



THE OFFICE OF
DIVERSITY AND INCLUSION
College of Arts + Sciences

Truth and Light

Illuminating Our Cultural Mosaic



**The College of Arts + Sciences 2nd Annual
Diversity, Equity, and Inclusion Staff Retreat**

Welcome

About This Event

The College's annual Diversity, Equity, and Inclusion Staff Retreat seeks to raise awareness of and celebrate the different identities and backgrounds that coexist within our community. The retreat is an opportunity for staff to expand their knowledge and practice of critical self-awareness, curiosity, cultural intelligence, humility, and empathy toward cultures, life-worlds, and perspectives that are different from their own. The spirit of this retreat is to transform knowledge into action, and individual and collective behaviors into enduring practices that create meaningful and long-lasting inclusive workspaces that benefit the College and campus as a whole.



Dear Members of the College and Campus Staff,

It is my privilege to welcome you to the College's 2nd annual Diversity, Equity, and Inclusion Staff Retreat. The coming together of staff to learn and grow is the result of the vision of staff members who serve on the College Diversity and Inclusion Advisory and Action Committee (DIAAC), and your own input, enthusiasm, and commitment to being here. My sincere gratitude to members of the planning committee for their labor, which made it possible for us to come together to celebrate the diversity of cultural backgrounds in our staff community.

Our theme this year is "Truth and Light: Illuminating Our Cultural Mosaic." I am thrilled to have each of you join us to explore the rich tapestries of diverse cultures and identities that comprise our College and campus community. Our objective is simple: offer a space for staff where truth and awareness are cultivated so that a bright light shines on the cultural mosaic that enriches our workspaces. Throughout the day, challenge yourself to engage in enlightening discussions, participate in interactive workshops and immersive experiences, and to keep an open mind and heart. By the end of the day, I hope you will be inspired to not only share generously what you've learned with your coworkers, supervisors, and leadership, but also be compelled to action. Your individual action can help grow knowledge about different cultures and lead to the respect of varied cultural viewpoints. Thank you for all that you do now and into the future that contributes to a richer and more inclusive, equitable, and harmonious work environment.

With you, I look forward to making this retreat our collective success.

Carmen Henne-Ochoa, PhD

Assistant Dean for Diversity and Inclusion

2023 DEI Staff Retreat Planning Committee

Community Considerations



Co-Chair
Amy Richardson
Undergraduate
Research Office;
DIAAC Member



Co-Chair
Lindsay Valderrama
College Office
of Diversity and
Inclusion
College International
Office

As part of fostering a courageous and inclusive learning environment for everyone, our community agrees to:



Rachel Nefertari Boveja, PhD
Career Coach,
Walter Center for
Career Achievement;
DIAAC Member



Joy Brown
Student Services
Program Coordinator,
Media School



Lisa Burchenson
Business Operations
Manager, Chemistry



Alyssabeth Dubuisson
Program Manager,
Latino Studies
Program, American
Studies Department,
and Asian American
Studies Program;
DIAAC Member



Lilly Evans
Financial Coordinator,
Support Services,
Hamilton Lugar
School



Joseph Kielar
Director of Facilities
and Science
Infrastructure;
DIAAC Member



Chad Parkinson
Graphic Designer,
The Media School



Brandie Roberts
Associate Director of
Graduate Enrollment
and Outreach,
College Graduate
Office

1. Listen with intention and openness.
2. Be fully present in this space.
3. Hold ourselves and others accountable, yet remain in touch with our individual and collective humanity.
4. Remind ourselves that experiential knowledge is knowledge. It enhances our learning experience.
5. Allow others a chance to be heard and to contribute (including yourself).
6. View our own and each other's contributions as resources and use them wisely.
7. Be willing to partner with the uncertainty and confusion that comes from engaging in a new way of seeing things.
8. Believe in our own and each other's capacity to be transformed.



