate male and female students of African descent who hold the highest GPA at Columbus State University.

Alumni Award
The Alumni Award is presented to a former Columbus State University student who has demonstrated service in the community and/or campus.

Outstanding Faculty/Staff Award
The Outstanding Faculty/Staff Award recognizes a faculty/staff member that has shown exemplary involvement in student development efforts and diversity initiatives at CSU.

Kiongozi Award for Outstanding International Leadership
The word “kiongozi” means leader in Swahili. The Kiongozi Award for Outstanding International Leadership is awarded to one international student (either undergraduate or graduate) each academic year based upon demonstrated extra-curricular involvement and academic leadership.

Civic Engagement Award
The Civic Engagement Award is presented to an organization in the Columbus community that has served as an advocate and committed their organization/business in furtherance of diversity and inclusion.
2019 LEGACY CELEBRATION KEYNOTE SPEAKER

ERIC DEGGANS
NPR TV Critic

Eric Deggans is NPR's first full-time TV critic, crafting stories and commentaries for the network's shows, such as Morning Edition, Here & Now and All Things Considered, along with writing material for NPR.org. He also appears on NPR podcasts such as Code Switch and the Pop Culture Happy Hour and blogs such as Code Switch, Monkey See and The Two Way.

In addition to his work for NPR, Eric serves as a contributor and media analyst for MSNBC and NBC News, dissecting media issues on NBC TV platforms and online. He also serves as chairman for the board of educators, journalists and media experts who select the George Foster Peabody Awards for excellence in electronic media at the University of Georgia.

He came to NPR in September 2013 from the Tampa Bay Times newspaper in Florida where he served as TV/Media Critic and in other roles for nearly 20 years. A journalist for more than two decades, he is also the author of Race-Baiter: How the Media Wields Dangerous Words to Divide a Nation. Published in October 2012 by Palgrave Macmillan, this book looks at how prejudice, racism and sexism fuels some elements of modern media.

Eric guest hosted CNN's media analysis show, Reliable Sources, several times in fall 2013, joining a select group of journalists and media critics filling in for departed host Howard Kurtz. That year, he also earned the Florida Press Club’s first-ever Diversity award, honoring his coverage of issues involving race and media. He has received Legacy awards from both the Tampa Bay Association of Black Journalists and the National Association of Black Journalists’ A&E Task Force. The NABJ Award was an honor bestowed to “seasoned A&E journalists who are at the top of their careers.”

2019 DIVERSITY CONFERENCE KEYNOTE SPEAKER

KIM KATRIN MILAN
Co-Founder of The People Project & Activist for Justice and Inclusion

Warm, entertaining and inclusive, Kim Katrin Milan is a powerful speaker igniting conferences, universities & corporate training sessions on human rights considerations and communications. Kim is the co-founder and Executive Director of The People Project; an initiative to bring forth local and international community development for queer and trans folks of color and their allies, through alternative education, art-activism and collaboration. She is also one of the owners of the Glad Day Book Shop, the oldest LGBTQ bookstore in the world.

As an educator, Kim travels around the world talking to people about justice, equity and human rights. One of the most fundamental things she shares is a re-framing of the golden rule. The golden rule suggests that we should treat other people the way that we want to be treated. That might seem simple enough, but it assumes that there is a standard for other people’s experiences. Instead, she encourages audiences to treat people the way they want to be treated, which means we have to ask.

A passionate speaker, Kim is dedicated to inclusivity and invested in arousing a sense of curiosity and empathy in her audience. She uniquely weaves together the historical context, statistical analysis, as well as current events. She is a dynamic speaker, invested in the issues and inspiring in her approach to solutions. By focusing on small meaningful actions and choices, she makes creating large scale change accessible.

A public researcher, consultant and human rights educator, she has shared hundreds of unique resources and presentations around intersectional issues including race, ability and gender.

As a social entrepreneur, she speaks to the opportunities and challenges for women in business and leadership roles. With great openness, she welcomes difficult conversations hosting community dialogues and sharing practical strategies around “Sexuality & Consent”, “Queer & Trans Allyship” and “Anti Racism & Equity.”
SESSION 1: ERIC DEGGANS
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SESSION 2: GABRIELLE DANIELS
The Equal Justice Initiative (EJI)
Gabrielle will provide an overview of the Equal Justice Initiative’s criminal justice reform efforts and narrative work, which has sought to advance a necessary conversation concerning America’s history and legacy of racial injustice and its ongoing consequences today. The session’s conversation will elevate the historical continuity between past eras of racial and economic injustice and inequality to today’s crisis of mass incarceration to highlight one of EJI’s primary thesis: that slavery did not end in 1865 - it simply evolved. Gabrielle will also discuss how EJI is partnering with local communities to confront local legacies of racial injustice, particularly from the era of racial terror lynching, to create tangible opportunities for restorative truth-telling.

