

2022
EQUITY,
DIVERSITY,
AND
INCLUSION
LEADERSHIP
SUMMIT

LIFT
OFF



UNIVERSITY of
ROCHESTER

Overview

This leadership summit is a gathering of equity, diversity, and inclusion (EDI) leaders and practitioners to collaborate, learn, and engage. We are here to bring together diverse voices committed to transformative environments and to share strategies for the implementation, and application of those visions. The summit is designed as a space to explore the vast array of EDI topics: how to cultivate an inclusive organizational or institutional EDI vision; the intersectionality of racial and social justice topics; accommodating the complexity and depth of compliance practices and policies while creating a stable ground for change; and accountability measurement tools for change and continued growth—to mention just a few.

Goals

- To inspire and encourage EDI leaders and practitioners;
- To motivate participants to understand the nuances of leading EDI from their respective spaces;
- To form new connections and reconnect with professional networks; and
- To equip participants with the skills to transform systems and practices from a model of diversity or equity and inclusion as an isolated initiative to equity and inclusion as a catalyst for institutional and organizational excellence.

Format

We look forward to welcoming summit participants both in-person on the University of Rochester campus and virtually. On-campus sessions will be held in accordance with the University's latest health and safety policies.

From the Vice President of Equity and Inclusion and Chief Diversity Officer



Bienvenidos.
Welcome.

I am grateful to partner with you as we *Lift Off* for our inaugural Equity, Diversity, and Inclusion Leadership

Summit at the University of Rochester. The Institutional Office of Equity and Inclusion strives to curate intentional, outcome-driven efforts and *Lift Off* provides a great opportunity for our collective EDI efforts.

Our connection at this leadership summit sparks the beginning of building inclusive, collaborative spaces for faculty, staff, students, alumni, and members from various surrounding communities for transformative change.

Let's lead, connect, and transform together!
En Solidaridad,

Dr. Mercedes Ramírez Fernández

From the Deputy Chief Diversity Officer



The Equity, Diversity, and Inclusion Leadership Summit is your opportunity to access a wealth of knowledge to equip and inspire current

and future leaders. Taking full advantage of the EDI summit will maximize individual and collective strengths, passions, and influence as change agents. Transformative change requires deliberate action to meet the needs of the people we serve in our respective spaces. The commitment to bring your authentic self to the summit will allow you to lead, connect, transform, and become ever better.

Meliora,

Dr. Sasha Eloi-Evans

Acknowledging the Ancestral Land

We would like to acknowledge with respect the Seneca Nation, known as the “Great Hill People” and “Keepers of the Western Door” of the Haudenosaunee Confederacy. We take this opportunity to thank the people on whose ancestral lands the University of Rochester now stands.

Guzman-Rea, J., Jemison, P., 2020 (Seneca, Heron Clan)

Institutional Office of Equity and Inclusion

The Institutional Office of Equity and Inclusion (IOEI) was formed by Dr. Mercedes Ramírez Fernández, the University’s first Vice President of Equity and Inclusion and Chief Diversity Officer. By providing a framework for consultation, education, and accountability, IOEI takes a leadership role in advancing the mission of the University of Rochester through an equitable, diverse, and inclusive lens.

Our Mission

We are dedicated to cultivating an equitable, racially and socially just, and affirming culture at the University of Rochester. We are guided in our work not by the limited concept of diversity or equity and inclusion as an isolated initiative, but by a vision of equity and inclusion as a catalyst for institutional and organizational excellence. This mission is driven by a steadfast commitment to social justice and is supported by the University’s Meliora values.

