

UNIVERSITY OF WISCONSIN-MADISON
presents

HATE/BIAS SYMPOSIUM 2019

Repairing Harm, Rebuilding Trust



UW-MADISON LAND ACKNOWLEDGMENT

The 2019 Hate/Bias Symposium is located on the ancestral territory of the Sioux, Miami, Ho-Chunk, Sauk, Meskwaki, and Peoria people. As part of our efforts to enact socially just and inclusive practices, this acknowledgement serves as a reminder that before this site was settled, it had been long occupied by peoples who have a distinct linguistic, cultural, and historical connection to this location.

SYMPOSIUM PLANNING COMMITTEE

Satya Chima - Dean of Students Office
Ida Balderrama-Trudell - Division of Student Life
Susan Tran Degrand - Office of Talent Management
Catherine Dougherty - Dean of Students Office
Jaimee Gilford - UW Police Department
Elaine Goetz - Dean of Students Office
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Mari Magler - McBurney Disability Resource Center
Robin Mwai - Dean of Students Office
Heather Shimon - UW- Madison Libraries
Anthony Utrie - Dean of Students Office
Cleda Wang - University Housing
Rachael Willits - Dean of Students Office

SCHOOLS IN ATTENDANCE

Beloit College	University of Maryland
Benedictine University	University of Michigan
Brown University	UW-Eau Claire
Gustavus Aldophus College	UW-La Crosse
Indiana University Bloomington	UW-Madison
Macalester College	UW-Parkside
North Central College	UW-Platteville
Northwestern University	UW-River Falls
Penn State	UW-Stevens Point
Saint Mary's College of California	UW-Stout
Saint Mary's University of Minnesota	UW System Administration
School District of River Falls	UW-Whitewater
University of Iowa	Viterbo University
University of Mary	Western Technical College

Schedule At-a-glance

8:00-8:30 AM
REGISTRATION &
BREAKFAST

8:30-8:45 AM
WELCOMING REMARKS

8:45-9:30 AM
KEYNOTE SPEAKER

9:40-10:50 AM
BREAKOUT SESSION 1

11:00 AM-12:10 PM
BREAKOUT SESSION 2

12:20-1:30 PM
LUNCH

1:40-3:10 PM
BREAKOUT SESSION 3

3:20-4:00 PM
COFFEE & CLOSING

Additional Information

BATHROOM INFORMATION

A single stall restroom is located on the 3rd floor, next to the Union Office. If you take a u-turn at the top of the main staircase and head straight down the hallway, the restroom will be located on your left.

WIFI ACCESS

Network name: "UWNet"
Open a web browser to be redirected to the login page. Simply login with your NetID (or click on 'Create a guest account' if you do not have one).

REST & RELAXATION ROOM

(Alumni Room, 2nd Floor)

We may be covering some heavy topics today and encourage everyone to please take care of yourselves. The Alumni room on the 2nd floor is a space that folks can access all day to relax, rest your eyes, and have a quiet space.

Keynote Speaker

Dr. Desirée Anderson

“WHEN HATE AND BIAS HAVE A HOME ON YOUR CAMPUS, WHO IS RESPONSIBLE FOR THE EVICTION NOTICE?”

Desirée Anderson, Ph.D. is an educator and seeker of liberation. She is a social justice advocate with more than ten years of experience in higher education. She earned a B.A and M.Ed. from the University of Louisville. Before coming to serve as the Director of the Intercultural Center at Saint Mary's College of California (SMC), she served as the Associate Director of Multicultural Affairs at Tulane University in New Orleans for six years and an Area/Residence Director at Texas State University. In her capacity at SMC, she collaborates across campus to address campus climate issues through, but not limited to, the College Committee on Inclusive Excellence and the Bias Incident Response Team.



Desirée earned her Ph.D. from the University of New Orleans studying the use of campus-based restorative justice approaches as a response to racially motivated bias incidents. She is a member of the Restorative Justice Network of Catholic Campuses and occasionally teaches both undergraduate and graduate courses. She is currently working on a book chapter called Co-opting Restorative Justice in Higher Education.

Breakout Session 1

9:40-10:50am

OPTION 1:

LGBTQ+ IDENTITIES ON CAMPUS

Willem Van Roosenbeek, UW-La Crosse

Wisconsin Idea Room, 2nd Floor

LGBTQ+ identities are changing and our world is not ready! Young LGBTQ+ people have grown up in a world where LGBTQ+ characters have been in graphic novels and books, TV shows, films, video games etc. Same-sex marriage became the law, more schools have GSA's (Gender & Sexuality Alliances) than ever before, and LGBTQ+ people have run and won political office. They also see the backlash, hate, and violence against themselves and other underrepresented communities in our world. What can we do as educators? Inclusive campuses, policies, classrooms, and staff are the key. Please join us and learn how you can make a positive impact on your campus.



