

# Breakout Session I

10:40 am - 11:40 am

## Intersectionality as a Disrupter of Women of Color's Invisibility in Higher Education

**Nicole M. Joseph**

This interactive session begins with “your stories” as women of color in the academy. Dr. Joseph starts with what participants already know about intersectionality as a theoretical frame, methodological tool, and pedagogical process. She then builds upon participants’ foundational knowledge to expand upon important components of intersectionality methodology (IM). What a participant can expect to walk away with is a shared collective knowledge about how and why intersectionality is critical for collective rebirth, renewal, and rise of power among women of color in the academy.

## Making the Unconscious Conscious: Dismantling Implicit Bias as a Prerequisite to Anti-Racist Work

**Josephine M. Kim**

Every breathing individual harbors unconscious biases that prevent us from making equitable and inclusive decisions. Our brains heavily rely on past cultural and socialization experiences by default to provide data that fills in the blanks between what we see and what we want to see. Hence, implicit racial bias is called “the new diversity paradigm,” recognizing the significant role it plays in our day-to-day functioning. It permeates all aspects of a counselor’s work, from the ways in which we offer advice and discipline to how we evaluate and set expectations. In this session, Dr. Kim will define implicit bias, demonstrate how unconscious bias works, and foster dialogue on how faculty can work to mitigate it.

## Mentors as Muses: Supporting and Inspiring Women Faculty and Graduate Students of Color

**Dalia Llera**

Our colleagues, students, or trainees often wonder, “How do I find support? What does support look like?” In this workshop, Dr. Llera will explore the mindset of being a person who can thrive at providing and receiving support. She will provide strategies to allow one to cultivate meaningful relationships at work through advising, mentorship, sponsorship, and coaching.

## They got in—now how do we keep them?—Classroom Retention Strategies for Underrepresented Students

**Kerstin Perez**

All too often, students’ passion for an academic discipline is extinguished by their experiences in undergraduate classrooms. For students whose gender, race, or ethnicity are underrepresented in a given academic field, classroom environments can appear especially unwelcoming. In this workshop, Dr. Perez helps participants develop interventions tailored to their own courses with the aim of improving students’ sense of belonging within the class environment and retention in their academic field of choice. The goal is to focus on small, manageable changes that can be immediately implemented.

## Transforming Education by Empowering Diverse Teaching Faculty

**Lisa A. Gray, Margaret Hahn-Dupont, Oyinda Oyelaran, Iman Salama**

The panelists will share their visions, experiences, and approaches to redefining higher education. They will discuss ways to empower teaching faculty and how to promote, embrace, and leverage diversity across academic programs.



# Breakout Session II

1:50 pm - 2:50 pm

## Activism in the Academy

**Shardé M. Davis**

We have been living through two concurrent pandemics for over a year—COVID-19 and systemic racism, specifically anti-Black racism and anti-Asian hate—and many of us are depleted mentally, physically, emotionally, cognitively, and spiritually. But, “the work” remains and someone has to do it. In this session, participants will listen to a personal account from Dr. Shardé M. Davis about serving as a “scholar activist” as a Black woman during a season of racial reckoning and COVID-19. And then, participants will enter into smaller groups to engage in discussions (using guiding questions) to think about how we (as women of color academics) can ensure that the social justice work continues while also honoring the fact that many of us need a break to recharge.

## The Art of Effective Negotiation

**Geraldine Richmond**

Negotiations occur every day in the scientific laboratory and workplace and often involve issues that are key to research success and career advancement. This interactive workshop, led by Dr. Geraldine Richmond, teaches the fundamentals of negotiation relevant to a variety of one-on-one conversations and group settings. Topics include the importance of negotiation to advance research and career objectives, identification of negotiables for research and career advancement, elements of a successful negotiation, the importance of developing alternatives to an agreement, techniques for handling difficult people and conversations, and the importance of listening and appreciating different viewpoints.

## The Power of Collaboration and Partnership in Grants and Research

**Janise McNair, Meenakshi Narain, H.C. Robinson, Serena Parekh**

The panelists will share their experiences and successful strategies to build research networks and collaborate on grant funding.

## Self-Care as COVID-19 Begins to Lift: Practical Tools to Enhance Your Life

**Robyn L. Gobin**

This session is designed to equip busy academic women of color with practical tips for making self-care a daily habit rather than an occasional luxury. Dr. Robyn L. Gobin encourages participants to explore the unique self-care challenges academic women of color face and how to overcome them.

## Using Our Voice, Crafting Our Image: The Power of Tempered Visibility

**Stacy Blake-Beard**

Delve into the concept of tempered visibility as a means of strategy and sustenance. In this session, led by Dr. Stacy Blake-Beard, the conversation will touch on several key questions. What is meant by visibility? How do we as women of color face the challenges associated with invisibility and/or hypervisibility? How does tempered visibility act as a powerful agent to accompany us as we navigate the complexities of our lives?