Institutional equity, diversity, and inclusion priorities:

1. Develop and sustain an infrastructure to support equity, diversity, and inclusion
2. Enhance recruitment and retention of diverse faculty, staff, and students
3. Cultivate a fair and just climate, culture, and community
4. Advance the mission of the university through an equitable, diverse, and inclusive lens
5. Community engagement for racial and social justice

Agenda

Time	Program	Location (all sessions are offered on the virtual platform except meals)
7-8:15 a.m.	Summit Check-In and Continental Breakfast	Feldman Ballroom B & C*
8:15-8:30 a.m.	Welcome! It's Time for Lift Off	Feldman Ballroom B & C
8:30-10 a.m.	Lift Off with Dr. Gloria Ladson-Billings	Feldman Ballroom B & C
10-10:10 a.m.	Wellness with Mindful University Project	
	Lift Off Concurrent Workshops	
10:10-10:55 a.m.	• Religious Diversity: Challenges and Opportunities	Feldman Ballroom A
	• Illustrating Equity and Enacting Sustainable Change	Gowen Room, Wilson Commons
	• Lessons from Theatre of the Oppressed	May Room, Wilson Commons
10:55-11:05 a.m.	Wellness with Mindful University Project	
11:05-12:20 p.m.	Fuel for Connection with Dr. Tom L. Humphries	May Room, Wilson Commons
12:20-1:05 p.m.	Empowerment Lunch Hour	Feldman Ballroom B & C*
1:05-2:20 p.m.	Fuel for Courage with Dr. Jennifer Freyd	Feldman Ballroom A
2:20-2:30 p.m.	Wellness with Mindful University Project	
2:30-3 p.m.	Power Session: University EDI Initiatives	
3-3:10 p.m.	Wellness with Mindful University Project	
3:10-3:55 p.m.	Fuel for Empowerment with Dr. Shaun Nelms	
3:55-4:05 p.m.	Wellness with Mindful University Project	
4:05-4:50 p.m.	Power Session: Transformative Student Activism	
4:50-5 p.m.	Take Flight: Closure	

**Not offered on the virtual platform.*

Sincere Gratitude

Thank you to all the individuals who supported the development and execution of the inaugural summit.

Proposal Reviewers

- **Nicole Cabell**, *Eastman School of Music's Assistant Professor of Voice*
- **Ashley N. Campbell**, *Director of EDI Integration, Education, and Programming*
- **John Cullen**, *Clinical and Translational Science Institute Director of Diversity and Inclusion*
- **Liz Daniele**, *Director of Graduate Student and Postdoctoral Affairs*
- **Sasha Eloi-Evans**, *Deputy Chief Diversity Officer*
- **Mercedes Ramírez Fernández**, *Richard Feldman Vice President of Equity & Inclusion and Chief Diversity Officer*
- **Joy Getnick**, *UR Hillel Executive Director*
- **Kyvaughn Henry**, *David T. Kearns Center's Director of Grants*
- **Nahoko Kawakyu-O'Connor**, *Warner School of Education's Assistant Professor and Director of Program Evaluation*
- **Conā Marshall**, *Assistant Professor of American Religions*
- **Diane Morse**, *Internal Medicine Physician and Researcher*
- **Col Raimond**, *LGBTQ Coordinator and Ombudsperson*
- **Amari T. Simpson**, *Associate Director of Affinity Networks & Equity, Diversity, and Inclusion*
- **Maurini Strub**, *Director of Performance & User Engagement*
- **Amy Wight**, *Office of Disability Resources Director*

Working Group Members

- **Cintra Bentley**, *Equal Opportunity Investigator*
- **Kwasi Boaitey**, *Director of Culturally Responsive Management*
- **Sandy Burch-Worth**, *Executive Assistant, Institutional Office of Equity and Inclusion*
- **Ashley N. Campbell**, *Director of EDI Integration, Education, and Programming*
- **Jeanette Colby**, *Communication Officer, Arts & Humanities and Calendar Editor*
- **Arena Crues**, *Affirmative Action & Office Coordinator*
- **Sasha Eloi-Evans**, *Deputy Chief Diversity Officer*
- **Christine Federation**, *Administrative Assistant, Civil Rights Compliance & Title IX*
- **Janice Holland**, *Senior Director of Operations and Strategy and Affirmative Action Officer*
- **Neha Iyer**, *IOEI Student Intern*
- **Rachel Koegel**, *Director of Equal Opportunity Investigations*
- **Ashwin Kumar**, *Department of Microbiology and Immunology, University of Rochester Medical Center*
- **Lauren McKenna**, *Associate Director of Volunteer Engagement & Programs*
- **Jon Powers**, *Events and Classroom Management Event Support Manager*
- **Tiffany Street**, *Associate Director of Sexual Misconduct, Prevention & Response*

Welcome! It's Time for Lift Off

8:15-8:30 a.m.