Will Van Roosenbeek is the Director of the Pride Center at the University of Wisconsin-La Crosse. In July he started his 18th year in this position. In this time, he has witnessed the ever-changing identities of ones' sexual orientation and gender identity. Will earned his Bachelor's of Science degree in Therapeutic Recreation and his Master's of Science in College Student Personnel at University of Wisconsin - La Crosse. Will lives in La Crosse with his partner Tara and their dog Ruby. He services as a volunteer for the community LGBTQ Center.

OPTION 2:

THE FIRST AMENDMENT, FREE SPEECH, AND HATE SPEECH

Nizam Arain, UW-LaCrosse

Fifth Quarter Studio, 2nd Floor

Covering the legal and policy issues, including related topics such as academic freedom, censorship, public vs. private institutions, partisan political speech, etc.



Nizam Arain is the Director of Equity and Affirmative Action and Title IX Coordinator at the University of Wisconsin-La Crosse, and serves as a member of the university's leadership team. He received his J.D. degree from the University of Michigan Law School and his B.A. in Political Science from the University of Illinois. His prior roles at UWL include Assistant to the Vice Chancellor for Administration & Finance, Risk Manager, Contract Administrator, and Records Officer. Prior to working at UWL, he was a practicing attorney in his home town of Chicago. In addition to teaching a graduate-level courses on higher education law and related topics for the Department of Student Affairs Administration, Nizam has taught courses in U.S. Government and Constitutional Law for UWL's Department of Political Science and Public Administration, and has given numerous guest lectures on issues of diversity, civil rights, civil liberties, and the legal system.

OPTION 3:

RESPONDING TO INCIDENTS INVOLVING FACULTY

Dorothy Pleas & Satya Chima, North Central College & UW-Madison

Industry Room, 3rd Floor

What is our response process to hate or bias incidents involving a faculty member as a witness or even a respondent? How do we effectively engage with our partners in Academic Affairs to strive for safe and brave learning spaces for our students? In this session, we will review case studies from our institution's efforts to respond to bias incidents involving faculty. We will share what went well, what could be improved and engage participants in a discussion around alternate approaches.



Dorothy Pleas is the Director of Multicultural Affairs at North Central College in Naperville, IL. In her role as director, Dorothy supports the success and achievement of students from underrepresented backgrounds as well as providing multicultural programming on campus. Prior to coming to North Central, Dorothy served as the Director of Campus Life and International Student Advisor at Southwestern College in Winfield, KS. She received her bachelor's degree from Vanderbilt University and her master's degree from Southwestern College.



Satya Chima (she/her/hers) identifies as a queer, multi-racial, woman of color. Satya graduated from the University of California, Santa Cruz with a Bachelor of Arts in Feminist Studies. She currently serves as the Bias Response and Advocacy Coordinator in the Dean of Students Office at UW-Madison. In her current position, Satya works on supporting and advocating for students who've experienced bias or hate incidents through trainings with staff and faculty, support meetings for victims, and educational conversations with respondents. She comes to the UW by way of California and Illinois, where she served various marginalized and underrepresented student populations at both the high school and collegiate level. She has experience working with transformative and restorative justice initiatives around issues of interpersonal conflict and systemic oppression. She has also facilitated numerous social justice trainings and restorative conversations with an emphasis on identity development, racial justice and healing.

Breakout Session 2

11:00-12:10pm

OPTION 1:

BUILDING EFFECTIVE HATE/BIAS RESPONSE TEAMS & PROCESSES

Amanda Florence Goodenough, UW-La Crosse

Industry Room, 3rd Floor

No place is immune to hate, bias, and everyday bigotry. Is your campus ready to respond? What proactive measures can you be taking? How do we foster a campus culture that resists bias and embraces inclusion? With these questions as the backdrop, this presentation will cover the basics of hate/bias response within higher education by outlining UW-La Crosse's model. An established team since 2005 with a reporting system that has received over 960 reports, we will highlight our guiding principles, current efforts, and future initiatives, while also addressing our many joys, challenges, and missteps along the way.



Amanda Florence Goodenough currently serves as the Director of Campus Climate at the University of Wisconsin-La Crosse, where she and her team provide workshops, resources, and assessment to advance social justice, equity, and inclusion throughout the organizational culture. As part of her responsibilities, Amanda has provided leadership for UWL's Hate Response Team for over ten years. Operating from a cultural humility framework, Amanda constantly strives to recognize structural oppression, disrupt inequity, speak truth to power, and elevate historically marginalized voices and experiences.

OPTION 2:

ART OF HEALING-WHAT DO STUDENTS DO WITH THE PAIN CAUSED BY EXPERIENCES OF HATE AND BIAS?

