

Breakout Sessions continued from previous page.

Preventing and Addressing Transphobia and Transphobic Hate Crime/ Bias Incidents on Campus

2305 Centennial

Participants will learn how to define and identify transphobia/transphobic incidents; how to organize institutional response, including federal compliance issues; how to address transphobia/transphobic incidents on an interpersonal level and when this is an appropriate course of action; and strategies for preventing incidents on campus. The presenter will deliver educational material, facilitate small group and large group discussion, and give participants an opportunity to practice, model, and critique skills learned in this workshop.

JO TEUT, Diversity Specialist, Office of Equity, Diversity, and Inclusion, UW Colleges and UW-Extension

White Superiority Beliefs and the Manifestation of Racial Microaggression from the Perspective of Self Psychology

2310 Centennial

By getting a better understanding of the genesis of racial microaggression and how it psychologically harms people of color, personnel working to promote inclusivity on college campuses can better equip themselves to deal with perpetrators of hate/bias. However, the literature on microaggression is limited in terms of explaining the root cause and the psychological consequences of racial microaggression on people of color. The purpose of this presentation is to use Kohut's self psychology to explain how racial microaggression is essentially a manifestation of White superiority beliefs that is meant to perpetuate internalized racism among people of color.

V. SUTHAKARAN, Assistant Professor of Psychology, University of Wisconsin-La Crosse

The Trending of Hate and Bias at the Intersections of Social Justice and Social Media

2213 Centennial

For as long as there has been social media, there has been hate and bias within that medium. Simultaneously, social media has also served as a method of community building and resilience for members of marginalized communities. How do we as a society hold those two truths and what are we to make of this reality? This presentation will discuss these topics as well as invite participants to reflect and generate ideas regarding their own digital presence. Those in attendance will be asked to contribute to the discussion through small group engagement as we strive to make sense of this topic together.

NICK THUOT, Residence Hall Director, Iowa State University

Responding to University Rape Culture

2302 Centennial

An overview of how rape culture particularly impacts the lives of college students, while collectively workshopping some strategies for how to recognize, respond to, and proactively teach students, faculty and staff about rape culture.

KATE PARKER, Assistant Professor of English, University of Wisconsin-La Crosse

JUSTIN MCKNIGHT, Academic and Career Advisor in the Center for Student Success, Viterbo University

Countering Islamophobia

2205 Centennial

In a time of increasing prejudice, dislike and discrimination against Muslims in our local communities and country, there is an urgent need for dialogue to address misrepresentations of Islam and Muslims in general, understanding Islamophobia, and discussing ways we can defeat this prejudice. This workshop will focus on understanding Islamophobia, highlight examples of incidents that have occurred in our communities, discuss personal experiences of Muslims in our local community, and how the La Crosse Interfaith Shoulder to Shoulder Network is trying to counter Islamophobia. This workshop will use images, videos and interactive exercises.

REV. KENT JOHNSON, Pastor of Prince of Peace Lutheran Church (ELCA), La Crescent Minnesota.

WALE ELEGBEDE, Senior Project Manager of Mayo Clinic's Enterprise Portfolio Management Office and Center for Regenerative Medicine

DAOUD JANDAL, Mechanical Engineer

The Interfaith "Shoulder to Shoulder Network" is a working committee that is part of the La Crosse Interfaith Justice and Peace Network, and empowers people of all faiths (Christians, Jews, Muslims, etc.) to work together to end anti-Muslim sentiment by increasing understanding and strengthening the voice of tolerance, freedom and peace.

The La Crosse Interfaith Justice and Peace Network (LIJPN) is a grassroots community organization that seeks to build the culture of non-violence needed to heal our world. Collaborating with other groups, the La Crosse Interfaith Justice and Peace Network organizes, co-sponsors, and supports diverse justice and peace events, vigils, and activities, including a special focus on educating the greater La Crosse community about the Muslim faith and supporting our Muslim neighbors.

2:45-4 p.m. **STUDENTS SPEAK OUT:
The Impact of Hate/Bias (Panel)**
1400 Centennial

4-4:45 p.m. **KEYNOTE**

Resistance & Resilience

1400 Centennial

Countering a culture that oppresses people takes a toll on one's well being, hope, and ability to be effective. As educators we may aim to be a system of support to students, faculty and staff, and even community members. Moon Johnson will dig deep into struggles he has faced as he has served in social justice roles, as well as share strategies for finding resilience, hope, and strength.