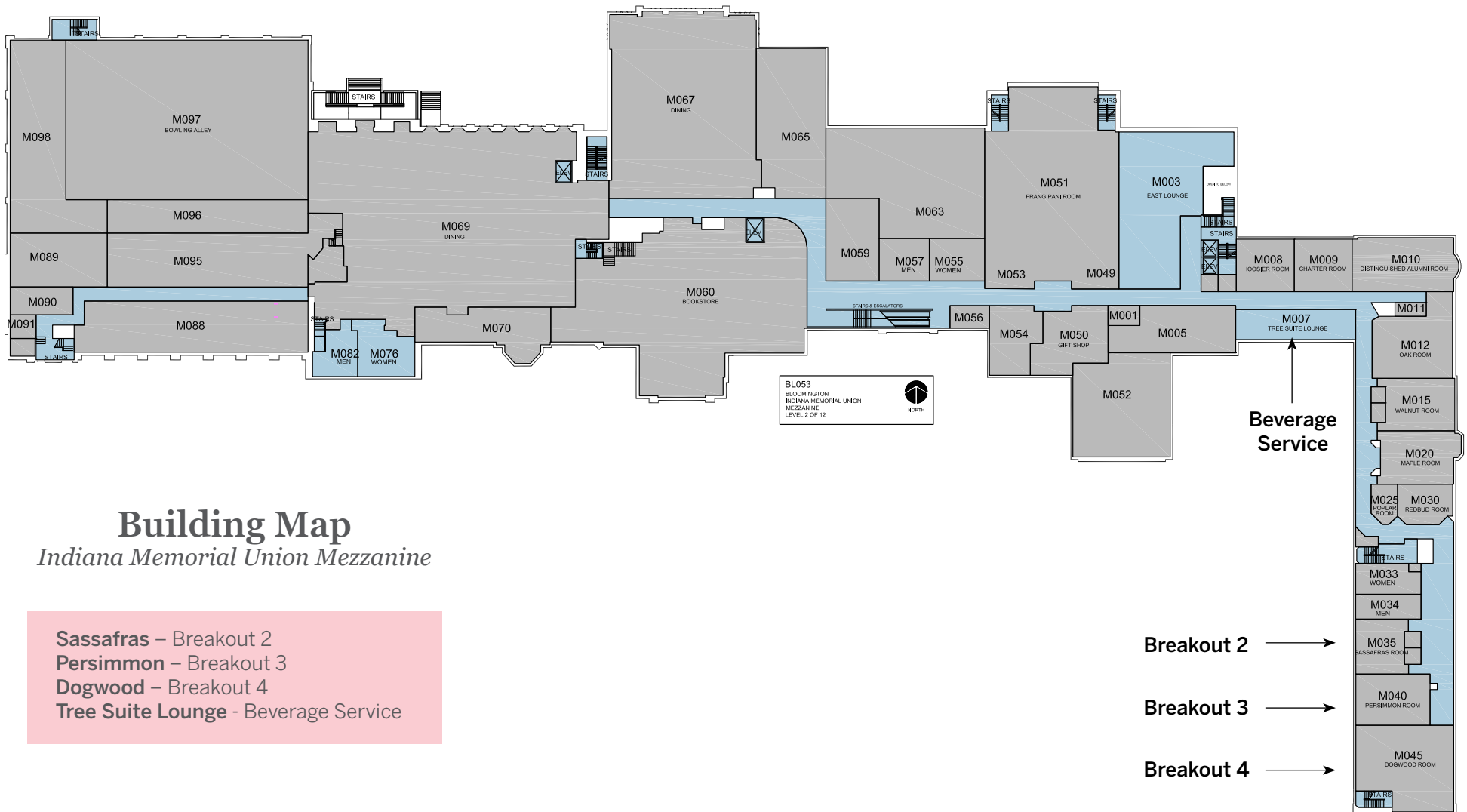
Schedule

Today's schedule will take place in the Indiana Memorial Union and Ernie Pyle Hall. Please view each location accordingly on the maps provided.

8:00 a.m. - 8:45 a.m.	Check in & Networking Breakfast	Solarium
9:00 a.m. - 9:15 a.m.	Welcome & Introductions Lindsay Valderrama, Office of Diversity and Inclusion Rick Van Kooten, Executive Dean Carmen Henne-Ochoa, Assistant Dean for Diversity and Inclusion	Solarium
9:15 a.m. - 10:30 a.m.	Keynote Address: "Who Are You? The Power of Personal Stories" Kip Fulbeck	Solarium
10:45 a.m. - 11:30 a.m.	Breakout Session #1	Various (IMU & Ernie Pyle Hall)
11:45 a.m. - 12:45 p.m.	Lunch Book Sales with Morgenstern's Books	Alumni Hall
1:00 p.m. - 2:15 p.m.	Breakout Session #2	Various (IMU & Ernie Pyle Hall)
2:30 p.m. - 3:45 p.m.	Breakout Session #3	Various (IMU & Ernie Pyle Hall)
4:00 p.m. - 4:05 p.m.	Wrap Up Closing Remarks by Executive Dean Rick Van Kooten	Alumni Hall
4:05 p.m. - 4:30 p.m.	Celebrate with us! Join us for snacks & a live performance by IU Soul Revue!	Alumni Hall

Breakout Rooms and Sessions

Indiana Memorial Union	Ernie Pyle Hall
Whittenberger (Breakout 1) Session 1: Religious Diversity: Being Muslim in the Midwest Session 2: Wellness in the Workplace 101: The Good, the Bad, and the Unknown Session 3: Bridging the Divide: Addressing Cultural Differences Between Faculty and Staff	Room 252 (Breakout A) Session 1: Navigating Our Cross-Cultural Experiences at IU-Bloomington Session 2: Housing: A Window into Cultural Differences Session 3: Housing: A Window into Cultural Differences
Sassafras Room (Breakout 2) Session 1: Who Will Be My Ally in the Face of Antisemitism? Session 2: My Life, What I've Learned, and the Takeaways Session 3: Working with Autistic Colleagues: What You Need to Know About Neurodiversity and the Workplace	Room 206 (Breakout B) Session 1: (no breakout session) Session 2: Embracing Life as a Culturally Diverse Family Session 3: Wellness in the Workplace 101: The Good, the Bad, and the Unknown
Persimmon Room (Breakout 3) Session 1: The Impact of External Events on Campus Communities: Culture Centers Respond Session 2: Disparity Trap: The Socially Conscious Board Game Session 3: Disparity Trap: The Socially Conscious Board Game	Room 134 (Breakout C) Session 1: Taking Up Space Session 2: Bridging the Divide: Addressing Cultural Differences Between Faculty and Staff Session 3: Email Communication Styles Across Cultures
Dogwood Room (Breakout 4) Session 1: Living at the Intersections: Embracing My Black, Queer, Disabled Identity Session 2: I Need an ASL Interpreter! How Do I Find Them and How Do We Collaborate? Session 3: SCOTUS Impact on Higher Ed: Unpacking the Effects	



