8TH ANNUAL
DIVERSITY & LEADERSHIP CONFERENCE

CALL OF DUTY
★★★★★ 2016 ★★★★★

COMMITTING TO
DIVERSITY, LEADERSHIP, AND SERVICE

OCTOBER 13 – OCTOBER 14, 2016
CLAYTON STATE UNIVERSITY
STUDENT ACTIVITIES CENTER
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016 Diversity and Leadership Conference Committee</td>
<td>3</td>
</tr>
<tr>
<td>About the Department of Campus Life</td>
<td>4</td>
</tr>
<tr>
<td>About the Diversity and Leadership Conference</td>
<td>5</td>
</tr>
<tr>
<td>General Information</td>
<td>6</td>
</tr>
<tr>
<td>Schedule At-A-Glance</td>
<td>8-13</td>
</tr>
<tr>
<td>Conference Keynote Speaker Biography: Nia S. Walker</td>
<td>14</td>
</tr>
<tr>
<td>Closing Keynote Speaker Biography: Brian Banks</td>
<td>15</td>
</tr>
<tr>
<td>Pre-Conference Sessions Program Descriptions</td>
<td>16-17</td>
</tr>
<tr>
<td>Concurrent Sessions I. Program Descriptions</td>
<td>18-19</td>
</tr>
<tr>
<td>Poster Presentations I. Descriptions</td>
<td>20</td>
</tr>
<tr>
<td>Concurrent Sessions II. Program Descriptions</td>
<td>22-23</td>
</tr>
<tr>
<td>Poster Presentations II. Descriptions</td>
<td>24</td>
</tr>
<tr>
<td>Concurrent Sessions III. Program Descriptions</td>
<td>25-26</td>
</tr>
<tr>
<td>Acknowledgements</td>
<td>27</td>
</tr>
</tbody>
</table>
Faculty & Staff Members:

**Dr. Lakiesa Rawlinson**: Conference Chair, Department of Campus Life

**LaShanda Hardin**: Registration/Marketing, Department of Campus Life

**Tony Berry**: Technology and Equipment Manager/Marketing, Department of Campus Life

**Dr. Christina Grange**: Faculty Liaison, Associate Professor of Psychology, Clayton State University

**Atawanna Royal**: Activities, Department of Campus Life

**Jennifer Welch**: Volunteers/Sponsors, Department of Campus Life

**Dr. Eckert Werther**: Faculty Liaison, Assistant Professor of Psychology, Clayton State University

Student Leaders:

**Bobby Fiely**: Marketing/Junior/Alpha Kappa Lambda Fraternity, Inc.,

**Ebony Fountain**: Student Liaison/Senior/D.E.E.P. Peer Educator/AmeriCorps

**Yakcreona Glover**: Marketing/Senior/Iota Sigma Chapter of Zeta Phi Beta Sorority, Inc.,

**Ashley Kekula**: Activities/Senior/We are O.N.E. Interfaith Council/AmeriCorps

---

*Special thanks to students enrolled in PACE Course-PSYC 3180 taught by Dr. Eckart Werther for your contributions to this year’s conference.*

Mikayla Bailey, Junior

Danielle Clayton, Junior

Dakarai Haywood, Junior

Haleema Manzur, Junior

Jasmine Rolle, Junior

Naomi Stevenson, Sophomore

Viruanna Burton, Junior

Eboney Drake, Junior

Shekoiya Jackson, Junior

Alex Phillips, Senior

Alexis Shropshire, Junior

Paulicia Tolbert, Junior

Hayden Trice, Junior
The Department of Campus Life is the Home of Student Involvement!

We seek to enrich students’ collegiate experiences through mentorship, co-curricular programs, student advocacy, and the development of healthy relationships. The Department of Campus Life aims to create a learning community that fosters student development and awareness by making the connection between what is learned in the classroom and application outside of the classroom.

Research shows that if students feel they have made a connection to the campus and are engaged in and or out of the classroom, they are more likely to pursue a degree attainment and be more satisfied with their overall college experience. Students’ commitment to one or two activities, other than coursework for as much as 20 hours a week, is positively related to their overall satisfaction with their college experience.

Campus Life offers students several areas for involvement:

- Campus Programs
- Multicultural Programs
- Student Organizations
- Leadership Development
- Fraternity and Sorority Life
- Volunteerism & Community Based Initiatives
LEARNING AND DEVELOPMENT DOMAINS

By participating in the Diversity and Leadership Conference, we hope participants will:

**Multicultural Competence**
- Develop a common understanding of diversity, multiculturalism, and social justice and learn about other cultural groups
- Become self-aware of one’s own identity, biases, triggers and comfort zones
- Learn how to work collaboratively with people different from self and consider others' points of view

**Leadership Development**
- Analyze the influences of social identities on leadership style
- Exhibit democratic principles as a leader or group member

**Civic Engagement & Social Responsibility**
- Recognize social systems and how they affect specific groups
- Identify appropriate advocacy strategies to address social issues

**Practical Competence**
- Identify individual goals to enhance personal and professional growth and development
- Construct an action plan to improve in identified areas of growth
- Demonstrate knowledge and skills learned in the classroom, workplace, and community

DIVERSITY AND LEADERSHIP CONFERENCE
Registration
The Diversity and Leadership Conference Registration Table is located on the first floor of the Student Activities Center and is open during the following hours:

Thursday, October 13, 4:00 p.m. – 6:00 p.m.