Kanehelatúksla (Opening Address of the Oneida Peoples)

Cheyenne I. Thomas (Kirkman-Reuben), *PhD Student in Ecology and Evolutionary Genomics, Department of Biology, University of Rochester*

Additional Remarks

Sarah C. Mangelsdorf, *President and G. Robert Witmer, Jr. University Professor*

Mercedes Ramírez Fernández, *Richard Feldman Vice President of Equity & Inclusion and Chief Diversity Officer*

Sasha Eloi-Evans, *Deputy Chief Diversity Officer*

Eleni Duret, *PhD Candidate in Teaching and Curriculum, Warner School of Education*

Lift Off with Dr. Gloria Ladson-Billings

8:30-10 a.m.



Keynote Speaker

Dr. Gloria Ladson-Billings, *Professor Emerita at the University of Wisconsin-Madison*

Gloria Ladson-Billings is Professor Emerita and former Kellner Family Distinguished Professor in Urban Education in the Department of Curriculum & Instruction and was Faculty Affiliate in the Departments of Educational Policy Studies, Educational Leadership & Policy Analysis and Afro American Studies at the University of Wisconsin-Madison.

She is the current President of the National Academy of Education. She was the 2005-2006 president of the American Educational Research Association. Ladson-Billings' research examines the pedagogical practices of teachers

who are successful with African American students. She also investigates Critical Race Theory applications to education.

Ladson-Billings is the author of the critically acclaimed books, *The Dreamkeepers: Successful Teachers of African American Children*, *Crossing over to Canaan: The Journey of New Teachers in Diverse Classrooms*, and *Beyond the Big House: African American Educators on Teacher Education*. She is editor of six other books and author of more than 100 journal articles and book chapters. She is the former editor of the American Educational Research Journal and a member of several editorial boards. Her work has won numerous scholarly awards, including the H. I. Romnes Faculty Fellowship, Spencer Post-doctoral Fellowship, and the Palmer O. Johnson outstanding research award. She is the 2015 winner of the Social Justice in Education Award given by the American Educational Research Association. She was named the 2012 winner of the Brock International Prize in education. In 2012 she was awarded an honorary degree from the University of Alicante, Alicante, Spain. In 2010 she was awarded an honorary degree from the University of Massachusetts-Lowell. In 2002 she was awarded an honorary doctorate from Umeå University in Umeå, Sweden.

During the 2003-2004 academic year she was a fellow at the Center for Advanced Study in the Behavioral Sciences, Stanford, California. In fall 2004 she received the George and Louise Spindler Award from the Council on Anthropology and Education for significant and ongoing contributions to the field of educational anthropology. In spring 2005 she was elected to the National Academy of Education and the National Society for the Study of Education. In 2007 she was awarded the Hilldale Award, the highest faculty honor given to a professor at the University of Wisconsin for outstanding research, teaching, and service. She is a 2008 recipient of the state of Wisconsin's Martin Luther King, Jr. Heritage Award and the Teachers College, Columbia University 2008 Distinguished Service Medal. In 2009 she was elected to Kappa Delta Pi International Education Honor Society's Laureate Chapter—comprised of 60 living distinguished scholars. Former laureate members include notables such as Albert Einstein, John Dewey and Eleanor Roosevelt.

Ladson-Billings is currently one of the NEA Foundation Fellows charged with providing advice on its "Achievement Gap Initiative." In 2014 she was a panelist on the White House's African American Educational Excellence Initiative's Essence Festival, "Smart Starts at Home" panel. In 2015 she received the Distinguished Lifetime Achievement Award from the Literacy Research Association. In 2016 she received the Lifetime Achievement Award from the Benjamin Banneker Association of the National Council for Teachers of Mathematics. In Fall 2017 she received the John Nisbet Award from the British Educational Research Association at the University of Sussex in Brighton, England. In April 2018 she received the American Educational Research Association's Distinguished Research Award and the Division B (Curriculum Studies) Lifetime Achievement Award. She was elected to the American Academy of Arts & Sciences in Spring 2018.