Laura Abellera, Ka Vue, K Weinberg, UW-La Crosse

Wisconsin Idea Room, 2nd Floor

Dialogue and intervention can only go so far, so what is our role in students' healing? We will talk about our new program Creative Collective and the transformative power of healing through art. Creative spaces like this can lead to communities rooted in healing, vulnerability, and meaningful relationships.

Laura Abellera graduated from UWL and returned to La Crosse for their M.S.Ed program in Student Affairs Administration. She works with Awareness Through Performance (ATP) in the Campus Climate office and serves on the Hate/Bias Response Team. Laura is a creative activist who believes in the power of art to create community and initiate progress, which explains why her office is covered in art (and pictures of her cats). (PGPs: she/her)

Ka Vue is an alumna of UW-Eau Claire and is currently in her M.S.Ed program at UW-La Crosse studying Student Affairs Administration. She is a graduate student in the Campus Climate office and works with the peer education program, SEEDs. She believes that spoken word is one of the most powerful tools in understanding one's traumas and uses it as a means of activism and healing. (PGPs: she/her)

K Weinberg graduated from the University of Missouri with a B.A. in English and will be graduating from the M.S.Ed program at UWL in May 2019. His passion project is Creative Collective, which is a combination of his love for writing and his passion for social justice. K deeply believes in the healing powers of laughter and creativity, so he spends his free time doing stand-up and writing poetry (when he's not watching Project Runway or America's Next Top Model). (PGPs: they/them, he/him)

OPTION 3:

STARTING AT THE ROOTS: GROWING UNDERSTANDING OF ANTI-BLACKNESS AND OUR CAPACITY TO CREATE CHANGE

Caitlyn LoMonte, UW-Madison

Fifth Quarter Studio, 2nd Floor

What is anti-blackness? How does anti-blackness show up in our everyday actions and thoughts? How can we be accountable and create change? This interactive session will provide participants with the opportunity to engage in conversation focused on better understanding how anti-blackness shows up in individuals, as well as explore the connection between anti-blackness, racism, and larger systems of oppression and privilege. Through guided individual reflection and group activities, participants will gain understanding of social justice terminology, engage in self-reflection around their social identities, and develop strategies for better challenging and disrupting injustice.



Caitlyn LoMonte serves as the Assistant Director for Social Justice Programs at the Multicultural Student Center at the University of Wisconsin-Madison. Caitlyn earned her Bachelor of Arts in Women's Studies and Bachelor of Science in Advertising from the University of Florida where she was a Machen Florida Opportunity Scholar. She served as an AmeriCorps VISTA at the University of Florida providing resources, support, and outreach to first generation college students and high risk high school students in the Gainesville, FL community before moving to Chicago, IL to pursue a Master of Arts in Women's and Gender Studies from DePaul University. Caitlyn is passionate about social change, education, and empowerment. She identifies as a Queer, multiracial Black woman whose work is grounded in Queer, Black, and Radical Feminist Theories and her own lived experiences existing at the intersection of several marginalized identities.

LUNCH BREAK 12:20-1:30PM

Varsity Hall 3, 2nd Floor

Lunch will be served in Varsity Hall between breakout sessions 2 and 3. We also encourage you to utilize the relaxation space located in the Alumni Room on the 2nd floor at this time if you would like.

Breakout Session 3

1:40-3:10pm

OPTION 1:

INVISIBILITY OF NATIVES AT PWIS: EDUCATION AS A TOOL OF COLONIZATION IN HIGHER EDUCATION

Heather Kind-Keppel & Sasanehsaeh Pyawasay

Industry Room, 3rd floor

We want to discuss the impact of both implicit bias and overt bias on Native students, faculty, and staff. Far too often we find ourselves not a part of the conversation, SJ curriculums, data presented etc. There are real consequences to this lack of representation or our invisibility in higher education. These observations will be supported by research (our own and others) and our personal narratives as students and professionals. It is important to both of us that Indigenous issues are embedded in the Hate/Bias Symposium. We (and other Native scholars/practitioners) have found lack of representation or the feeling of invisibility in other arenas to have a negative impact on Native participants. Education has been a tool used to colonize Natives for centuries—higher education is no different. Having a space to address these issues at the symposiums will aid in providing context when addressing issues of hate/bias incidents with Natives (e.g. mascots, theme parties, micro-macro aggressions etc.). We hope that this session would help both university faculty and staff have a greater understanding and how indigeneity intersects with hate/bias response in both the short and long-term.



Heather Kind-Keppel currently is at the University of Wisconsin-Parkside as their University Diversity and Inclusion Officer. she is also an associate instructor of Ethnic Studies, Political Science, and Sociology at UW-Parkside. Prior to her work at UW-Parkside, Kind-Keppel worked at Richland Community College, the University of Illinois-Urbana Champaign, University of Missouri-Columbia, UW-Stevens Point and Minnesota State University, Mankato. Kind-Keppel has a Master of Science in Counseling, a Master of Education in Educational Leadership and Policy Analysis, a Bachelor of Arts in History and is currently ABD. Kind-Keppel is passionate about raising awareness of the omission of Natives in social justice curriculums, the experience of Natives who have attended both PWIs and TCUs, and consistently advocates for our voice to be heard in higher education settings. In January 2017 she developed and taught an Indigenous based, for credit curriculum that deconstructed the Dakota Access Pipeline issue.