Friday, October 14, 8:00 a.m. – 3:00 p.m.

Lost & Found
Lost and found items should be turned into the registration table.

Hashtag
Please use #DLC8 for the Conference feed on Instagram and Twitter.

Conference Sessions
In addition to the two invited keynote speakers, a call for educational sessions was shared with the Clayton State community, University System of Georgia colleges and universities, and local agencies. A record high number of over 50 proposals were submitted this year! Accepted programs demonstrated relevance to the conference learning outcomes, a solid foundation, and engaging material. The following types of sessions will be offered:

- **Pre-conference:** Pre-conference sessions are extensive, in-depth discussions on a specific topic; these sessions are approximately 120 minutes.

- **General:** General sessions are 45-minutes and focus on a wide range of diversity topics, including disability, gender, gender roles, health, leadership development, religion, and many more areas.

- **Poster:** Poster presentations are 10-minute sessions focusing on a specific area of research and general information related to conference theme. These sessions will occur in the SAC Lobby at various times.

Conference Evaluation
Session evaluations will be available after each session; in addition, the overall conference evaluation will be available at the end of the Diversity and Leadership Conference. Participants must complete the overall evaluation to receive a conference t-shirt.
Diversity Certificate
For the 8th Annual Diversity and Leadership Conference, individuals who attend a minimum of four conference sessions, which includes the pre-conference sessions, keynote presentations, the courageous conversation luncheon, general sessions, or poster presentations can received a Diversity Certificate to document their educational experience. Participants (i.e., students, faculty, and staff) will have the opportunity to earn one point per session/activity that is attended. Participants must earn a total of four points to receive a Diversity Certificate.

After attending one of the listed conference sessions or activities in the program booklet, participants should ask a session moderator to verify their attendance. For Clayton State faculty, staff, and students, certificates will be available for pick up in the Department of Campus Life, located in Suite 223, approximately one week after the conference. For Non-Clayton State participants, Diversity Certificates will be available at the end of the actual conference.

To receive one point per session, the participant must:

1. Take a copy of the Diversity Certificate of Completion Form to each attended session and have session moderator(s) verify your participation with a star.

2. Turn the completed Diversity Certificate of Completion Form into registration table.

For more information regarding your Diversity Certificate, contact Dr. Lakiesa C. Rawlinson, Associate Director of Campus Life at lakiesacanteyrawlinson@clayton.edu or 678-466-542
### SCHEDULE AT-A-GLANCE

**Thursday, October 13, 2016**

<table>
<thead>
<tr>
<th>Time</th>
<th>Events</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>4:00 p.m. – 5:00 p.m.</strong></td>
<td><strong>Pre-Conference Sessions</strong>&lt;br&gt;<strong>Check-In</strong>&lt;br&gt;Registration Table will be open from 4:00 p.m. – 6:00 p.m.</td>
</tr>
<tr>
<td><strong>5:00 p.m. – 6:30 p.m.</strong></td>
<td><strong>Pre-Conference Sessions</strong>&lt;br&gt;A. <strong>Ruck Up! Confronting Resistance, Exploring Discomfort, and Addressing “Isms” in the Classroom</strong> (Faculty)&lt;br&gt;Presenter: Mari Ann Banks, Ph.D., Associate Professor of Teacher Education, Clayton State University &amp; Interim Director, Center for Academic Success&lt;br&gt;B. <strong>An EmpoweRED AKAsion (ALL)</strong>&lt;br&gt;Presenters: Jenai Polite, Tau Epsilon Chapter of Delta Sigma Theta Sorority, Inc., Clayton State University&lt;br&gt;Khalin Johnson, Sigma Sigma Chapter of Alpha Kappa Alpha Sorority, Inc., Clayton State University&lt;br&gt;C. <strong>Migration and Society: A Screening of Who is Dayani Cristal? (ALL)</strong>&lt;br&gt;Presenters: Virginia Bonner, Ph.D., Professor of Film and Media Studies, Clayton State University&lt;br&gt;Rosario Vickery, Ph.D., Assistant Professor of Spanish, Clayton State University&lt;br&gt;D. <strong>Embrace (Students)</strong>&lt;br&gt;Presenters: Toni Simmons, Student Government President, Clayton State University&lt;br&gt;Antania Simmons, Student Government Vice-President, Clayton State University</td>
</tr>
<tr>
<td><strong>6:30 p.m. – 8:30 p.m.</strong></td>
<td><strong>Opening Celebration</strong>&lt;br&gt;Featuring cultural dishes, Lip Sync Competition, Laser Tag, and much more! <strong>FREE</strong> for registered conference attendees and Clayton State students.</td>
</tr>
</tbody>
</table>
### Friday, October 14, 2016
#### General Conference Sessions