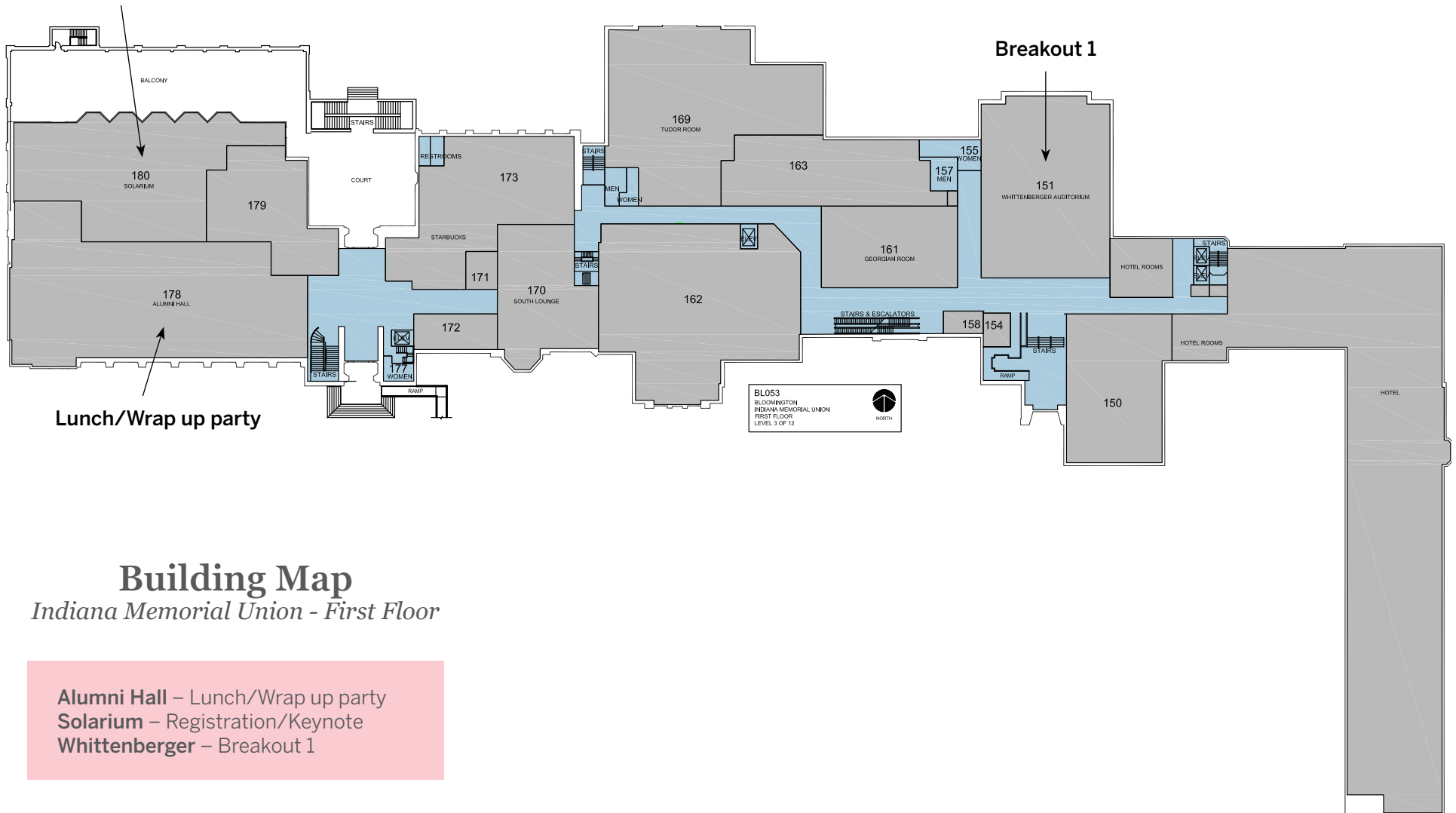
Building Map

Indiana Memorial Union Mezzanine

Sassafras – Breakout 2
 Persimmon – Breakout 3
 Dogwood – Breakout 4
 Tree Suite Lounge - Beverage Service

M033 WOMEN
 M034 MEN
 M035 SASSAFRAS ROOM
 M040 PERSIMMON ROOM
 M045 DOGWOOD ROOM

Registration/Keynote



Building Map

Indiana Memorial Union - First Floor

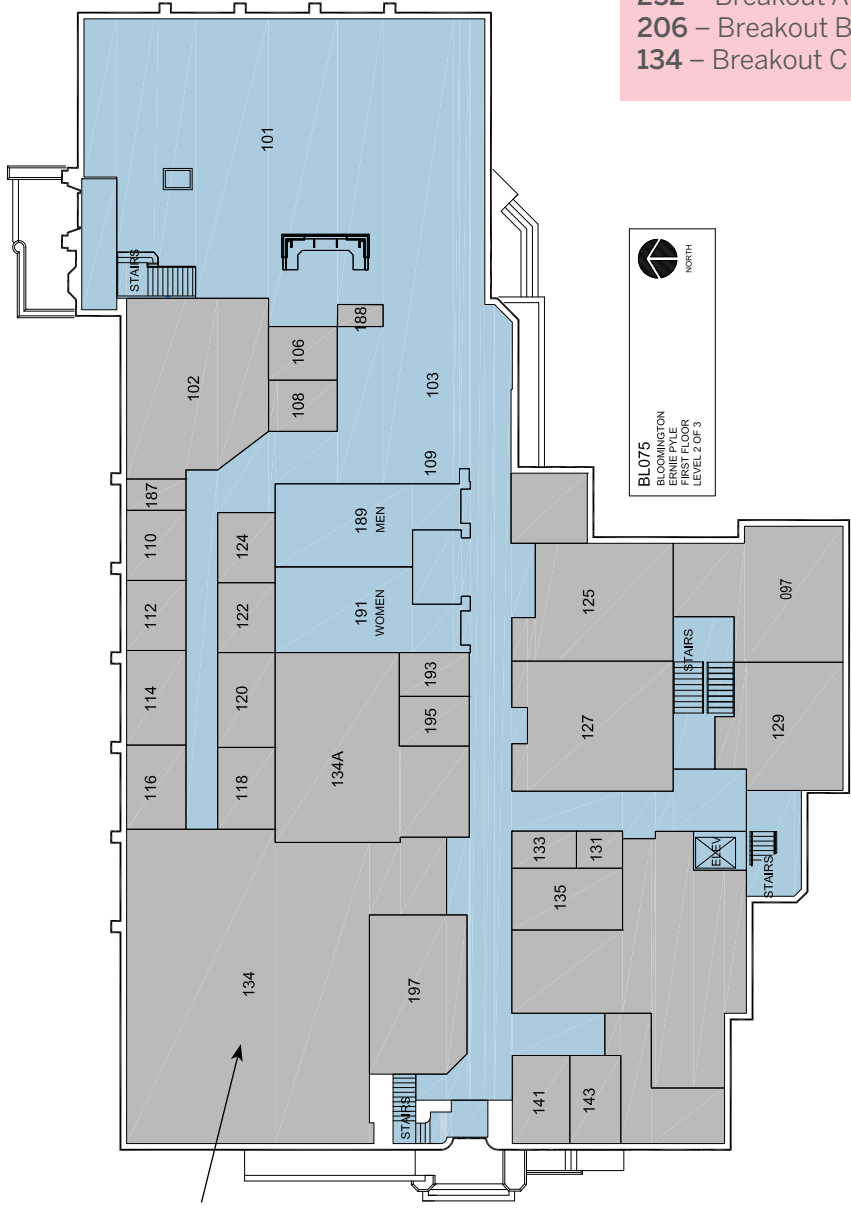
Alumni Hall – Lunch/Wrap up party
Solarium – Registration/Keynote
Whittenberger – Breakout 1

