



Eighth Annual Diversity Summit

Conference Program and Registration Form

OCTOBER 10, 2017
8:00 A.M. – 3:30 P.M.

South Western High School
200 Bowman Road
Hanover, PA 17331

UPDATED FORM!
THIS UPDATE CONTAINS A
NEW WORKSHOP TOPIC, HRCI
AND SHRM PENDING CREDITS!

Strong Community. Better Future.

Working together to promote multicultural understanding in the 21st Century

Keynote Speakers



JEREMY POINCENOT was your typical San Diego State University sophomore. Friends, sports, fraternity and most importantly, perfect 20/20 vision. Then, with no warning and no time to prepare, life began to blur. Over two short months Jeremy lost central vision in his right eye, followed closely by his left. The diagnosis: a rare genetic disorder called Leber's Hereditary Optic Neuropathy (LHON), a disease with no treatment and no cure in sight. At first, Jeremy was told that losing his vision meant forfeiting a meaningful life. But he learned that his ability to succeed was stronger than his disability, and that with every challenge comes an opportunity for greatness. With some hard work and dedication, a year after losing his sight he won the World Blind Golf Championship, created a fundraising bike ride which has raised over \$175,000 for LHON research, and graduated with a degree in business. Jeremy now advocates for changing perceptions of disability and living a limitless life through features on CNN.com, MTV's True life, ESPN.com & ABC 20/20.



DEO MWANO, originally from the Democratic Republic of the Congo, Deo Mwano is an innovative, multi-cultural leader in education, organizational leadership and social justice. He teaches, inspires, and motivates students to follow a path of self-improvement and dedication to others. In doing so, Deo draws on his often traumatic personal experience as well as his educational background. Growing up during a violent civil war, Deo faced much misfortune. At age nine, he became the patriarch of the family. It wasn't easy. But after moving to the United States in 2000 with his mother and three younger brothers, he found his voice. A gifted performer and presenter, Deo connects with others through dance and motivational speaking. His talents have been welcomed at Yale University, *NHPR's Word of Mouth*, The Moth storytelling at GCIR annual event, TEDx Amoskeag Millyard, the Ethiopian Community Development Council (ECDC), WJLA TV, and Politics and Prose, which emphasizes the importance of global and social awareness.

UPMC for You

Affiliate of UPMC Health Plan



DESCRIPTION OF SESSSIONS

Implicit and Unconscious Bias: Recognizing Hidden Prejudices That Impact How We Do Our Jobs - CS-1

Facilitator: Tameka M. Hatcher, Pennsylvania Human Relations Commission

The foundation of the United States of America was forged in a culture of capital ISMs: Racism. Sexism. Ethnocentrism. Homophobia. Religious Fanaticism. Together, these “isms” form what are known as the Implicit or Unconscious Biases that shape our opinions about others and inform our hiring and admissions practices. In this workshop, facilitator Tameka Hatcher, Educational Outreach Coordinator of the Pennsylvania Human Relations Commission reviews what the Racial Justice Institute calls “Historical Moments in Systemic Oppression” and helps participants begin the process of unpacking our baggage to see how unconscious bias weighs us down. The course explores affinity, or “like me” bias, and identifies the root of the problem to stop bias from choking the life out of your agency. The course goal is for participants to foster a supportive and inclusive employment, educational or housing environment. *Pending certification credit by both HRCI and SHRM*

Fair Housing Fundamentals – CS-2

Facilitator: Heather Roth, Pennsylvania Human Relations Commission

People have the right to live where they want. Unfortunately many people cannot find or keep housing due to discriminatory practices by housing providers. In PA, housing discrimination complaints account for about 10% of all formal complaints filed each year with the PHRC. The highest percentages of these complaints were filed based on disability followed by retaliation then race or color. Nationally, more than 10,000 complaints are filed a year. This presentation will review: what constitutes unlawful housing discrimination, what are unlawful housing practices, what are housing providers’ obligations to provide or allow reasonable accommodations and reasonable modifications for people with disabilities, what are housing providers’ obligations to allow service/support animals, penalties that can be assessed for violating the PHRA and how to file a complaint.