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 a.m. – 8:45 a.m.</td>
<td>Check-In &amp; Continental Breakfast</td>
<td>Student Activities Center Ballroom</td>
</tr>
</tbody>
</table>
| 9:00 a.m. – 10:00 a.m. | Opening Remarks: Dr. Lakiesa Cantey Rawlinson, Conference Chair and Associate Director of Campus Life, Clayton State University  
Dr. Tim Hynes, President of Clayton State University  
Introduction of Keynote Presenter: Ashley Kekula, Conference Committee Member  
**Keynote Presentation: Nia Sade Walker, CSU Alumni, Activist, and Author** | SAC Ballroom |
| Friday, October 14, 2016 | General Conference Session                                                                 | Location                  |
| 10:15 a.m. – 11:00 a.m. | Concurrent Sessions I.  
**A. Don’t Ask, Don’t Tell, or Do You? Disclosure Matters for Invisible Disabilities (ALL)**  
**Presenters:** Michele Harold, M.S., Disability Services Coordinator, Clayton State University  
Kathryn Manly, Senior, Department of Chemistry & Physics, Clayton State University  
**B. Lead Where You Stand: Leading is a Requirement of ALL (ALL)**  
**Presenters:** Leigh Truss, Regional Director of Quality, Kaiser Permanente Georgia  
Christina Grange, Ph.D., Assistant Professor, Department of Psychology, Clayton State University  
**C. Get Up, Get Out: How Can College Students Serve as an Impetus for Social Justice (Students)**  
**Presenter:** Samuel Maddox, Ph.D., Associate Professor of Psychology, Clayton State University | SAC Ballroom A  
SAC Ballroom B  
SAC Ballroom C |
<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>D.</strong></td>
<td><strong>When it Gets Real: Beauty is in the Eye of the Beholder, But is it Affecting Your Health? (ALL)</strong></td>
<td><strong>SAC Laker Lounge</strong></td>
</tr>
<tr>
<td><strong>Presenters:</strong></td>
<td>Charlie Harris, Ph.D., Assistant Professor of Psychology, Clayton State University</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pinar Gurkas, Ph.D., Associate Professor of Psychology, Clayton State University</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Brian Goldman, Ph.D., Associate Professor of Psychology, Clayton State University</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Michelle Hunt, BS, Graduate Student, Department of Psychology, Clayton State University</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Paige Scott, Student, Clayton State University</td>
<td></td>
</tr>
<tr>
<td><strong>E.</strong></td>
<td><strong>Natural America: The Issue of Natural Hair in the Workforce</strong></td>
<td><strong>SAC Conference Room (2nd floor)</strong></td>
</tr>
<tr>
<td><strong>Presenters:</strong></td>
<td>Desiree Barrow, AmeriCorps Service Leader &amp; Business Major, Clayton State University</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ashley Kekula, AmeriCorps Service Leader &amp; Communications Major, Clayton State University</td>
<td></td>
</tr>
</tbody>
</table>

**11:15 a.m. – 11:30 a.m.**

**Poster Sessions I.**

|   | **A. Acute or Genuine: Demographic Differences Between Student Population and Faculty (ALL)** | **SAC Lobby** |
|   | **Presenter:** Danyail Smith, Clayton State Student, Department of Psychology |   |

|   | **B. Educational Barriers Among Adolescent Undocumented Latina/o Immigrants (ALL)** |   |
|   | **Presenters:** Paulicia Tolbert, Clayton State Student, Department of Psychology |   |
|   | Ed'Shayla Upshaw, Clayton State Student, Department of Psychology |   |

<p>|   | <strong>C. Institutionalized Racism: Workforce for African-American Males After Being Incarcerated (ALL)</strong> |   |
|   | <strong>Presenter:</strong> Ebone Drake, Clayton State Student, Department of Psychology |   |</p>
<table>
<thead>
<tr>
<th>Concurrent Sessions II.</th>
<th>11:30 a.m. – 12:15 p.m.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>D. Black Looking White, White Looking Black: You Don’t Know Me Like That! (ALL)</strong></td>
<td><strong>Presenter:</strong> Jacqueline Jordan, Ph.D., Professor of Biology, Clayton State University</td>
</tr>
<tr>
<td><strong>A. Building a Veteran Centric Culture (ALL)</strong></td>
<td><strong>Presenters:</strong> Maria Adams, Veterans Resource Coordinator, Clayton State University&lt;br&gt;Kiara Dees, President of Student Veterans Association, Clayton State University&lt;br&gt;Terence Grigsby, Vice-President of Student Veterans Association, Clayton State University</td>
</tr>
<tr>
<td><strong>B. Practice the Process: Creating a Truly Inclusive Campus Community (ALL)</strong></td>
<td><strong>Presenters:</strong> Atawanna L. Royal, M.Ed., Assistant Director, Department of Campus Life &amp; Advisor of the Campus Events Council, Clayton State University&lt;br&gt;Thadeous Taylor, Graduate Assistant, Campus Events Council, Clayton State University&lt;br&gt;Campus Events Council Executive Board Members, Official Programming Board, Clayton State University</td>
</tr>
<tr>
<td><strong>C. “Caping” Ain’t Easy: The Real Cost of Running the World</strong></td>
<td><strong>Presenters:</strong> Charlie Harris, Ph.D., Assistant Professor of Psychology, Clayton State University&lt;br&gt;Celeste Walley-Jean, Ph.D., Associate Professor of Psychology, Clayton State University&lt;br&gt;Christina Grange, Ph.D., Assistant Professor of Psychology, Clayton State University&lt;br&gt;Nichelle Gause, Ph.D., Instructor of Psychology, Clayton State University</td>
</tr>
</tbody>
</table>