Building Map

Ernie Pyle Hall - First Floor

Room numbers

252 – Breakout A
 206 – Breakout B
 134 – Breakout C

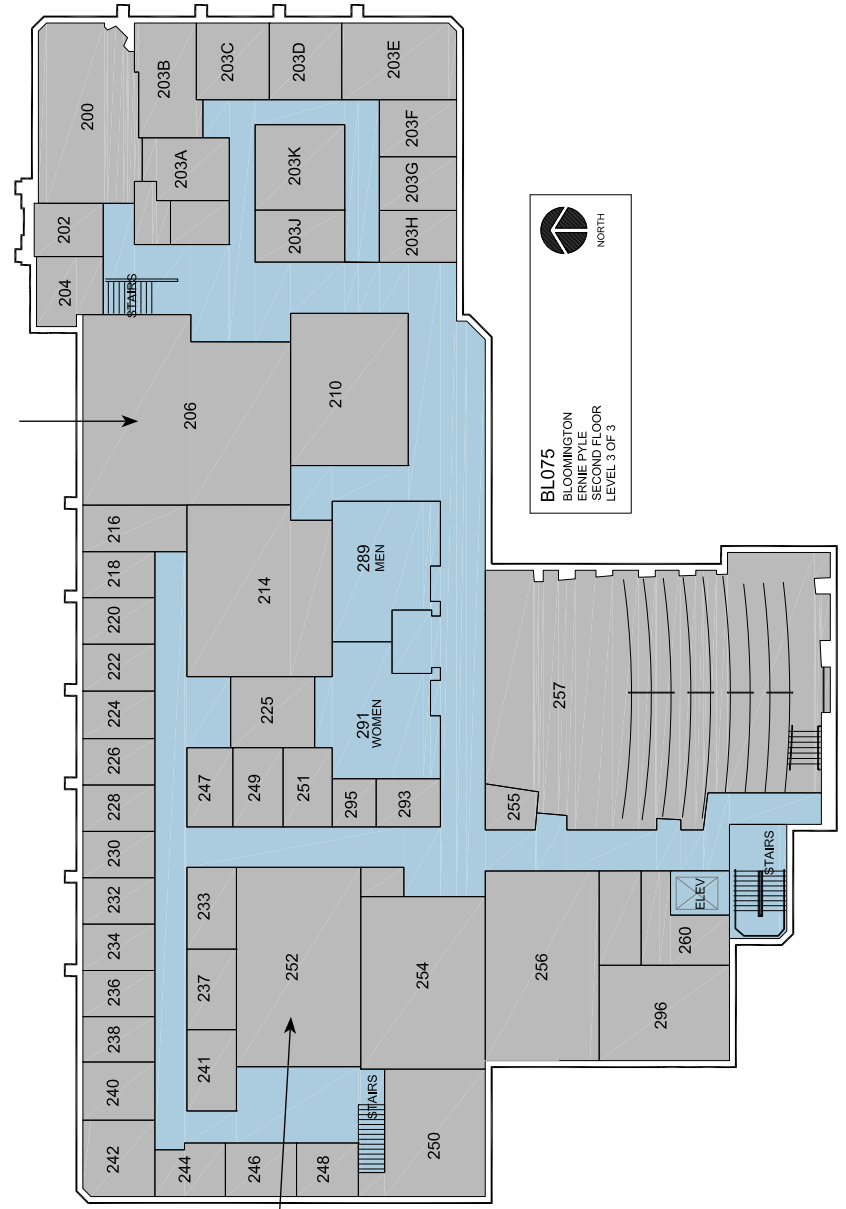


Breakout C

Building Map

Ernie Pyle Hall - Second Floor

Breakout B



Breakout A

BL075
 BLOOMINGTON
 ERNIE PYLE
 SECOND FLOOR
 LEVEL 3 OF 3

Keynote Address



Kip Fulbeck

Artist Kip Fulbeck has exhibited and performed in over 20 countries and throughout the U.S., and has been featured on CNN, MTV, The TODAY Show, The New York Times, Voice of America, and numerous NPR programs.

He is the author of six books including *Part Asian*, *100% Hapa*; *Mixed: Portraits of Multiracial Kids*; and *hapa.me – 15 Years of The Hapa Project*, and the exhibition artist of *Perseverance: Japanese Tattoo Tradition in a Modern World*.

Fulbeck teaches as a Distinguished Professor of Art at the University of California, Santa Barbara, where he received the Faculty Diversity Award and the Distinguished Teaching Award, and has been named an Outstanding Faculty Member five times.

In recognition for his work promoting multiracial awareness, he was awarded the inaugural Loving Prize at the Mixed Roots Film & Literary Festival and named a Cultural Pioneer at Harvard University. He was also named a Local Hero by KCET Public Broadcasting Service and received the Community Builder Award at Vancouver's Hapa-palooza Festival.

