

In celebration of Dr. Martin Luther King Jr.

SOCIAL

JUSTICE SYMPOSIUM

January 24, 2019

"Our lives begin to end the day we become silent about the things that matter." — MLK

THURSDAY, JAN 24

**Creating a Just Community by
Making the Unconscious Conscious**

8:30 a.m.–1 p.m. | University Club



UNIVERSITY OF
PITTSBURGH

studentaffairs

CROSS CULTURAL AND
LEADERSHIP DEVELOPMENT

Symposium Agenda

8:30–9 a.m.

Continental Breakfast

BALLROOM B, SECOND FLOOR

9 a.m.

Symposium Welcome

BALLROOM B, SECOND FLOOR

Linda Williams-Moore

Associate Dean of Students
and Director of Student Life

Introduction of Keynote Speaker

BALLROOM B, SECOND FLOOR

Summer Rothrock

Director, Office of Cross Cultural
and Leadership Development

Keynote Speaker

BALLROOM B

Making the Unconscious Conscious

Dr. Helen Turnbull

Human Facets

10:10–11 a.m.

11:10 a.m. – noon

10:10 – 11 a.m. only

Concurrent Breakout Sessions

BALLROOM B

Extending the Conversation with

Dr. Helen Turnbull

Human Facets

GOLD ROOM, SECOND FLOOR

Bias in the Workplace

Cheryl Ruffin

Institutional Equity Manager
The Office of Diversity and Inclusion

CONFERENCE ROOM A, THIRD FLOOR

Racial Bias

Mario Browne

Director, Office of Health Sciences Diversity

Concurrent Breakout Sessions *continued*

CONFERENCE ROOM B, THIRD FLOOR

Gender Bias

Dr. Melissa J. Marks

Director of the Secondary Education
Program, University of Pittsburgh,
Greensburg

LIBRARY, SECOND FLOOR

Disability Bias

Dr. Josie Badger

J Badger Consulting Inc President
RAISE Co-Director
United Way #IWantToWork Campaign Manager

11:10 a.m. – noon only

BALLROOM B, SECOND FLOOR

Political Bias

Dr. Tessa Provins

Professor, University of Pittsburgh

12:15 p.m.

Lunch

BALLROOM B, SECOND FLOOR

Acknowledgements

We would like to thank Dr. Kenyon Bonner for his continued support of the symposium. We thank Dr. Helen Turnbull, Dr. Tessa Provins, Dr. Melissa Marks, Dr. Josie Badger, Mario Browne, and Cheryl Ruffin for their contributions as speakers to our program. We thank the Division of Student Affairs Diversity and Inclusion Committee, the Student Affairs Marketing Team, the Office of Cross Cultural and Leadership Development, and the staff of the University Club for their support of the symposium.



KEYNOTE SPEAKER

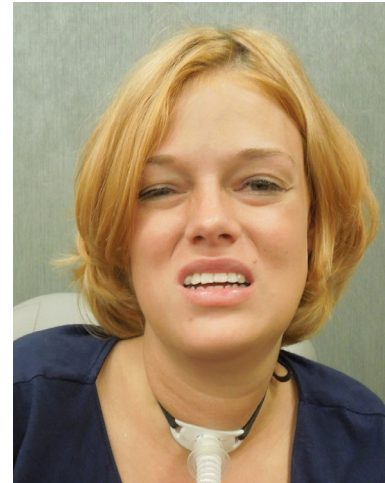
Dr. Helen Turnbull

Dr. Turnbull is a world recognized Thought Leader in global inclusion and diversity. Her PhD dissertation research was on stereotype threat and internalized oppression across cultures and she has a deep knowledge and understanding of what it takes to create an inclusive environment. In May 2013 she spoke at TEDx on "The Illusion of Inclusion" and has recently developed

a new model on the complexity of embedding an inclusive workplace culture. She keynotes on these topics globally and has spoken to senior executives in Australia, Asia, Europe, UK and the USA.

Dr. Turnbull has award winning clients and has made major contributions in assisting Texas Instruments to win the Catalyst Award and was instrumental in developing programs for both J. P. Morgan Chase and Citigroup Europe that won the prestigious Opportunity Now Award and Business in the Community Awards. Commonwealth Bank of Australia also won the 2012 Catalyst Award attributing the win in part to Cognizant, an Unconscious Bias tool developed by Dr. Turnbull.

She is a member of a number of professional societies, including Academy of Management, American Psychological Association, American Sociological Association and American Society for Phenomenology; The Neuro-Science Institute for Leaders and the OD Network. In 2009 she won the "Distinguished Research Award" for a journal article – "Diversity & Inclusion: Developing an Instrument for the Identification of Skills deficiencies" published in the Academy of Strategic Management Journal and is also published in the Organizational Culture, Communications and Conflict Journal and the Reflective Practitioner Journal. Her latest book is "Blind spots: A conversation with Dr. Turnbull about Unconscious Bias". She is also a CSP (Certified Speaking Professional) member of the National Speakers Association, and The Global Speakers Network and an accomplished keynote speaker, particularly in the area of Unconscious Bias and Inclusion.



Dr. Josie Badger, CRC, DHCE

J Badger Consulting Inc., President

RAISE Co-Director

**United Way #IWantToWork
Campaign Manager**

Dr. Josie Badger received her Bachelor's degree from Geneva College in Disability Law and Advocacy, a Master's from the University of Pittsburgh in Rehabilitation Counseling, and a

Doctorate from Duquesne University in Healthcare Ethics. In 2014 Josie founded J. Badger Consulting Inc. where she provides youth development and disability consulting services for organizations including the PEAL Center, on transition and leadership development. She is the Co-Director of the national RSA- Parent Training and Information Center technical assistance center (RAISE). She is also the campaign manager of the #IWantToWork Campaign, to improve the employment of people with disabilities. She serves as a board member of the United Way of Southwestern Pennsylvania, The Woodlands Foundation, and FISA. In 2012, Dr. Badger was crowned Ms. Wheelchair America. Previously, she was an author for the Center for Disease Control and Prevention for the book Launching into Adulthood and she served as president of the National Youth Leadership Network and the Pennsylvania Youth Leadership Network (PYLN).