**SAC Ballroom A**<br>**SAC Ballroom B**<br>**SAC Ballroom C**
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
</table>
| 12:15 p.m. – 1:00 p.m. | Lunch and Networking Session  
**Courageous Conversation Luncheon: Facilitated by Drs. Christina Grange & Eckart Werther** | SAC Lobby         |
| 1:00 p.m. – 1:15 p.m. | **Poster Sessions II.**  
A. Have Modern Day Gender Roles Affected Marriage? (ALL)  
**Presenter:** Letitia Myrick, Clayton State Student, Department of Sociology  
B. How Social Media Promotes a New Wave of Self-Love in the Black Community While Simultaneously Creating Modern Stereotypes  
**Presenter:** Arielle McClure, Clayton State Student  
C. Mental Health and Spirituality: Benefits of Integrating Spirituality into Mental Health Care (ALL)  
**Presenter:** Danielle Vinson, Clayton State Student, Department of Psychology | SAC Lobby         |
| 1:15 p.m. – 2:00 p.m. | **Concurrent Sessions III.**  
A. The Power of Microaggressions (ALL)  
**Presenters:** Toni Simmons, Student Government President, Clayton State University  
Antania Simmons, Student Government Vice-President, Clayton State University | SAC Ballroom A    |

**D. What’s Your Frame? (Students)**  
**Presenter:** Ebony Fountain, Diversity Peer Educator & Safe Space Trainer, Clayton State University

**E. Bring Back Our Boys**  
**Presenters:**  
Kiersten D.A. Nurse, Graduate Student, Department of Political Science, Clayton State University  
Rafael Salis, Clayton State Student, Department of Film and Digital Media
<table>
<thead>
<tr>
<th>Topic</th>
<th>Presenters</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>B. #ALLBlackLivesMatter: Black Politics, Society, and Intersectionality (ALL)</td>
<td>Ethan Winters, President of Gay-Straight Alliance, Georgia Southern University</td>
<td>SAC Ballroom B</td>
</tr>
<tr>
<td>C. Barriers or Division? Let’s Talk Religion (ALL)</td>
<td>Atawanna Royal, M.Ed., Assistant Director, Campus Life &amp; Facilitator of Interfaith Leadership Ambassador Program, Clayton State University Ashely Kekula, Interfaith Leadership Ambassador &amp; President of We Are O.N.E. Interfaith Council</td>
<td>SAC Ballroom C</td>
</tr>
<tr>
<td>E. No Means No (ALL)</td>
<td>Tykeria Holmes, Iota Sigma Chapter of Zeta Phi Beta Sorority, Inc., Clayton State University Yakreona Glover, Iota Sigma Chapter of Zeta Phi Beta Sorority, Inc., Clayton State University Tierra Melzar, Iota Sigma Chapter of Zeta Phi Beta Sorority, Inc., Clayton State University Devona Smikle, Iota Sigma Chapter of Zeta Phi Beta Sorority, Inc., Clayton State University</td>
<td>SAC Conference Room</td>
</tr>
</tbody>
</table>

2:15 p.m. – 3:00 p.m.

**Keynote Presentation:**
Brian Banks, Exonerated Former Football Player With An Inspiring Story Of Injustice, Strength & Redemption

Conference Closing

SAC Ballroom
Nia Sade' Walker  
CSU Alumni, Author, and Activist

Nia Sade’ Walker is a Millennial Mogul in the making, at only 22 years young. She is a Master Editor, Revolutionary Activist & Scholar, Youth Educator, Keynote Speaker, Skilled Vocalist and Best-Selling Author of *Young Black Fearless: The 7 Step Guide to Activism*.

Among the rising leaders of the millennial generation, Nia has begun to make a mark throughout Metro Atlanta. In addition to being the CEO & Founder of YBF Publishing, LLC, Nia is also the Founder & Executive Director of Literacy On Purpose, Inc. Her nonprofit organization aims to educate students in critical areas that lack attention in the public school system setting, such as: Entrepreneurship, Leadership, Service, Cultural History and Diversity. Nia is the Chairwoman of the Young Adult Council for the NAACP Clayton County Branch, Founding Member of both the Young Organizers of Georgia and the Revolutionary Moms Club, and one of the leading organizers of the Clayton and Dekalb County Coalitions for Justice and Police Accountability.

Nia has recently been named, "The Voice" of the Rising Generation! She is known to "Talk the Talk & Walk the Walk". Throughout the year, Nia travels to schools, churches, community events, and universities teaching, speaking, and conducting workshops geared to the uplifting and advancement of Black youth and young adults. She speaks and teaches on several topics, including her signature presentation: The Blueprint to Activism. Nia also coaches writers and emerging authors to reach their fullest potential through literary arts, the Teach.Write. Publish. YOUTH! Project, and her YBF Book Writing Bootcamp!