JOSHUA MOON JOHNSON, Ed.D., Special Assistant to the VP of Student Life/Assistant Dean of Students, University of Wisconsin-Madison

4:45-5 p.m. **CLOSING REMARKS: Moving Forward**



Resisting the Resurgence of Hate: Courage, Community & Empowerment

University of Wisconsin-La Crosse Campus
Centennial Hall

Tuesday, January 10, 2017

7:45 a.m. – 5:00 p.m.

UNIVERSITY of WISCONSIN
LA CROSSE



Resisting the Resurgence of Hate: Courage, Community & Empowerment

University of Wisconsin-La Crosse Campus
Tuesday, January 10, 2017 | 7:45 a.m. – 5 p.m.

AT-A-GLANCE

7:45-8:30 a.m.	REGISTRATION & REFRESHMENTS
8:30-9 a.m.	OPENING REMARKS
9-10 a.m.	THE STRUGGLE IS REAL: Reflecting on Current Challenges Facing Hate/Bias Response Efforts (Panel)
10-10:30 a.m.	Q&A for Panel
10:30-10:45 a.m.	BREAK
10:45 a.m.-Noon	BREAKOUT SESSION #1: <ul style="list-style-type: none"> Forming a Response Team: Two University's Experiences First Amendment Principles and Emerging Issues Finding Common Ground: Faculty/Administrator Experiences with Response Teams and Processes Hate and Bias in the Residence Halls: Proactive and Reactive Approaches to Reduce and Address Harm "Like Lifting a Ton of Feathers": Helping Targets of Hate and Bias Incidents from a Mental Health Perspective "A Catalyst for Change: Addressing Hate & Bias in the Classroom. *Inclusive Negligence film screening* When history—and institutionalized bias—threaten to repeat: examining the mass incarceration of Japanese Americans and what we can learn from it.
12:15-1 p.m.	LUNCH
1:15-2:30 p.m.	BREAKOUT SESSION #2: <ul style="list-style-type: none"> Ethics in Hate and Bias Teams: Let's get the ball rolling Beyond Black & Blue: Improving Community & Police Relations Preventing and Addressing Transphobia and Transphobic Hate Crime/Bias Incidents on Campus White Superiority Beliefs and the Manifestation of Racial Microaggression from the Perspective of Self Psychology The Trending of Hate & Bias at the Intersections of Social Justice and Social Media Responding to University Rape Culture Countering Islamophobia
2:30-2:45 p.m.	BREAK
2:45-4 p.m.	STUDENTS SPEAK OUT (Panel)
4-4:45 p.m.	KEYNOTE: RESISTANCE & RESILIENCE <i>Joshua Moon Johnson, Ph.D., UW-Madison</i>
4:45-5:00 p.m.	CLOSING REMARKS: Moving Forward

7:45 - 8:30 a.m.	REGISTRATION & REFRESHMENTS <i>Carmeron Hall of Nations</i>
8:30-9 a.m.	OPENING REMARKS <i>1400 Centennial</i>
9-10 a.m.	THE STRUGGLE IS REAL: Reflecting on Current Challenges Facing Hate/Bias Response Efforts <i>1400 Centennial</i>
10-10:30 a.m.	Q&A FOR PANEL
10:30 - 10:45 a.m.	BREAK <ul style="list-style-type: none"> Follow-up with Panelists Team Processing Time
10:45 a.m.-Noon	BREAKOUT SESSION #1:

Forming a Response Team: Two University's Experiences *2215 Centennial*

Join us in discussing how two different campuses - a Big 10 and mid-sized public university - formed their Hate/Bias Response Teams. The University of Minnesota-Twin Cities and the University of Wisconsin-Whitewater will share their process for starting their teams, including the establishment of reporting mechanisms, development of protocols, influence on campus climate, and gaining buy-in from campus partners. The presenters will cover these topics, and offer time for questions and discussion.

TIM FREDRICKSON, Coordinator of Student Conduct, UW-Whitewater

KARMEN MCQUITTY, J.D., M.S., Attorney, University of Minnesota-Twin Cities

First Amendment Principles and Emerging Issues *2211 Centennial*

This session will provide a brief overview of First Amendment principles as they relate to hate and bias response efforts on college/university campuses, and will offer real-world scenarios to help participants envision effective strategies to combat bigotry while also respecting free speech and academic freedom.

NIZAM ARAIN, Director of Affirmative Action and Title IX Coordinator, University of Wisconsin-La Crosse

TERESA O'HALLORAN, Assistant to the Chancellor for Affirmative Action, University of Wisconsin-Eau Claire

JACKIE BISSON, Student Affairs Graduate Student, University of Wisconsin-La Crosse

Finding Common Ground: Faculty/Administrator Experiences with Response Teams and Processes *2305 Centennial*

A panel of faculty members and department chairs will engage in the audience in discussion on actual classroom-related hate-bias incidents.