Ladson-Billings has an active community life that includes serving on several community boards such as the Urban League of Greater Madison, the Madison Children's Museum, the United Way of Dane County, and the Susan G. Komen for the Cure of Madison. She is a member of the Links, Incorporated and a 50-year member of Alpha Kappa Alpha Sorority, Incorporated. At the 2017 Leadership Summit she was named the Omega Psi Phi Fraternity, Incorporated's International Citizen of the Year. As an active member of the Mt. Zion Baptist Church of Madison, WI she is the second woman named to the 108-year-old church's Board of Deacons.

Concurrent Workshop Presentations

10:10-10:55 a.m.

Religious Diversity: Challenges and Opportunities

Feldman Ballroom A and Virtual Platform

- **Presenter: Rev. Dr. C. Denise Yarbrough** (she/her/hers), *Director of Religious and Spiritual Life at the University of Rochester and Student Interns, Interfaith Chapel at the University of Rochester*

This workshop will focus on an EDI issue that is frequently overlooked: religious diversity in the workplace. Participants will be presented with a brief overview of issues that arise in a religiously diverse workplace. Then the workshop will draw on case studies to engage participants in solving real life controversies that have arisen in various workplace settings involving a religiously diverse workforce. They will analyze, critique and brainstorm possible solutions to real-life situations in which religious beliefs or practices have come into apparent conflict with business goals or caused disruption in the workplace. Through discussion, role play, brainstorming, small group work, and large group discussion, participants will gain insight into the skills needed to navigate the religious diversity of our contemporary society. The case studies involve actual controversies that have arisen in real life workplace settings. Participants will analyze the case studies, inhabiting the perspectives of the various players in the case studies and working together with others in their small group to come up with possible solutions to the issues presented. The small groups will report out to the larger group, providing everyone the opportunity to learn from the variety of issues presented in the different case studies.

Illustrating Equity and Enacting Sustainable Change

Gowen Room in Wilson Commons and Virtual Platform

- **Presenter: Eleni Duret** (she/her), *PhD Candidate in Teaching and Curriculum, Warner School of Education at the University of Rochester*

Art can be emancipatory, as it acknowledges and highlights alternative possibilities of existing and relating to others. The objective of this workshop is to utilize the visual arts to examine alternative possibilities of existing and relating to others in spaces where there is a collective mission for diversity, equity, and inclusion. Participants will have the opportunity to explore individual assumptions about diversity, equity, and inclusion practices, while also engaging in critical reflection activities that can be utilized as a learning tool and community builder for various professional environments and affinity groups. This workshop aims to help participants creatively understand how to develop spaces of equity that not only value diversity but move toward and maintain inclusion. Participants will walk away from this workshop with original artwork that they can use to spark future conversations of advocacy and to hold as a personal reminder of their commitment to being a leader for equity. In this workshop, participants will focus on transformation through a guided creative process that will help them answer the following question: What actions and behaviors are needed to see real, sustainable change and to leverage the full potential of talent in all people, especially the most marginalized?

Lessons from Theatre of the Oppressed

May Room in Wilson Commons and Virtual Platform

- **Presenters:** **Carli Gaughf** (she/her/hers) *EDI Learning Specialist, Office of Equity and Inclusion at the University of Rochester Medical Center* and **OJ Shepard** (he/him/his) *EDI Learning Specialist, Office of Equity and Inclusion at the University of Rochester Medical Center*

Theatre of the Oppressed is a form of popular community-based education that uses theatre as a tool for transformation. Originally developed out of Augusto Boal's work with peasant and worker populations, it is now used all over the world for social and political activism, conflict resolution, community building, therapy, and government legislation. This workshop will give participants tools for infusing these techniques into the classroom, Zoom rooms, and meetings. The facilitators will employ simple exercises that can be used to foster creativity and deeper communication on issues of equity. Participants will use their voices and bodies to analyze and challenge the status quo. By the end of this 45-minute session, participants will have practical and energizing activities to bring back to their communities.