For more information on how to reach Nia Sade' Walker:
**Email**: missniasade@gmail.com  
**Facebook**: Nia Sade’ Walker  
**Instagram & Twitter**: @AuthorNiaSade | @AuthorNiaSade
Exonerated Former Football Player With An Inspiring Story of Injustice, Strength & Redemption

BRIAN BANKS

From a promising young athlete to a convicted felon imprisoned for crimes uncommitted, Brian Banks’ story is one of exasperating hardship, inspiring resiliency and redemption.

A high school football star with his sights set on the NFL, Banks was on his way to accept a full-ride scholarship offer from USC until his dreams were thwarted; he was falsely accused and subsequently convicted of kidnapping and raping a classmate. As a result, Banks served more than five years in prison and another five monitored as a registered sex offender. In 2011, his accuser was recorded admitting to fabricating the charges and with the help of the California Innocence Project, Banks successfully cleared his name, regained his reputation and earned tryouts with several NFL football teams.

Now a prominent activist against wrongful convictions, Banks recently teamed up with award-winning journalist and documentarian, Soledad O’Brien in a powerful program in which they share his story to initiate a much-needed conversation about mass incarceration, race and justice in America, to schools, organizations and events across the country. Banks is also a regularly featured presenter at the Midwest Innocence Project’s annual Faces of Innocence fundraising event.

Motivated by his powerful motto, "Success Is My Revenge," Banks offers deeply personal perspective on redemption, overcoming unimaginable challenges, maintaining a positive outlook and reclaiming one’s path in life.
A. Ruck It Up! Confronting Resistance, Exploring Discomfort, and Addressing “Isms” In the Classroom (Faculty)

**Location:** SAC Ballroom A

**Presenter:** Mari Ann Banks, Ph.D., Associate Professor of Teacher Education, Clayton State University & Interim Director, Center for Academic Success

This pre-conference workshop will work intimately with faculty as we acknowledge that we can no longer wait to begin a journey of exploring our discomfort with addressing “isms” in the classroom (such as ableism, racism, genderism, orientationism and others), confront our own resistance, and develop strategies that we can use in preparing for (or even initiating) these conversations in our classrooms.

B. An EmpoweRED AKAsion (ALL)

**Location:** SAC Ballroom B

**Presenters:** Jenai’ Polite, Tau Epsilon Chapter of Delta Sigma Theta Sorority, Inc.  
Khalin Johnson, Sigma Sigma Chapter of Alpha Kappa Alpha Sorority, Inc  
Additional Members of the Sigma Sigma Chapter of Alpha Kappa Alpha Sorority, Inc. and the Tau Epsilon Chapter of Delta Sigma Theta Sorority, Inc.

Both birthed at Howard University, during a time in history when the traditional roles of women were being challenged, the founders of the first Black sororities had to overcome sexism and racism. Today, the sororities continue to uphold the mission of their founders and the strong principles of education. While exercising integrity and activism, they remain a visionary of change through public service, diversity, and leadership. This presentation will focus on the sororities current philanthropies and current strategies utilized to combat injustices.

C. Migration and Society: A Screening of *Who is Dayani Cristal?* (ALL)

**Location:** SAC Ballroom C

**Presenters:** Dr. Virginia Bonner, Professor of Film and Media Studies at Clayton State University  
Dr. Rosario Vickery, Assistant Professor of Spanish at Clayton State University

*Who Is Dayani Cristal?* (Marc Silver, 2013) provides rare insight into human stories of danger, hope, and fear as migrants cross the border to the United States. The screening and discussion will foster cultural awareness and an increased understanding of diversity and advocacy.

*Public Performance Rights: Presented as part of the Spanish Film Club series with the support of Pragda and the Embassy of Spain in Washington, DC, Spain-USA Foundation. Special thanks to the Secretary of State for*
Culture of Spain. In addition, thanks to the Departments of Humanities and Visual and Performing Arts at Clayton State University for co-sponsoring the film.

**D. EMBRACE (Students)**

**Location:** SAC Laker Lounge

**Presenters:** Toni Simmons, Student Government President, Clayton State University
Antania Simmons, Student Government Vice-President, Clayton State University

The presentation will focus on the different styles of leadership and offer tips to participants on how to embrace their respective leadership style without jeopardizing their true personality. The presenters will discuss their lived experiences; in addition, share how they both emerged as leaders while staying true to their authentic selves.

**NOTES:**

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________

__________________________________________________________________________________________________________
A. Don’t Ask, Don’t Tell, or Do You? Disclosure Matters for Invisible Disabilities (ALL)

Location: SAC Ballroom A

Presenters: Michele Harold, M.S., Disability Services Coordinator, Clayton State University
Kathryn Manly, Senior, Department of Chemistry & Physics, Clayton State University

The Merriam-Webster Dictionary defines disclosure as the “act of making something known, revealed.” For individuals with disabilities, disclosure is influenced by a myriad of factors, most salient are type of disability, support system, and environment. A person with an invisible disability may choose to not disclose in order to “fit in,” or may disclose as needed. This presentation offers insight into the scope and depth of what disclosure means and when or if it happens for people with invisible disabilities, as well as presents a firsthand account of the disclosure journey for a Clayton State student with an invisible disability. Presenters will also provide tips for faculty, staff, and students on disclosure issues.