RYAN A. MCKELLEY, Ph.D., Licensed Psychologist and chair of the Department of Psychology, University of Wisconsin-La Crosse

Hate and Bias in the Residence Halls: Proactive and Reactive Approaches to Reduce and Address Harm *2310 Centennial*

Our residence halls are filled with bias and hateful language and acts. From things drawn and said on white boards, to our procedural and institutionalized operations, residence halls can be a hot-bed for hurt and harm. This session will focus on ways to proactively reduce the amount of hate and bias in our environments, as well as react to it utilizing educational tools rooted in a variety of theories. Key topics: values informed approach, training of staff, campus partnerships, educational responses, theory

ASHLEIGH WILLIAMS, Residence Director, University Of Minnesota - Twin Cities

"Like Lifting a Ton of Feathers": Helping Targets of Hate and Bias Incidents from a Mental Health Perspective *2213 Centennial*

Psychological research supports what people from marginalized groups already know to be true: experiences of discrimination are stressful. These stressors contribute to real and measurable negative mental and physical health outcomes. This workshop will connect recent research on the impact of experiencing discriminatory treatment to the work of Hate and Bias Response Teams. Participants will learn how to anticipate students' emotional needs in the wake of an incident, validate student experiences, and make recommendations and referrals. Discussion will also include recommendations for best practices in supporting students from marginalized groups.

CRYSTAL CHAMPION, PH.D., Licensed Psychologist and Counselor, University of Wisconsin-La Crosse

A Catalyst for Change: Addressing Hate & Bias in the Classroom. *Inclusive Negligence film screening* *2302 Centennial*

UWL's campus climate survey conducted in 2013 continued to show students of color experience lower levels of satisfaction with the climate both on campus and in the classroom, and they are more likely than their white peers to seriously consider leaving the university. The film, "Inclusive Negligence: Helping Educators Address Racial Inequality" at UWL is a student-driven project created as a tool for professional development to help create a campus environment in which students of color feel safe, valued, and included. At UWL classrooms still remain one of the most frequent incident locations, filmmakers hope this film can serve as a catalyst for change, and much needed dialogue.

JAMIE CAPETILLO, Undergraduate Student, University of Wisconsin-La Crosse

KARTER ETCHIN, Undergraduate Student, University of Wisconsin-La Crosse

When history—and institutionalized bias—threaten to repeat: examining the mass incarceration of Japanese Americans and what we can learn from it. *2205 Centennial*

What happens when longstanding issues of racism, xenophobia and prejudice become embedded in policy decisions? This session examines a specific slice of history to better inform us for the future: the incarceration of 120,000 Japanese Americans during WWII—an injustice committed by the U.S. government against its own people. Despite being formally declared a mistake as a result of "racism, war hysteria, and a failure of political leadership," this history has been recently cited as a precedent for future treatment of refugees and Muslims in America. When our institutions threaten bias from a policy level, as they have in the past, what can individual citizens do about it?

BRIAN LIESINGER, Executive Director of the Heart Mountain Wyoming Foundation

12:15 - 1 p.m.	LUNCH <ul style="list-style-type: none"> Team Processing Time Connect across institutions/organizations
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1:15-2:30 p.m. BREAKOUT SESSION #2:

Ethics in Hate and Bias Teams: Let's get the ball rolling *2215 Centennial*

Hate Response Teams' efforts and actions are guided by a set of implicit values in line with the University's policies, yet concrete guidelines informing our different procedures appear to be missing. This workshop will address the underlying ethical aspects that form the basis of our work on campus. Presenters will provide a space for discussing ways to integrate ethics and move closer to developing guidelines in support of all efforts to promote a safer and respectful environment for all.

BARBARA STEWART, Associate Dean for Diversity & Inclusion, University of Wisconsin-La Crosse

GLORIVETTE ALBINO-MONTALVO, Psychology Resident, University of Wisconsin-La Crosse

Beyond Black & Blue: Improving Community & Police Relations *2211 Centennial*

Join us for an interactive discussion regarding the historically fractured relationship between law enforcement and communities of color, and how this manifests within institutions of higher education. We will explore different vantage points and how these lenses affect our interactions with one another. Then we will go beyond the past and grapple with the current environment on college campuses. Ultimately, we will discuss opportunities to bring police and marginalized communities together, and how to see each other as a collective community working toward the social justice for all.

AJ CLAUSS, Programming Coordinator for Campus Climate, University of Wisconsin-La Crosse

CHRIS SCHUSTER, University Police Detective, University of Wisconsin-La Crosse

JORDAN SCHALLER, University Police Sergeant, University of Wisconsin-La Crosse

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