Spotlight Speakers

Fuel for Connection

11:05 a.m.–12:20 p.m.

May Room in Wilson Commons and Virtual Platform

- **Spotlight Speaker: Dr. Tom L. Humphries**, *Professor Emeritus Department of Education Studies and the Department of Communication at the University of California, San Diego*
- **Host: Dr. Wyatte Hall**, *Assistant Professor of Public Health Sciences, Pediatrics, Obstetrics & Gynecology, and Neurology and Faculty Fellow, Office of Institutional Equity and Inclusion*



Tom Humphries is Professor Emeritus Department of Education Studies and the Department of Communication at the University of California, San Diego. He is Vice Chair of the Department of Education Studies. He is co-author with Carol Padden of *Deaf in America: Voices from a Culture* (1988) and *Inside Deaf Culture* (2005), both from Harvard University Press, as well as numerous papers, including “Schooling in ASL” in the Berkeley Review of Education. He has collaborated with colleagues across several universities and several disciplines to publish papers that contribute to a national discourse about deaf children’s development, particularly the importance of signed language in the critical

period for language and cognitive development. These works have appeared in a variety of publications beyond traditional deaf education related publications including *Harm Reduction Journal*, *Language, Law Medicine and Ethics*, and *Pediatrics*. He has published two widely used ASL textbooks, *Learning American Sign Language* (Allyn & Bacon, 2004) and *A Basic Course in American Sign Language* (TJ Publishers, 1980).

His research interests include how culture is circulated and expressed, particularly in settings such as school classrooms. He was awarded the 2011 Henry Trueba Award for research leading to the transformation of social context of education by the American Educational Research Association. He also received the Sister Mary Delaney Lifetime Award of the Association of College Educators (ACEDHH), the Edward Allen Fay Award (CEASD), as well as leadership awards from the National Association of the Deaf (NAD), the California Educations of the Deaf (Cal-Ed), and the Gallaudet University Alumni Association. He is a member of the Gallaudet University Board of Trustees.

Fuel for Courage

1:05–2:20 p.m.

Feldman Ballroom A and Virtual Platform

- **Spotlight Speaker: Dr. Jennifer J. Freyd**, *Founder and President, Center for Institutional Courage and Professor Emerit of Psychology, University of Oregon*
- **Host: Dr. Tricia Shalka**, *Assistant Professor of Higher Education at the Warner School of Education and Human Development, University of Rochester*
- **Discussion Leader: Dr. Mercedes Ramírez Fernández**, *Vice President for Equity & Inclusion and Chief Diversity Officer*



Dr. Jennifer J. Freyd, is a researcher, author, educator, and speaker. Freyd is the Founder and President of the Center for Institutional Courage, Professor Emerit of Psychology at the University of Oregon, and Adjunct Professor of Psychiatry and Behavioral Sciences in the School of Medicine, Faculty Fellow at the Clayman Institute for Gender Research, and Affiliated Faculty, Women's Leadership Lab, Stanford University. She is also a Member of the Advisory Committee, 2019-2023, for the Action Collaborative on Preventing Sexual Harassment in Higher Education, National Academies of Science, Engineering, and Medicine. Freyd was in 1989-

90 and again in 2018-19 a Fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford University. Freyd currently serves as the Editor of *The Journal of Trauma & Dissociation*.

Freyd is a widely published and renowned scholar known for her theories of betrayal trauma, institutional betrayal, institutional courage, and DARVO. She received her PhD in Psychology from Stanford University. The author or coauthor of over 200 articles and op-eds, Freyd is also the author of the Harvard Press award-winning book *Betrayal Trauma: The Logic of Forgetting Childhood Abuse*. Her most recent book, *Blind to Betrayal*, co-authored with Pamela J. Birrell, was published by John Wiley, with seven additional translations. In 2014, Freyd was invited two times to the U.S. White House due to her research on sexual assault and institutional betrayal. In 2021 Freyd and the University of Oregon settled Freyd's precedent-setting equal pay lawsuit.