B. Lead Where You Stand: Leading is a Requirement of ALL (ALL)

Location: SAC Ballroom B

Presenters: Leigh Truss, Regional Director of Quality, Kaiser Permanente Georgia
Christina Grange, Ph.D., Assistant Professor, Department of Psychology

This presentation strives to demonstrate key empowering realities about leadership. A primary thesis of this presentation is that leadership is not restricted to a specific person or title. Instead, examples from years of experience in executive leadership support that each individual is the CEO of their own area of specialty. Factors central to this leadership approach apply to students, trainees, faculty, administrators, and executives across all disciplines. This presentation will use case examples and present strategies that can be utilized to empower teams (be it classroom, academia, or community-based) to own their sphere of influence in a manner that maximizes organizational outcomes, promotes team engagement, and inspires team members to be limitless. An assessment of how life experiences and diversity characteristics inform perspectives on leadership will also be central to the presentation.

C. Get Up, Get Out: How Can College Students Serve as an Impetus for Social Justice (Students)

Location: SAC Ballroom C

Presenter: Samuel Maddox, Ph.D., Associate Professor of Psychology, Clayton State University

There is a need for social justice. This workshop attempts to tap into a viable source of social justice advocates by empowering students to take action on campus and in the community. The workshop will
offer both discussion and experiential practice methods for students to gain awareness of how their cultural status contributes to or hinders social justice by using the social identity model. This workshop will also highlight opportunities in college that allow students to gain skills in social justice advocacy. Finally, this workshop will offer practical techniques for students to begin their journey toward social justice advocacy.

D. What’s Your Frame? (Students)

Location: SAC Laker Lounge

Presenter: Ebony Fountain, Diversity Peer Educator & Safe Space Trainer, Clayton State University

Our social identities, socialization, life experiences, cultural background, and personalities shape our worldviews. Have you critically examined your identities, beliefs, and values? or how these factors frame your views of others? This workshop will help individuals examine their FRAME; in addition, discuss their assumptions, fears, and biases and how our assumptions lead us to make judgements or stereotypes towards other groups. By participating in this session, participants will hopefully enhance their cultural competency and be better prepared to lead and work collaboratively with others different from their self.

E. Natural America: The Issue of Natural Hair In the Workforce (ALL)

Location: SAC Conference Room (2nd floor)

Presenters: Desiree Barrow, AmeriCorps Service Leader & Business Major, Clayton State University
Ashley Kekula, AmeriCorps Service Leader & Communications Major, Clayton State University

As many corporations and businesses are looking for diversity amongst their employees, women of color have had to overcome another battle---whether or not their natural hair and preferred hairstyles are sufficient for the white-collar jobs of corporate America. Many women feel pressure to conform to specific hairstyles, preferably straight or slicked back, to obtain a job in their field. In this presentation, participants will gain insight on how many women feel about their natural hair and the origins of these thoughts.

NOTES:

________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
________________________________________________________________________________________________________
A. Acute or Genuine: Demographic Differences Between Student Population and Faculty (ALL)

**Presenter:** Danyail Smith, Clayton State Student, Department of Psychology

This poster presentation aims to compare and contrast the demographics of Clayton State University (CSU) staff and faculty with the student population; in addition, the presenter will highlight how a lack of diversity within faculty/staff population creates potential barriers with students on campus. Participants in this session will take an anonymous survey about their thoughts on diversity at CSU.

B. Educational Barriers Among Adolescent Undocumented Latina/o Immigrants (ALL)

**Presenters:** Paulicia Tolbert, Clayton State Student, Department of Psychology
Ed'Shayla Upshaw, Clayton State Student, Department of Psychology

The presentation strives to educate and publicize the barriers among adolescent Latino/a undocumented immigrants. We will explore the issues surrounding the undocumented adolescents in contemporary society and the affects they have on adolescent Latino/as in the U.S. The presenters will also identify solutions to decrease or eliminate institutional barriers among undocumented Latina/o immigrants.

C. Institutionalized Racism: Workforce for African-American Males After Being Incarcerated (ALL)

**Presenter:** Ebene Drake, Clayton State Student, Department of Psychology

This presentation aims to educate others about institutionalized racism; in addition, how this phenomenon affects the African-American male population. Specifically, the presenter will focus on those whom were incarcerated and/or are still incarcerated, and the issues they face when trying to enter the workforce.

D. Black Looking White, White Looking Black: You Don’t Know Me Like That! (ALL)

**Presenter:** Jacqueline Jordan, Ph.D., Professor of Biology, Clayton State University

In today’s society, on many occasions, we categorize and judge people only by the color of their skin. Without asking questions, we sometimes stereotype a person based on our beliefs and assumptions related to a particular racial group. This session focuses on examples of how our biases related to race can affect our school, work, social, and personal life. The goal of this session is to stimulate some discussion about our
misconceptions related to skin color and to highlight the importance of getting to know others, their background, and even their religious beliefs.