A complete overachiever despite being only part-Chinese, he is also an avid surfer, guitar player, ocean lifeguard, tropical fish enthusiast, and multiple-time national champion in U.S. Masters Swimming.

Breakout Sessions

Religious Diversity: Being a Muslim in the Midwest

Islam is the second largest religion in the world, but Muslims are estimated to make up just 1.3% of the US population. As a convert to Islam who grew up in rural, northern Wisconsin, Heather Akou has been through a long process to feel comfortable expressing herself as both a deeply-rooted Midwestern American and a visible, practicing Muslim. Her faith informs everything she does: what she eats, how she dresses, how she parents her children, how she interacts with her students, and how she serves as a leader at work and in the community. She often finds that her students and coworkers are curious, but afraid to ask questions. What questions do you have? What stereotypes have you heard that might have made you concerned or even afraid of Muslims? What do you think about "people of faith" in general? Heather invites you to have a conversation. Ask her anything!



Heather Akou, PhD

Program Director and Associate Professor, Fashion Design, Eskenazi School of Art, Architecture, and Design
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Heather Akou has been a professor of fashion design at IU since 2004 and is currently the director of the program. She also serves as the faculty advisor for IU Muslim Women and as an advisory board member for the Muslim Voices project in the Hamilton-Lugar School. She's a co-director of the Bloomington Multi Faith Alliance, which holds interfaith worship and educational programs. After ten years of serving as a board member for the Islamic Center of Bloomington, she is helping to run a small, women-led congregation for Muslims and for non-Muslims who are respectfully curious.

Who Are You? The Power of Personal Stories

Artist Kip Fulbeck has photographed and interviewed individuals nationwide, asking them to define themselves in their own words and with their own handwriting. These intimate and personal stories range from hilarious to poignant, offering us a glimpse into the amazing variations – and similarities – we exhibit as human beings. Sharing intimate details from these interviews, Fulbeck guides the audience through captivating and moving stories of personal identity, acceptance, and belonging.



Who Will Be My Ally in the Face of Antisemitism?

Antisemitic incidents are higher in America than at any time in the recent past. We are now in an era where antisemitism is not only growing, but antisemites also feel much freer to express themselves in both word and deed. But there is no indication that the sources of today's antisemitism are at all different from those that appear to operate perpetually. In this session, Karen Franks with the Borns Jewish Studies Program will discuss the rise in antisemitism, dispel common myths about the Jewish community, and talk about ways to be a good ally in the face of antisemitism.



Karen Franks

Assistant Director, Borns Jewish Studies Program, College of Arts and Sciences

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Karen Franks is assistant director for the Robert A. and Sandra S. Borns Jewish Studies Program. Prior to this position, Karen was a lead academic advisor at the O'Neill School of Public and Environmental Affairs. In addition to O'Neill, she served as advisor and career coach for 21st Century Scholars and worked with pre-service teachers at the School of Education. She earned a Master's in Library Science from Indiana University, as well as her Bachelor's degree from the College of Arts and Sciences with a double major in German and Journalism.

Living at the Intersections: Embracing My Black, Queer, and Disabled Identity

Join me for an intimate and eye-opening workshop on living an intersectional life through the lens of my own experiences as a Black, blind, and queer person who also uses a wheelchair. We'll explore how my different social identities intersect, as well as the challenges and opportunities I encounter as I navigate issues of accessibility and representation.



MarChé Daughtry

Graduate Instructor, Gender Studies

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MarChé Daughtry (they/them/theirs) is a PhD student and associate instructor in the Department of Gender Studies and a PhD minor in human sexuality. Their research interests are disability, health, and illness, Black feminist theory, human sexuality, and popular romance studies. Outside of the classroom, MarChé spends quite a bit of their time advocating for others by being an informal mentor for other students, serving on the Diversity and Inclusion Advisory and Action Committee, and being a volunteer with Bloomington's Council for Community Accessibility.

Taking Up Space

No one is invisible. This session will be an exploration about the right to "take up space" in institutions like Indiana University and the idea that taking up space also means creating space for others to be themselves. We will also challenge the notion that "space" means "separation" when really, in Pasifika terms, it actually means connection and relationship.



Adin Kawate

Education and Program Assistant, First Nations Education and Cultural Center

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Adin Kawate is a fifth-generation Japanese and Filipina woman born and raised on Kaua'i, Hawai'i who currently resides in Bloomington, Indiana. Her passions are indigenous lifeways and learning, which include food growing and making, crafting, storytelling, singing, dancing and ceremony. She is a student of hula, oli, and kapa making. She is currently working as the Education and Program Assistant for the First Nations Education and Cultural Center.

My Life, What I've Learned, and the Takeaways

As a person with a lifelong disability, Frank Epperson has had his ups and downs, and learned (sometimes the hard way) to control what he can control and leave the rest alone. In this session, Frank will discuss his successes and failures, hosting an honest and open conversation about how and why he decided to not be a victim. During the session, Frank will talk about growing up as a kid with a disability, his wheelchair racing career, his ballroom dancing, his work with people with disabilities, and his work in advocating for people with disabilities...a.k.a. his life.



Frank Epperson

Case Management Senior Specialist, Employee Relations, University Human Resources

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Frank Epperson serves on many different advisory boards, committees, and working groups both within and outside of Indiana University. He works to increase the opportunities for people with disabilities ranging from emergency preparedness, the arts, and the physical accessibility of buildings and programs relating to employment and people with disabilities. Frank has a B.S. in Physical Education, has been an IU employee for over 20 years, is a two-time Paralympic, two-time world championship team wheelchair racer, a current ballroom dancer, and finally a lifetime advocate for people with disabilities.