Freyd has received numerous awards, including being named a John Simon Guggenheim Fellow, an Erskine Fellow at The University of Canterbury in New Zealand, and a Fellow of the American Association for the Advancement of Science. In April 2016, Freyd was awarded the Lifetime Achievement Award from the International Society for the Study of Trauma & Dissociation. Freyd was selected for the 2021 Christine Blasey Ford Woman of Courage Award by the Association for Women in Psychology.

Fuel for Empowerment

3:10–3:55 p.m.

Virtual Platform

- **Spotlight Speaker: Dr. Shaun Nelms**, *Superintendent of East Upper and Lower Schools, Rochester City School District*
- **Host: Dr. Nahoko Kawakyu-O'Connor**, *Assistant Professor and Director of Program Evaluation, Warner School of Education*



Dr. Shaun Nelms is the superintendent of East Upper and Lower Schools, a new position created through a unique partnership among NYSED, the Rochester City School District, and University of Rochester. Dr. Nelms has been charged with creating a school reform model that can be replicated throughout the U.S.

In 2018, he was named the first William and Sheila Konar Director for the Center for Urban Education Success (CUES) at the University of Rochester's Warner School of Education. In this role, Dr. Nelms leads the center's efforts to support the success of K-12 urban schools both locally and nationally through a combination of research, relationship

building, and a commitment to pursue and share best practices.

A graduate of the University of Rochester, Dr. Nelms received his doctorate in K-12 school leadership and master's in education. He holds a bachelor's degree in education from SUNY Fredonia.



Power Sessions: Panel Discussions

University EDI Initiatives

2:30–3 p.m.

Virtual Platform

- **Panelist: Cam Schauf**, *Director of Campus Dining Services and Auxiliary Operations, University of Rochester*
- **Panelist: Jim Chodak**, *Director of Transportation and Parking, University of Rochester*
- **Panelist: Mario Roque**, *Director of Diversity and Inclusion, University Facilities, University of Rochester*
- **Power Session Host: Dr. Sasha Eloi-Evans**, *Deputy Chief Diversity Officer*

An informative power session engaging with the university's EDI initiatives within dining services, facilities, and parking. The session will explore transformative equity, diversity, and inclusion strategies employed by the university's valuable service arms. This informative session is an extension of the university's strategic planning efforts with the EDI Action Plans.

Transformative Student Activism

4:05–4:50 p.m.

Virtual Platform

- **Student Panelist: Adrija Bhattacharjee** (she/her/hers), *Class of 2024. Majoring in Political Science & Bioethics; Minority Students Affairs Liaison for the Student Association and President of the Asian American Alliance*
- **Student Panelist: Mauricio Marc Coombs I** (he/him/his), *Class of 2022. Majoring in African and African American Studies and Religion; President of The Rochester Business Association and President of The Black Students' Union*
- **Student Panelist: Indy Maring** (them/they), *Class of 2022. Majoring in Educational Psychology; President, University of Rochester Pride Network*
- **Power Session Host: Dr. Sasha Eloi-Evans**, *Deputy Chief Diversity Officer*

An informative power session engaging undergraduate students about their activism on campus and in their communities. Students will discuss their social justice work and the tangible changes they have made.

Summit Offerings

Virtual Event Platform

Unique to the inaugural summit experience is the virtual platform—an additional element for in-person engagement. The company **Eventsibles, Incorporated**, curated the virtual experience as a creative and effective method to engage attendees. The platform provides an immersive, interactive experience for all attendees. Take enjoyment with the virtual photo booth, leaderboard, gamification, emoji reactions, live chatting features, and much more.

Join the Slack Space

Join the Summit Slack space to continue your connections with presenters and attendees.

The url to join is ur2022edilead-vob5964.slack.com.

Innovative Spotlights

Undergraduate, graduate, doctoral students, post-doctoral scholars, staff, faculty, alumni, and members of the Greater Rochester Community created summit innovative spotlights. The virtual platform features research project ideas, theses or dissertation works, and ideas and concepts. The innovative spotlights showcase academic, scholarly, professional, or community action-oriented work.

Visit the virtual platform to experience the innovative spotlights and provide feedback.