NOTES:
A. Building a Veteran Centric Culture (ALL)

**Location:** SAC Ballroom A

**Presenters:** Maria Adams, Veterans Resource Coordinator, Clayton State University
Kiara Dees, President of Student Veterans Association, Clayton State University
Terence Grigsby, Vice-President of Student Veterans Association, Clayton State University

The purpose of our presentation is to help our Clayton State community be more inclusive to our Nation’s Veterans, active duty and their family members. In our presentation, we will provide tips on how to offer appropriate support, communicate effectively and honestly with our military affiliated students, and help with the transitions that military affiliated members face when becoming a student civilian.

B. Practice the Process: Creating a Truly Inclusive Campus Community (ALL)

**Location:** SAC Ballroom B

**Presenters:** Atawanna L. Royal, M.Ed., Assistant Director, Department of Campus Life & Advisor of the Campus Events Council, Clayton State University
Thadeous Taylor, Graduate Assistant, Campus Events Council, Clayton State University Campus Events Council Executive Board Members, Official Programming Board, Clayton State University

Diversity has become a favorite buzzword at American colleges and universities for the past couple of decades and calls to make it a reality have recently reached a fevered pitch. Although diversity, multiculturalism, and inclusion are values espoused by most colleges and universities, many institutions often times expect students to “magically” interact with peers from different cultural backgrounds on their own. This session will both engage and challenge participants to identify the importance of campus inclusion; think about the status of inclusion on their institution’s campus; and consider ways to contribute to creating a truly inclusive campus.

C. “Caping” Ain’t Easy: The Real Cost of Running the World

**Location:** SAC Ballroom C

**Presenters:** Charlie Harris, Ph.D., Assistant Professor of Psychology, Clayton State University
Celeste Valley-Jean, Ph.D., Associate Professor of Psychology, Clayton State University
Christina Grange, Ph.D., Assistant Professor of Psychology, Clayton State University
Nichelle Gause, Ph.D., Instructor of Psychology, Clayton State University

The Superwoman Schema is a conceptual model used to describe Black women’s strength. It includes
concepts such as care giving and resistance to vulnerability. Despite normative cultural and gendered socialization such traits, little is known about how pervasive this internalized schema is and its impact on Black women. Using empirical findings, the purpose of this workshop is to increase awareness of the presence and potential impact of this schema within African-American college women. The presentation will be a psychoeducational workshop that will increase multicultural awareness and engage participants in a self-reflective process that increases individual awareness. Through facilitated group discussion, participants will identify strategies for recognizing and managing the schema within their lives.

D. When it Gets Real: Beauty Is in the Eye of the Beholder, But is it Affecting Your Health? (ALL)

**Location:** SAC Laker Lounge

**Presenters:** Charlie Harris, Ph.D., Assistant Professor of Psychology, Clayton State University  
Pinar Gurkas, Ph.D., Associate Professor of Psychology, Clayton State University  
Brian Goldman, Ph.D., Associate Professor of Psychology, Clayton State University  
Michelle Hunt, BS, Graduate Student, Department of Psychology, Clayton State University  
Paige Scott, Clayton State Student, Clayton State University

This psychoeducational workshop will include both an empirically-based discussion of cultural similarities and differences in both self and others body image perceptions and the association of these perceptions with ethnic identity, authenticity, self-regulation, and health indicators. Participants will engage in a self-reflective activity where they will also be able to identify their own personal perceptions about body image relative to weight and their personal assessment of how these are related to health. Participants will learn about current health guidelines and how these either converge or diverge with personal perceptions. They will also learn about current research reflecting how varying body image perceptions are associated with other psychological and individual characteristics that have implications for health.

E. Bring Back Our Boys

**Location:** SAC Conference Room (2nd floor)

**Presenters:** Kiersten D.A. Nurse, Graduate Student, Department of Political Science, Clayton State University  
Rafael Salis, Clayton State Student, Department of Film and Digital Media

Throughout the years, the police and minorities have developed a genuine distrust for one another. Regulating and establishing parameters as to how the police should enforce the laws of the land, created much contention between citizens, the higher courts, and the police. *Bring Back Our Boys* is a documentary that covers the mass incarceration of Black males, police brutality, and reentry. The presenters will highlight the film, analyze the U.S criminal justice system, and discuss the many acts of violence against Black men perpetrated by the protectors of the law---our police. We hope to give voice to the families and victims of the slain and the unjustly incarcerated.
A. Have Modern Day Gender Roles Affected Marriage? (ALL)

**Presenter:** Letitia Myrick, Clayton State Student, Department of Sociology

Gender roles of women and men have changed due to education demands and an unstable economy. These factors have caused the roles of men and women to reverse. The presenter will highlight how the roles of men and women have transformed over the course of time and the implications on the institution of marriage.

B. How Social Media Promotes a New Wave of Self-Love in the Black Community While Simultaneously Creating Modern Stereotypes

**Presenter:** Arielle McClure, Clayton State Student

This presentation will focus on how Black millennials are contributing to the worldviews and self-images of their community through social media sites, such as Facebook, Instagram, and Twitter. Social media has undoubtedly given more young people a voice and political platform; however, many negative stereotypes have emerged about the Black community through these social media sites.

C. Mental Health and Spirituality: Benefits of Integrating Spirituality into Mental Health Care (ALL)

**Presenter:** Danielle Vinson, Clayton State Student, Department of Psychology

This poster presentation will define mental health and spirituality; in addition, discuss the benefits of integrating spirituality into mental health care.