SESSION 3: DR. FREDERICK GORDON
The Environmental Justice Movement
The environmental justice movement was started by individuals, primarily people of color, who sought to address the inequity of environmental protection in their communities. The Civil Rights Movement of the 1960s sounded the alarm about the public health dangers for their families, their communities and themselves. In 1982, African Americans mobilized a national, broad-based group that was a nonviolent sit-in protest against a polychlorinated biphenyl (PCB) landfill in Warren County, North Carolina. Over 500 environmentalists and civil rights activists were arrested, and the protest was unsuccessful in halting construction. This event is widely understood to be the catalyst for the Environmental Justice Movement. Today, there is an Office of Environmental Justice in the Federal Government. Yet, as far as its gone, has it gone far enough? This breakout session offers insight and analysis towards understanding the challenges to achieve environmental equality as well as what it takes to get it done.
SESSION 4: TORI STEVENS
How to Thrive in a Multi-Generational Workforce
This session will aid in the development of understanding preconceived notions on how certain generations behave. It will help one to understand that generations could require extra effort to work with, however, provide the opportunity to view situations different or learn different learning styles. It will provide guidance with regards to making assumptions about people’s behaviors that only perpetuate the stereotype behavior. Lastly, it will deepen the understanding of the importance of clear, effective and thought out communication that happens through various medias including face to face, phone, instant message and email.

SESSION 5: DR. ALFREDO PALACIOS
Courageous Classrooms: Teaching Diversity in a Global Society
This presentation will discuss foundational concepts of fostering conversations about race and multicultural competence in classrooms and professional settings. Dr. Alfredo Palacios will discuss pedagogical strategies of teaching students about race, power and systemic modes of social stratification that are active in today’s society. Drawing on concepts put forth by Bell Hooks, W.E.B Dubois, Franz Fanon and Simone De Beauvoir, attendees will encounter a number of inclusive philosophies for teaching and engaging diverse groups of students.

SESSION 6: RABBI BETH SCHWARTZ
Antisemitism
Diversity - respect and acceptance of the full spectrum of human cultures and characteristics – cannot be achieved without reckoning with antisemitism and its influence on society. The prejudices of anti-Semites are directed at Jews, but are rooted more in social and political issues not related to Jews or Judaism. How can this be? Who do you blame for your problems? Rabbi Schwartz will engage participants in understanding what antisemitism is and its impact on our lives today. Using examples from current news and social media, participants will recognize negative stereotypes and tropes used to promote anti-Semitic ideas and attitudes in order to further these other social and political agendas and to distract from solutions that benefit the many.

SESSION 7: DR. TRACEY DUMAS CLARK
Just Be-YOU-tiful: When Diversity Meets Authenticity
Who were you before the world told you who you should be? Despite all the rave around embracing diversity and inclusion, it can still be quite challenging to bring your full self into all spaces. Unsure you will be fully embraced and accepted, you may find yourself wearing the mask that shows others what you believe they want to see while hiding the beauty of who you really are. Join us for a session that challenges and equips you to take off your mask. You’ll leave with tools and tips on how to show up as your most authentic self because every diverse space gets better when you reveal your real face. It’s just be-YOU-tiful!

SESSION 8: ANDRE’ KENNEBREW
Diversity of Learning Styles
Andre’ will share his life journey from growing up in the deep south during the civil rights movement, to matriculating to a white, male dominated business environment, and from there, to working in a rapidly changing culture fueled by millennials and centennials. Andre’ will take on questions about race, gender, sexuality, class, attitudes and behaviors that positively and negatively impact our lives today. Andre’s goal is to help prepare students and young people for success in a rapidly changing, diverse culture and to encourage people of different cultures to have courageous dialogue while treating everyone with honor, dignity and respect.

SESSION 9: KIM KATRIN MILAN
Sexual Orientation & Gender Identity
Diversity is the source of innovation. In this breakout session, we will dive deeply into tangible strategies of allyship. Participants will gain an understanding of historical and cultural context. By collectively exploring case studies, we will draw from the wisdom in the room and openly dialogue about intersectional issues including race, gender and ability. Participants will leave with knowledge of the principles of inclusion applied both locally & globally.
FUN FACTS FROM DIVERSITY PROGRAMS & SERVICES

• Assisted the Center for Global Engagement in developing Global Ambassadors at Manchester University. Two Diversity Peer Educators are currently in Manchester studying abroad and continuing to work with the Global Ambassador Program.

• Hosted over 1,000 students at 27 Diversity Events, which are planned and hosted by Diversity Peer Educators.

• Sponsored 11 Courageous Conversations, in collaboration with the Diversity Committee, to educate faculty, staff and students on a variety of diversity and inclusion topics.

• Provided diversity training at Clayton State University and the University of Georgia.

• Collaborated with 12 student organizations and departmental offices to provide programs for the Columbus State University community.
HOW TO GET INVOLVED

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SOCIAL MEDIA:
Twitter: @CSU_Diversity
Instagram: @CSU_Diversity
#2019Legacy
#2019CSUDiversityForum