RxASL: Mixed-Methods Study on Accessible Medication Information

Authored by: Mariam Paracha, PharmD (she/her/hers), Center for Health + Technology, University of Rochester, and National Technical Institute for the Deaf/Rochester Institute of Technology; Ellen Wagner, MS (she/her/hers), Center for Health + Technology, University of Rochester; Olivia Brumfield, BA (she/her/hers), Center for Health + Technology, University of Rochester; Kaixin Li, BA (she/her/hers), Center for Health + Technology, University of Rochester

#blackintheivory: What Twitter Taught Us About Academia

Authored by: Kristin Hocker, EdD., (she/her/hers), Assistant Professor of Clinical Nursing, University of Rochester School of Nursing; Martina Anto-Ocrah, PhD., (she/her/hers), Assistant Professor of Medicine, University of Pittsburgh; and Jeiri Flores, BS., (she/her/hers), Department of Pediatrics, University of Rochester

The BEST RCSD Student and Teacher Research Program (Broad Exposure to Science and Technology)

Authored by: Terrance Kessler, (he/him/his), UR/LLE Diversity Manager and Senior Research Engineer University of Rochester's Laboratory for Laser Energetics (UR/LLE) and UR/LLE Diversity Council Members: Marco Romo-Gonzalez (they/he), Deputy Diversity Manager Raka Ghosh (she/her/hers), Diversity Administrator; Karen Cera (she/her); Ken Marshall (he/him/his); Amy Rigatti (she/her); Kathleen Weichman (they, them); Stephanie Dent (she/her/hers); William Scullin (he/him/his); Mervin Lim Pac Chong (he/him); and Maitrayee Ghosh (she/her/hers)

Phenomenal Growth

Authored by: Sara Lolo, Research Lab Technician, School of Medicine and Dentistry, University of Rochester and Certified Youth Program Facilitator

Gender as Prescription: The Medicalization of Transgender Identities

Authored by: Jessica N. Bansbach (she/her/hers), Master's Student in Mental Health Counseling at Warner School of Education and Graduate Assistant at the Burgett Intercultural Center

Wellness Sessions with Mindful University Project

The Mindful University Project—also known as Mindful U—is an interdisciplinary collaboration with a mission to empower our campus community to build a culture of mindful presence and compassion. Mindfulness is being **present**—being aware and purposefully paying attention to the present moment; **compassionate**—being kind to yourself and others, even in the most challenging moments; and **patient**—approaching whatever arises with acceptance and non-judgment.

On the virtual platform, the summit offers 10-minute wellness sessions throughout the summit experience. Just look for the wellness area in the virtual platform.