**NOTES:**

________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________
A. The Power of Macroaggressions (ALL)

**Location**: SAC Ballroom A

**Presenters**: Toni Simmons, Student Government President, Clayton State University  
Antania Simmons, Student Government Vice President, Clayton State University

Social identities, chosen or not, shape our perceptions of others in society. Our social identity is whom we characterize ourselves as and includes categories such as race, gender, ethnicity, age, and class to name a few. Unfortunately, others target many individuals on a daily basis due to their social identities. One of the most common, invisible ways people often target others is through microaggressions. Microaggressions are the daily verbal, nonverbal and environmental insults, whether intentional or unintentional which communicate hostile, derogatory or negative messages to target persons based solely upon their marginalized group membership. The constant encounters with microaggressions or acceptance of this behavior can lead to an identity crisis to where individuals internalize these insults. In this session, the presenters will help students, faculty and staff understand microaggressions in a realistic way and help build empathy for those who feel marginalized by these daily aggressions.

B. #ALLBlackLivesMatter: Black Politics, Society and Intersectionality

**Location**: SAC Ballroom B

**Presenter**: Ethan Winters, President of Gay Straight Alliance, Georgia Southern University

The cry for action from the Black Lives Matter movement in recent years has reignited the civil rights movement in a new blaze of glory. However, some Black lives fail to receive mainstream media coverage, have legions of people rise up in their honor, or even get the basic respect of being laid to rest beneath the appropriate name. In this presentation, the presenter will highlight the intersectionality of Black lives. Black lives may be lived differently, but the struggles of being Black in a society built on institutional racism affects us all. ALL Black lives are at risk and ALL Black lives matter.

C. Barriers or Division? Let’s Talk Religion (ALL)

**Location**: SAC Ballroom B

**Presenters**: Atawanna Royal, M.Ed., Assistant Director, Campus Life & Facilitator of Interfaith Leadership Ambassadors Program, Clayton State University  
Ashley Kekula, Interfaith Leadership Ambassador & President of We Are O.N.E. Interfaith Council

Colleges and universities have often been the vanguard for many social change movements. One area of social change that deserves some attention and focus is religious diversity. Many stories have emerged in which acts of faith have been made a barrier of division, but in higher education have the ability to use religious and philosophical traditions to break down barriers and to provide models for engaging religion
to build bridges of cooperation. Participants in this session will walk away with a better understanding of religious diversity and an appreciation of religious pluralism.

**D. Role Reversal: The Epic Battle of the Sexes (ALL)**

**Location:** SAC Lake Lounge

**Presenters:** Kiara Dees, D.E.E.P. Educator, Clayton State University
Tyler Snow, D.E.E.P. Educator, Clayton State University

The main question that many men and women are faced with on a day to day basis is whether or not he or she knows their ROLE in society. It is safe to say that over the years the stereotypical roles that men and women have played have slowly REVERSED. This presentation will address the many issues as to why men and women positions in society have shifted along the years. The outcome of this presentation is for men and women to embrace one another’s social stature as well as be able to become self-aware of one’s own identity.

**E. No Means No (ALL)**

**Location:** SAC Conference Room (2nd floor)

**Presenters:** Tykeria Holmes, Iota Sigma Chapter of Zeta Phi Beta Sorority, Inc., Clayton State University
Yakcreona Glover, Iota Sigma Chapter of Zeta Phi Beta Sorority, Inc., Clayton State University
Tierra Melzar, Iota Sigma Chapter of Zeta Phi Beta Sorority, Inc., Clayton State University
Devona Smikle, Iota Sigma Chapter of Zeta Phi Beta Sorority, Inc., Clayton State University

Sexism can be defined as the discrimination, stereotyping, or prejudice, typically against women based on gender. Consequently, this form of oppression often creates barriers to equal rights. This presentation will explore how sexism is relative in the social, career, and collegiate arenas. Furthermore, the presenters will identify strategies on how women and men can bring awareness to sexism and practice equality.

**NOTES:**

_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________

26
The Department of Campus Life would like to acknowledge the following institutions, departments, individuals, and community partners for supporting and contributing to the success of the eighth annual Diversity and Leadership Conference at Clayton State University:

**Clayton State University**
- AmeriCorps Tutoring Program
- Campus Events Council
- D.E.E.P. Peer Educators
- Department of Biology
- Department of Psychology
- Department of Sociology
- Department of Teacher Education
- Disability Resource Center
- Iota Sigma Chapter of Zeta Phi Beta Sorority, Inc.
- Media and Printing Services
- Sigma Sigma Chapter of Alpha Kappa Alpha Sorority, Inc.
- Sodexho
- Student Government Association
- Student Veterans Association
- Tau Epsilon Chapter of Delta Sigma Theta Sorority, Inc.
- Veterans Resource Center
- We Are O.N.E. Interfaith Council

**Community Partners**
- Bojangles’ (located on Jonesboro Road)
- Georgia Southern University
- Honey-Baked Ham (located in Stockbridge)
- Interactive Attractions
- Publix (located on Mt. Zion Road)