Effective Strategies to Address Immigrant Bullying – CS-3

Facilitator: Michelle Gwinn Nutter, Center for Safe Schools

As schools work to successfully prevent and intervene in acts of bullying, they are often challenged by bullying behaviors that cross the line into civil, civil rights or criminal law violations. Bullying which targets immigrants violates Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, or national origin. This session will examine bullying in general, and delve into the problem and prevalence of bullying which targets ELLs and immigrant students. The United States Department of Education, Office of Civil Rights, has provided significant guidance through the issuance of a series of “Dear Colleague” letters, which will be reviewed and discussed during the session. Participants will also receive information relative to possible criminal law implications when bullying behaviors cause mental or physical injury to targeted students. This session will also examine the legal ramifications of “deliberate indifference” with regard to failure to address bullying in their schools. Finally, the session will conclude with information on preventing, recognizing and responding to protected class bullying in order to create a safe, supportive, harassment-free school climate.

How to Speak Up at School – CS-4

Facilitator: Michelle Gwinn Nutter, Center for Safe Schools

Have you ever found yourself in the uncomfortable circumstance where someone, a student, parent or colleague, uses biased language or stereotypes in school? This workshop, based on Teaching Tolerance’s publication, How to Speak Up at School, is designed for educators who want to develop the skills to speak up themselves and who want to help their students find the courage to speak up, too. When someone makes a biased statement, we must act quickly! Using video scenarios, participants will learn to use four techniques (interrupt, question, educate and echo) to respond to biased language in the moment, from any source, in any situation.

Building Communities with Peacemaking Circles – CS-5

Facilitator: Charito Calvachi-Mateyko, Delaware Transformative Justice, LLC

This experiential workshop will teach Peacemaking Circles, the most restorative justice process of dialogue there is to develop meaningful relationships in the workplace, the classroom, the school environment, and within the sanctuary of family and marriage life, as well as to address violence in society and justice issues. Participants will experience the benefit of the art of listening as well as finding their own voice; will learn the inner and outer structure of Circles, and explore the ways how they can apply it in their daily lives to develop just relationships.

Moving Mountains with Micro-Iniquities – CS-6

Facilitator: Samm Smeltzer, Leadership Arts Associates

Micro-inequities are subtle, typically unconscious and unintentional but have become known as the quiet discrimination. These micro actions could send a message of judgment without you even knowing. In this interactive workshop, come increase your knowledge and awareness of your personal micro-inequities. Then learn how you can begin to mend them and be a part of this powerful movement. *Submitted to HRCI for evaluation*

Dismantling the Shackles of Ageism – CS-7

Facilitator: Cathy Bollinger, York County Community Foundation

Is 60 the new 40? Is age just a number? Despite your actual age, do you feel that you are old? There’s no right or wrong way to age yet society bombards us with messages that place value on looking youthful and having the abilities of a younger person. Ageism, systematic stereotyping and discrimination based on age are ever-present, largely automatic, and deeply rooted. It’s the one “ism” that goes largely unchallenged and is not recognized as an issue by the general public. Join me for a session to dismantle the shackles of ageism and improve attitudes around one’s own aging and older people as a group. *Submitted to HRCI for evaluation*

The Impact of Bias – CS-8

Facilitator: Melissa Plotkin, York Jewish Community Center

This will be an interactive training where participants will learn about respecting differences in others and foster “aha” moments leading to shifts in mindsets. This session will enable participants to become aware of the impact of bias (words and actions), as well as the boundaries and the power of language as it relates to the various areas of diversity (socioeconomic, race, gender, religion, etc.). Resources will be provided to participants in order to explore their biases and further promote a respectful community.

DESCRIPTION OF SESSSIONS

Trans 101: Working Competently with Transgender and Gender Non-Conforming Youth- CS-9

Facilitator: *Sabrina L. Valente, TrueNorth Wellness Services*

Transgender issues have been at the forefront of attention in media lately. As people like Caitlyn Jenner pave the way for others to come out, often at younger and younger ages, it has become apparent that there is a lack of knowledge in how to best support these individuals. More and more frequently, mental health professionals, school guidance counselors, and others are called to work with transgender and gender non-conforming youth, often with little to no training. This workshop provides a "101" lesson that focuses on terminology, pronoun use, treatment options (including medical treatment) and ways to support transgender youth in a variety of settings. Additionally, this presentation will feature at least one transgender youth who will share their own experiences about growing up as a trans person and provide time for questions and answers at the end. *Submitted to HRCI for evaluation*

Understanding the Challenges and Finding Solutions for Inclusion of People with Disabilities–CS-10

Facilitator: *Stacy M. Kyle, Association on Higher Education and Disability(AHEDD) & PA Business Leadership Network*