Catering

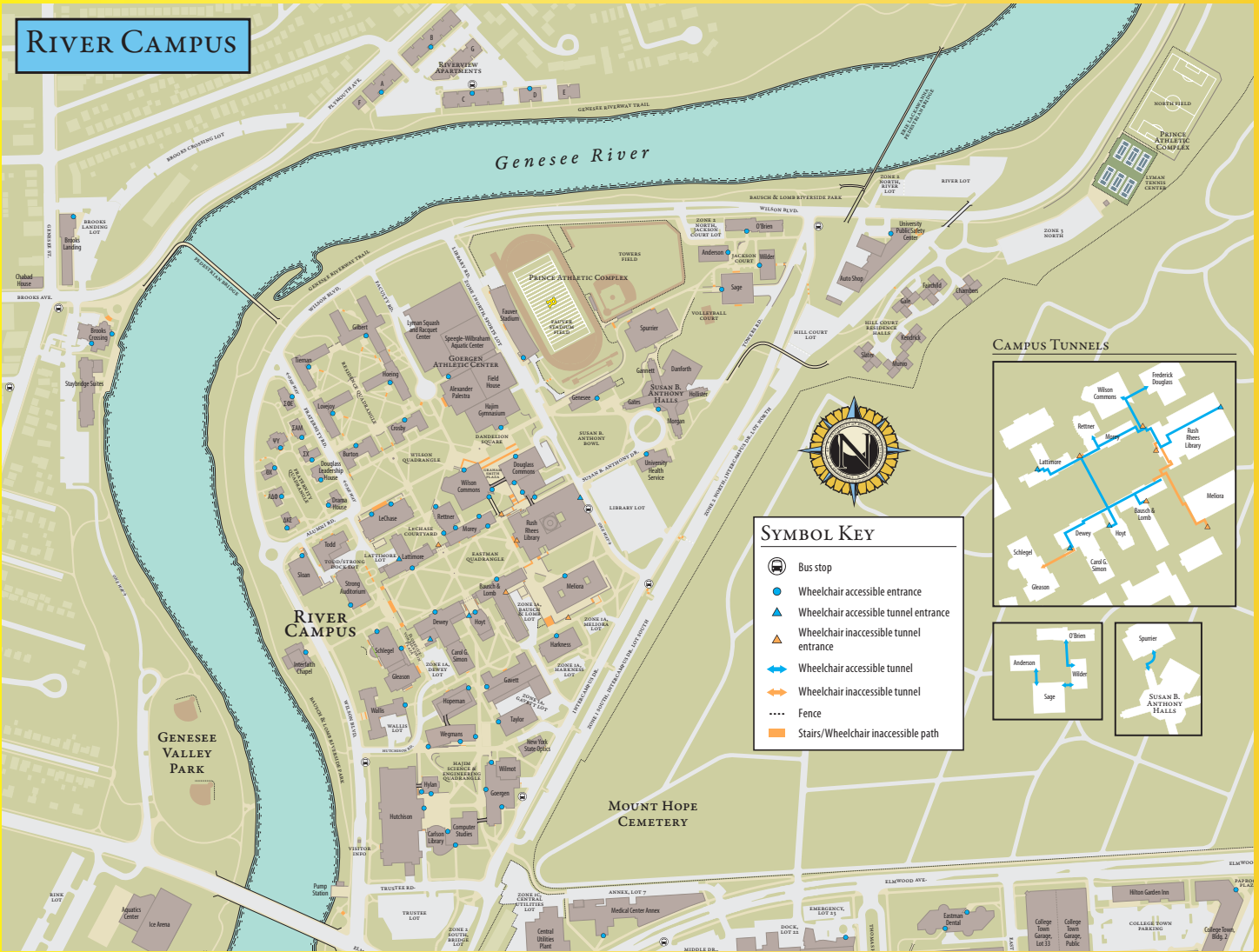
The continental breakfast and lunch were provided by Susan Plunkett's Fabulous Foods.

On the Horizon, Institution-Wide

Juneteenth Celebration

As an institution, we are excited to recognize and celebrate Juneteenth on Monday, June 20. Juneteenth—also known as National Freedom Day—is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Often, many communities read the Emancipation Proclamation, the Thirteenth Amendment, or a local declaration honoring freedom from enslavement. In James C. Anyike's *African American Holidays* text, he writes “the reading of those documents symbolizes how our ancestors stood in front of the ‘the big house’ to be informed of their legal freedom.” Celebrations of Juneteenth are intended to be expressed with great joy—not avoiding or ignoring many concerns of the present but acknowledging the constant drive for freedom.

In alignment of honoring the traditions and practices of persons of African descent, the institutional-wide Juneteenth celebration will take place in June 2022. As a precursor, please be sure to attend the June REAL Conversation hosted by the Office of Alumni Relations and Constituent Engagement and the Rochester International Jazz Festival, June 17–25 for Juneteenth programming. Additional information will be available via the Institutional Office of Equity and Inclusion's website rochester.edu/diversity.



Thank You

We truly appreciate your presence at today's EDI leadership summit.

We hope the summit provided a space for you to collaborate, learn, and engage around strategies, implementation, and application of ways to connect with diverse voices committed to transformative environments.

Please Share

We value your feedback; please complete the quick evaluation survey: tinyurl.com/2022EDISummit

Let's Stay Connected

Subscribe to our Encompass newsletter via the Institutional Office of Equity and Inclusion website. For more information about our office, visit rochester.edu/diversity.

Institutional Office of Equity and Inclusion

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