The Impact of External Events on Campus Communities: Culture Centers Respond

Over the last decade, we have seen an increasing number of local, state, and national incidents that directly impact various communities on Indiana University campuses. Three directors of IU Bloomington's Culture Centers discuss various ways they have developed programs and services to support students impacted by external events. This workshop is about supporting students facing ongoing events while facilitating holistic success on a college campus.



Melanie Castillo-Cullather

Director, Asian Culture Center
mcullath@indiana.edu

Melanie Castillo-Cullather is the founding director of IU's Asian Culture Center on the Bloomington campus. She has over 20 years of experience in community organizing. She has served on many boards and local commissions including Bloomington Human Rights Commission, Commission on the Status of Women, Middle Way House, and Catholic Charities of Bloomington, and was a member of the City of Bloomington Board of Public Works.



Gloria Howell, PhD

Director, Neal-Marshall Black Culture Center
glhowell@indiana.edu

Gloria Howell is the director of the Neal-Marshall Black Culture Center at Indiana University Bloomington. She is also a faculty coordinator for a first-year experience and introductory research course for freshman Hudson and Holland Scholars. She is active in the Bloomington community, serving as the vice-chair of the Dr. Martin Luther King Jr. Birthday Commission, a member of the City of Bloomington Black History Month Planning Committee, co-coordinator of the Free Homework Help Program at Beth AME Church, and a member of Alpha Kappa Alpha Sorority Inc. Kappa Tau Omega chapter.



Bruce Smail

Director, IU LGBTQ+ Culture Center
bsmail@iu.edu

Bruce E. Smail joined Indiana University in January 2020 and serves as the Director of the LGBTQ+ Culture Center and Special Assistant to the Vice President for Diversity, Equity and Inclusion. Smail received an M.A. in Counseling & Personnel Services and a B.A. in History from The College of New Jersey.

As a Queer, Poz, Black, partially deaf, Caribbean man, Smail uses his multiple identities to address social justice through intersectionality. His passion for his work is rooted in giving back to several of his communities.

Navigating Our Cross-Cultural Experiences at IU-Bloomington

Join a diverse panel of IU staff as they share their unique experiences, challenges, and wins that come with working within the IU Bloomington landscape. Our panelists started their careers in other countries and then came to work in the United States. They'll offer insights into the subtle and not-so-subtle cultural dynamics that influence their daily work life and professional relationships. You'll leave this session with a greater understanding of the importance of cultural awareness in the work environment.



Madhuvanti Karyekar

Academic Advisor, The Media School
mkaryeka@iu.edu

Dr. Madhuvanti Karyekar has spent 15+ years in academia as an Instructor of German Language and Literature, first at Indiana University, Bloomington as an Associate Instructor and then as an Adjunct Faculty, a year at the Ohio State University as a Lecturer, four years at Savitribai Phule Pune

University as a Visiting Faculty, and at Indiana University-Purdue University as a Senior Associate Faculty. She is an academic advisor in the Media School at Indiana University, Bloomington.



Jerono Rotich, PhD

Associate Dean for Organizational Climate, Inclusion, and Belonging.
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Dr. Jerono Rotich has led academic initiatives in institutions both domestic and abroad, including facilitating the establishment of the Kinesiology and Sports Institute at the University of The Gambia in Sere Kunda, Gambia, and developing the Global

Understandings course with Mahatma Gandhi University in India, and with Dalian University, China. In 2021, she served as a Carnegie Fellow at the University of Nairobi, Kenya.



Anne-Sophie Stringer

Graduate Student Services Coordinator, Spanish and Portuguese
anstrin@iu.edu

Anne-Sophie Stringer is the Graduate Student Services Coordinator in the Department of Spanish & Portuguese at Indiana University. She was born in France, where she earned a degree in Japanese with International Relations from INALCO,

Paris. She previously worked in Nara, Japan as a Coordinator for International Relations and in Durham, England as a logistics technician for a Japanese automotive company, before raising a young family in Ise, Japan.

Embracing Life as a Culturally Diverse Family

When Loving vs. Virginia was decided in 1963, only 3% of marriages in the United States were interracial. Today, interracial marriages account for 20% of all new marriages. That's a significant rise in multicultural families in a relatively short time. What does it mean to be a transcultural family? How does being in an intercultural relationship affect the way you think? How do you support a partner or children when they face racism or bigotry? In this session, Lisa Burchenson and Lindsay Valderrama, both partners of immigrants, will discuss the challenges and joys of being in a multicultural family, how these familial relationships matter in our work lives, and how to navigate this unique kind of allyship.



Lisa Burchenson

Business Operations Manager, Chemistry
lburchen@iu.edu

Lisa Burchenson is the current Business Operations Manager in the Chemistry department at the College of Arts and Sciences. Prior to this, she spent over ten years in Purchasing. Lisa is originally from Florida and moved her family to Bloomington in 2010 so her children could experience a better education. Lisa

enjoys working with such a diverse range of cultures within Indiana University and is looking forward to expanding her experience.



Lindsay Valderrama

Program Management Assistant, Office of Diversity and Inclusion; Inbound Exchange Coordinator, College International Office

lgturpen@indiana.edu

Lindsay Valderrama is a proud Indiana University College of Arts and Sciences alumna, where she earned her B.L.S. with minors in Sociology and Anthropology. She is a Masters candidate at the University of Edinburgh, Scotland, where she is currently working on a degree in Social Justice and Community Action. A passionate advocate for neurodiversity and invisible disabilities, Lindsay enjoys working to develop programming, education, and understanding at the intersections of identities.

Disparity Trap: The Socially Conscious Board Game

Disparity Trap: The Socially Conscious Board Game provides an easy way to have the hard conversations around race and privilege in America and how they impact society in systemically dominant (SD) and systemically non-dominant (SND) ways. The game play is like many of its kind, where your individual goal is to accrue as much wealth as possible. As part of this game, you step into someone else's shoes, and experience disparities that come with an identity that may differ from your own. Throughout the game, the dice roll correlates your identity in the game to real life statistics. So like life, the dice are in your "hands," but the odds are not. Join this session to play a round of this "unfair game of life".