Mario C. Browne, MPH CHES CDP

**Director, Office of Health Sciences
Diversity**

Mario Browne is the Director of Health Sciences Diversity at the University of Pittsburgh Schools of the Health Sciences. In this role he manages and monitors several diversity and inclusion, and cultural competency initiatives

within the Schools of the Health Sciences. Mario is an Affiliate Faculty Member of the Center for Health Equity in the Graduate School of Public Health, and a Faculty Fellow in the Center for Urban Education in the School of Education. Mario's expertise is in community engagement with a primary interest in translating research and theory of the social determinants of health into practice, and building community capacity to eliminate disparities and achieve equity. Mario is a Certified Diversity Practitioner and holds a BS in Biology and a BS in Medical Technology from Salem International University and a MPH from the University of Pittsburgh's Graduate School of Public Health. He is a member of the Delta Omega Honors Society for Public Health Excellence, an alumnus of the Emerging Leaders in Public Health Scholars program at UNC Chapel Hill and the Minority Training Program in Cancer Control Research at UCLA. He served as Public Health Administrator for the Allegheny County Health Department's Department of Epidemiology and Biostatistics, responsible for promoting county-wide public health promotion/disease prevention programs. Prior to that Mario served as Project Director and Community Health Coordinator for the University of Pittsburgh Center for Minority Health, now known as the Center for Health Equity (CHE). He was responsible for engaging community-based organizations as partners to eliminate health disparities and conducted community outreach, education and health promotion related to the national health disparity priority areas. Mario currently serves as the co-chair for the CHE's Community Research Advisory Board (CRAB), the Advisory Board for the Pennsylvania Department of Health Equity, and previously on the Pennsylvania Department of Environmental Justice and the Consumer Health Coalition Board of Directors. Mario is a member of the American Public Health Association where he serves on the Black Caucus of Health Workers Board of Directors, and the Society of Public Health Education where he serves as the co-chair of the Health Equity Community of Practice.



Cheryl Ruffin

Institutional Equity Manager

Cheryl Ruffin is the Institutional Equity Manager for the University of Pittsburgh. Some of her duties are to oversee the development of the University's Affirmative Action Plan, conduct Title VII investigations, and facilitate training for faculty, students and staff.

A 25-year employee, Cheryl Ruffin was a past recipient of the Chancellor's Awards for Excellence in Service to the Community. She was the November 2010 Dignity and Respect Champion, in 2014 was named as one of the Women of Excellence by the Pittsburgh Courier and is in Who's Who in Black Pittsburgh. Her involvement in Coro Pittsburgh's Women in Leadership and GTECH Strategies, and ReClaim South Pittsburgh Ambassador programs speaks to her commitment to service and effective leadership training. As the pastor of St. Paul AME Church, and an active community member, Cheryl Ruffin serves on the Knoxville Community Council where she supports and partners with other community organizations serving the Hilltop communities.

Cheryl is a graduate of Shippensburg University of Pennsylvania with a degree in Psychology, holds a Master's Degree in Divinity from Payne Theological Seminary and aspires to resume coursework toward a Doctorate in Ministry at Pittsburgh Theological Seminary. Cheryl Ruffin is also a charter member of the NuNu Chapter of Delta Sigma Theta Sorority, Inc.



Dr. Melissa J. Marks

Director of the Secondary Education Program

Melissa J. Marks, EdD, is the Director of the Secondary Education Program and the advisor for the SPSEA chapter on campus. She teaches a wide variety of courses, including strategies, diversity, social studies methods, and general teacher education courses.

Dr. Marks co-authored a book with

Dr. Diane Marsh entitled *How to Talk to Families About Child and Adolescent Mental Illness*. Dr. Marks co-created the “Early College Experience” program for college-bound high school students with disabilities. She was awarded the PGAA Outstanding Faculty Award (2009), the University of Pittsburgh at Greensburg President’s Medal (2010), the Pennsylvania Association of College Teachers of Education Teacher Educator of the Year Award (2014), The Pitt-Greensburg Distinguished Teaching Award (2016), and the University of Pittsburgh’s Chancellor’s Award for Distinguished Teaching (2017). Areas of research include teacher supervision, multicultural education and diversity, and social studies education. Her co-authored upcoming book is entitled “Teaching Diversity: Activities in Multiple Contexts.” Prior to teaching at the university level, she taught social studies to middle school students for 10 years.



Dr. Tessa Provins

Assistant Professor in the Department of Political Science

Tessa Provins is an Assistant Professor in the Department of Political Science at the University of Pittsburgh. She received her Ph.D. in Political Science from University of California, Merced in 2018. Dr. Provins' primary research interests focus on the design of American political institutions, particularly legislatures, and the

value of certain features of institutional designs to actors such as members, parties, and constituents. Her work focuses on the effects of legislative rules and the structure of legislatures on political party strategies and member voting behavior. As a member of the Choctaw Nation, she also has working research projects investigating the differing legislative structures of Native American Tribal Councils and their effect on intra-tribal, inter-tribal, and government relationships and policy outcomes. Her teaching interests include both American politics, race politics, gender politics and quantitative methods.

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