Sasanehsaeh Pyawasay serves as the Native American Student Success Coordinator at the University of Wisconsin System. In her role, is the principal resource for areas of strategic importance related to the educational success of Native American students within the UW System. Sasanehsaeh is an enrolled member of the Menominee Nation, who grew up on the Menominee Indian Reservation of Wisconsin. She has worked in education for over 11 years both with college and high school students in a variety of areas at UW-Madison and the University of Minnesota. As an educator and scholar-activist, Sasanehsaeh continues to work to transform educational spaces to honor and reflect indigenous student and community experiences. She centers her community in all that she does and believes it is her responsibility to always work on their behalf. Sasanehsaeh earned her Ph.D. in Organizational Leadership, Policy, and Development from the College of Education and Human Development at the University of Minnesota, and both her M.S. in Educational Leadership and Policy Analysis and B.A. in Sociology from UW-Madison.

OPTION 2:

Ableism, Interrupted

Kate Lewandowski & Mari Magler, UW-Madison

Fifth Quarter Studio, 2nd Floor

This session will explore how ableism has been institutionalized in higher education. Attendees will learn about the different forms of ableism that exists on college campuses and how this affects disabled students, staff, and faculty. Finally, attendees will also learn actionable steps to address ableism.



Kate Lewandowski (she/her/hers) is the Accommodation Specialist who works with Deaf and hard of hearing students at the University of Wisconsin-Madison's McBurney Disability Resource Center. Kate offers ten years of experience in the Disability Services field and her personal experience as a Deaf woman. Kate holds an M.S. Degree in Disability Services in Higher Education from the City University of New York (CUNY).



Mari Magler, J.D., is an Assistant Dean in the Division of Student Life and Director of the McBurney Disability Resource Center at the UW-Madison. She has been working in the field of disability since 1994 and higher education since 2005. She holds a J.D. from Hamline University School of Law and a B.A. in Linguistics from Metropolitan State University. She co-authored *The Mentor's Companion* and *A Plan for Mentorship of Educational Interpreters in Minnesota*.

OPTION 3:

AN INTRODUCTION TO THE THREE TIERS OF RESTORATIVE JUSTICE IN HIGHER EDUCATION

Desirée Anderson

Wisconsin Idea Room, 2nd floor

This session will walk participants through the three tiers of restorative justice and how they can be used in higher education to address various issues from student codes of conduct to building a more inclusive community. Additionally, the session will identify and discuss developing practices for addressing issues of bias using restorative practices. This interactive session is designed to provide information and practice on how to use the model for incidents of bias, as well as, consider the benefits and drawbacks of such a model. Additionally, the presenter will provide tips for effective implementation based on doctoral research.



Desirée Anderson, Ph.D. is an educator and seeker of liberation. She is a social justice advocate with more than ten years of experience in higher education. She earned a B.A and M.Ed. from the University of Louisville. Before coming to serve as the Director of the Intercultural Center at Saint Mary's College of California (SMC), she served as the Associate Director of Multicultural Affairs at Tulane University in New Orleans for six years and an Area/Residence Director at Texas State University. In her capacity at SMC, she collaborates across campus to address campus climate issues through, but not limited to, the College Committee on Inclusive Excellence and the Bias Incident Response Team. Desirée earned her Ph.D. from the University of New Orleans studying the use of campus-based restorative justice approaches as a response to racially motivated bias incidents. She is a member of the Restorative Justice Network of Catholic Campuses and occasionally teaches both undergraduate and graduate courses. She is currently working on a book chapter called Co-opting Restorative Justice in Higher Education.

Thank you so much for attending! Please take the time to give us your feedback in an online survey that will be provided to you after the symposium.

Thank you to our co-sponsors for this event, The Division of Student life and University Health Services .



Division of Student Life
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THANK YOU

We would like to extend a special thank you to all of the folks who have supported the planning and implementation of this symposium, specifically:

Departments:

The 2019 Hate and Bias Symposium Planning Committee
The Wisconsin Union Campus and Event Services and Catering Staff
UW-LaCrosse Hate Response Team
The McBurnery Disability Resource Center
UW-Madison Division of Student Life
UW-Madison Dean of Students Office Staff
UW-Madison Bias Response Advisory Board
UW-Police Department
University Health Services

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Laura Abellera
Mari Magler
Nizam Arain
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Satya Chima
Will Van Roosenbeek