Bryan Roberts

Director of Student Services, Intensive English Program, Department of Second Language Studies
robertbe@indiana.edu

Bryan Roberts has more than 30 years of experience using games to facilitate creativity, discussion, and education in both the professional and personal arenas. From creating full game day events, running 50+ person games, and numerous game demonstrations, he enjoys seeing how games, in all their forms, can foster friendships, community, and change. Bryan is currently the Director of Student Services at the Intensive English Program in the Department of Second Language Studies in the College of Arts and Science.

Housing: A Window into Cultural Difference

Adequate housing is a human right, yet 1.8 billion people worldwide do not have access to it. In this interactive session, we will discuss local and personal housing challenges to gain insights into the extensive impacts on various populations. You will also learn about Habitat for Humanity's efforts to realize our vision of a world where everyone has a decent place to live.



Wendi Goodlett

President and CEO, Habitat for Humanity of Monroe County
goodlett@monroecountyhabitat.org

Wendi Goodlett is the President and Chief Executive Officer of Habitat for Humanity of Monroe County, where she has served since 2018. She is committed to providing access to affordable and sustainable homeownership opportunities for underserved populations, while building community and engaging people in Habitat's mission. Prior to taking on the CEO role, Wendi worked extensively in development and advancement, most recently as Director of Development for Major Gifts in the Indiana University Kelley School of Business and IU Foundation.

I Need an ASL/English Interpreter! How Do I Find Them and How Do We Collaborate?

In an increasingly diverse and inclusive campus, effective communication is essential. Join us for an informative presentation designed to provide staff members with practical guidance on two critical aspects: locating an interpreter and cultivating meaningful collaboration with them. Whether you're an educator, administrator, or support staff, understanding the process to secure interpreting services as well as fostering a productive working relationship with them can greatly enhance your ability to communicate with the D/deaf faculty and students on campus. This session will offer key insights into optimizing interactions with interpreters, promoting effective communication, and creating an inclusive atmosphere for all. Explore best practices, communication tips, and strategies for building strong partnerships with interpreters, ultimately contributing to a more accessible and enriching academic experience for the entire campus community. By the end of this presentation, you'll be equipped with the knowledge and tools to ensure you secure the access you need in our diverse educational environment, promoting inclusivity and effective communication.



Emma Loveland

ASL Interpreter; Speech, Language, and Hearing Sciences
eklovela@iu.edu

Emma Loveland is a Staff Interpreter in the American Sign Language (ASL) program at Indiana University and works between English and ASL. Emma recently completed the European Masters of Sign Language Interpreting program and has focused her research on ethical decision-making among sign language interpreters. She is dedicated to ensuring effective and collaborative communication in the academic community here at IU.



Pamela Patton-Richards

ASL Interpreter & ASL Program Assistant; Speech, Language, and Hearing Sciences
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Pam Patton-Richards has been an American Sign Language (ASL) interpreter since 1995. For twenty years she was a freelance interpreter in the community and university settings as well as interpreting with Video Relay Service agencies. She became the IU ASL Program's first full-time staff interpreter and program assistant in 2015. Pam is an avid life-long learner and is passionate about continuing to enhance her interpretation proficiency as well as her command of ASL as a second language.

Wellness in the Workplace 101: The Good, the Bad, and the Unknown

Wellness in the university setting is prioritized for students. As a result, staff wellness may appear lacking in resources and services. This interactive session will provide opportunities for activities around topics such as navigating healthy relationships by leaning into complex conversations, establishing boundaries and sitting in discomfort and the necessity and reality of self-care as a practice of personal wellness and growth. Participants will leave the session with university wellness resources as well as skills associated with advocating for their own wellness needs, healthy coping strategies for the workplace and more.



Rachel Boveja, PhD

Career Coach, Walter Center for Career Achievement
rboveja@indiana.edu

Rachel Nefertari Boveja, PhD, is teaching with the IU Walter Center for Career Achievement. Her passion for blending education, cultural understanding, diplomacy, and wellness demonstrates her love for holistic and interdisciplinary work. Rachel's background involves North African and Middle Eastern refugee health policy, epilepsy awareness, and cultural diplomacy. Rachel is also the Southwest Asia and North Africa (SWANA) Co-Chair for Women of Color Advancing Peace and Security (WCAPS) in Washington, D.C., and a board member for the FBI Citizen's Academy with the Indianapolis Field Office.



Jen Thomas-Giyer

Director of Student Support for Health and Wellness, Kelley School of Business
thomasjc@iu.edu

Jen Thomas-Giyer is a graduate of the Indiana University School of Social Work, where she now serves as adjunct faculty. Jen has spent the last two decades working across a variety of settings, specializing in the neurodevelopment of language and behavior, anxiety and sensory regulation, trauma informed care, and program development. She is passionate about relationship-based practice, understanding and promoting the unique culture of communities, and intersectionality work in higher education.

Bridging the Divide: Addressing Cultural Differences Between Faculty and Staff for a More Inclusive Work Environment

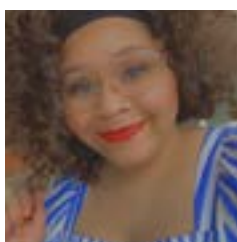
In this session we discuss some of the practices and ways of engaging between faculty and staff that sometimes manifest as “clashes” in the work environment. These practices may range from varying communication styles to contrasting expectations concerning workplace etiquette and can lead to misunderstandings that affect staff-faculty relationships and the general climate of our departments. This interactive session creates an open dialogue that allows for the sharing of experiences and input from attendees on best practices for fostering more inclusive and collaborative work environments.



Ashley Mills

Director of Finance and Administration, Chemistry
millsad@indiana.edu

Ashley Mills is the Director of Finance and Administration for the Department of Chemistry. Prior to this appointment, she served as Assistant Director of Business in Chemistry and as Assistant Operations Manager and Interim Operations Manager for Lab Animal Resources. She has worked hard to help her staff feel confident and fulfilled in their roles. She works closely with the Department Chair to define responsibilities for staff, faculty, and students in complex Department operations, to address concerns in faculty/staff interactions, and to strategize and plan for excellence in research and education.



Vy Munos

Faculty and Event Support, Physics
vcmunos@iu.edu

Viola Munos, who prefers to go by Vy, is a Faculty and Event Support staff in the Physics Department in the College of Arts and Sciences. Before IU, she studied Physics at the University of North Carolina Greensboro (UNCG) but she dropped out to care for her family during quarantine at the height of the pandemic. She brings an AS degree as well as a willingness to learn new things and has a go-getter attitude.



Katy Pilachowski, PhD

Distinguished Professor, Astronomy
cpilacho@indiana.edu

Katy Pilachowski holds the Kirkwood Chair in Astronomy at Indiana University Bloomington, where she teaches and conducts research on the evolution of stars and the chemical history of the Milky Way Galaxy from studies of chemical composition of stars and star clusters. She served for more than 20 years on the scientific staff of the NSF's National Optical-Infrared Astronomy Research Laboratory in Tucson.



Mayghan Rider

Human Resources Business Partner, Chemistry
mrrider@iu.edu

Mayghan Rider is the Human Resources Business Partner for the Department of Chemistry. Prior to that she spent over ten years working in human resources in industry. In her ten months so far in the Department of Chemistry Mayghan has facilitated the hiring of over twenty staff, scientists, and faculty and has engaged in supporting many other staff in developing their workplace skills. Mayghan has a strong interest in building a professional and inclusive work environment where staff and faculty feel empowered to do their best work.



Steve Tait, PhD

Professor and Department Chair, Chemistry
tait@indiana.edu

Steven Tait is the Herman T. Briscoe Professor of Chemistry, Chair of the Department of Chemistry, Adjunct Professor of Physics, and Associate Director of the Electron Microscopy Center at Indiana University. He currently serves as co-chair of the College of Arts and Sciences Diversity and Inclusion Advisory and Action Committee. He leads a research group of graduate students, undergraduate students, and postdocs in studies of surface chemistry, catalysis, and nanoscience.

SCOTUS Impact on Higher Ed: Unpacking Effects

In the wake of the decision by SCOTUS in the summer of 2023, the Kelley Office of Diversity Initiatives had to reinvent its approach to recruitment and retention of underrepresented minority (URM) students. We want to share with you all the efforts that we have put together to help our URM students at one of the largest schools at IUB. We also want to hear from other staff and faculty on how SCOTUS' decision will affect their efforts in the upcoming years.



Juan Cano

Senior Director, Undergraduate Program, Director of Diversity Initiatives, Kelley School of Business

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Juan Cano started with Indiana University in 2015 as a member of the Groups Scholars Program, serving as a retention specialist and eventually the assistant director. Juan joined the Kelley School of Business in the summer of 2023 as the Senior Director of the Undergraduate Program for the Kelley Office of Diversity, where he sets the strategic vision for the recruitment, retention, advising, and support of underrepresented undergraduate students at Kelley as well as oversees diversity, equity and inclusion initiatives for the Undergraduate Program.



Anna Galvez

Assistant Director of Diversity Initiatives, Kelley School of Business

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Anna Galvez is originally from Dallas. She received her Bachelor of Science in Education, Educational Studies, and Spanish from Texas Christian University. Anna spent six years as a high school Spanish teacher at public and independent schools, including her alma mater, Greenhill School, where she had a dual appointment as a DEI Coordinator. Anna graduated from IU in 2023 with her Master of Science in Higher Education & Student Affairs.

Working with Autistic Colleagues: What You Need to Know about Neurodiversity and the Workplace

Whether you are a colleague or a supervisor of someone on the autism spectrum, this workshop will give you information that will help ease communication, understanding, and support for autistic faculty and staff. Together, we'll delve into the concepts of neurodiversity and the social model of disability, identify key characteristics of autism, and investigate some potential job accommodations. Finally, we'll focus on the positive aspects of autism for the workplace that can benefit everyone!



Cecilia Buckley

Research Associate, Indiana Institute on Disability and Community

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Cecilia Pohs Buckley has a Master of Science in Counseling Psychology from University of Wisconsin-Madison with an emphasis in multicultural counseling. In her role as Research Associate at the Center on Community Living and Careers (CCLC) at the Indiana Institute on Disability and Community at IU, Cecilia oversees development and delivery of state and national training programs for rehabilitation professionals with an emphasis on employment. Cecilia identifies as autistic and serves as the faculty advisor for the Neurodiversity Coalition at Indiana University Bloomington.

Email Communication Styles Across Cultures

Culture often plays a part in written as well as interpersonal communication. In this session, participants will work in small groups to: observe differences in written communication style, recognize the impact of style on workplace productivity, and explore style switching to influence task accomplishment.



Office of International Services

ICC Program Trainers

ois@iu.edu

IU-Bloomington's Office of International Services will share this session from their "Intercultural Competence Certificate" program, which serves as a professional development opportunity for any IU employee seeking to expand their understanding of the complexities of intercultural communication and collaboration. The program, which fosters personal and professional growth through interactive, in-depth conversations around culture and identity and the impact they have on our work, is run by a group of dedicated IU staff and faculty from around the IU system who are professionally trained in intercultural competency.

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Our Sincerest Thanks To:

Rick Van Kooten, Executive Dean | College Diversity and Inclusion Advisory and Action Committee | Caitlin McKinley | IMU Meeting Services | IU Soul Revue | One World Catering | IU Facility Operations | The College IT Office | College Building Facilities Team | Kelley School of Business for sponsoring our Networking Breakfast



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