Attendees will hear about a number of challenges faced by people with disabilities and leave with possible solutions that they can implement or share with others. The challenges covered will include common misconceptions about someone's ability to participate/work, identification of effective accommodations, preparation for effective self-advocacy, frequent misunderstandings of SSA benefits, and various kinds of accessibility issues. Becoming aware of the barriers is the first step to helping people with disabilities to be fully included in the workplace and community. *Pending certification credit by both HRCI and SHRM*

Anti-Semitism during the Holocaust and Beyond- CS-11

Facilitator: *Deb Smith, Hanover Public School District*

Participants will learn the roots of anti-Semitism and how the Nazis were able to segregate Jews from the population thru laws and propaganda. Participants will also view different examples of anti-Semitism today and will discuss the Party platform of Adolf Hitler. *Submitted to HRCI for evaluation*

The Involvement on Leaders Breaking the Shackles of Life-CS-12

Facilitator: *Eric Johnson, SMART and Open Arms Recovery Center*

There are a variety of paths in life and each of these paths can have a different set of struggles. Some moments we feel broken and alone. This workshop will consist of the story of one who's been there and experienced various forms of shackles. After finding his recipe for change, he was able to continue betterment through the help of leaders. Some of these leaders will be in this workshop. They will express how their areas can help to break various types of shackles for yourselves or other community members. Areas to be covered are Drug and Alcohol Treatment, Mental Health Treatment, Veteran Affairs, Education & Employment, the Treatment Courts of York County, and Medical Needs. Information will be given on what each area is doing and what they have to offer individuals bound by shackles. There will be time given for questions, as well as some materials. We look forward to seeing you and are excited to continue helping the community.

Why Coexist can't exist: A Conversation on Religious Inclusivity- CS-13

Facilitator: *Cesar A. Perez, Iglesia Cristiana Manantial de Vida and Ri:Vive*

You've seen it, that bumper sticker with the iconic religious symbols that spell out that one famous word, COEXIST. Wouldn't it be nice if we could do what that bumper stick asks us? Yet despite the creator's intent and the popularity of that bumper sticker, we have yet to comply with the authors demands. How come? Why can't we all just "get along"? Why is the conversation so hard? In this work shop we will face head-on one of the toughest conversation in our culture, the reason why religious inclusivity hasn't been possible and what to do about it. We will ask ourselves the hard questions, we will go where other feel uncomfortable and we will search for truth in what is called relative. Come, let's discover together.

How Losing My Sight Opened My Eyes - CS-14

Facilitator: *Jeremy Poincenot, Motivational Speaker*

This informative, interactive and highly-engaging breakout session explores the importance of embracing interdependence. The speaker will share his own story of personal adversity and how he turned challenges into opportunities through collaboration, trusting relationships, and meaningful partnerships. This session will particularly focus on how to think strategically about solutions through authentic collaboration, because alone we are limited, but together we are limitless.

Get out of your Comfort Zone in Order to Maximize on Being Inclusive- C-15

Facilitator: *Deo Mwanu, Motivational Speaker*

Explore how to be truly inclusive and learn how to confront your personal biases in order to give everyone a fair chance. Being inclusive opens up opportunities to learn from others. Diversity brings ingenuity to communities. How do you create a space that allows other cultures to feel welcomed and provide them opportunities to thrive? Come learn different techniques that will help you and your organization confront your biases and help you build relationships with different cultures. When people feel they belong that is when they feel a sense of ownership, invest and protect the community they live in. Come and join Deo in this insightful workshop that will help you and your organization improve your approach in how to be inclusive. *Pending certification credit by both HRCI and SHRM*

Working with Multiracial Individuals in a Race-Conscious Society- C-16

Facilitator: *Cori A. Reed, TrueNorth Wellness Services*

Multiracial children and families are two of the fastest growing populations in the United States. Similarly interracial relationships and adoptions also continue to increase. With an increase in the population of multiracial children and individuals, it's important that we as a society are able to provide support to this population. Multiracial individuals often face microaggressions, and discrimination (both implicit and explicit). They are often asked and told that they must pick a race or culture, as if they are unable to identify with both. The purpose of this presentation is to help individuals to understand the joys and challenges of multiracial individuals, and what we can do as a society to better support these individuals personally, and professionally. *Pending certification credit by both HRCI and SHRM*



**Program-at-a-Glance:
October 10, 2017**

Eighth Annual Diversity Summit

Act 48 and HRCI / SHRM Credits

- 7:30 am to 8:00 am Registration & Continental Breakfast**
- 8:15 am to 8:30 am INTRODUCTION (Auditorium)**
Dr. Jay Burkhart, *Superintendent - South Western School District*
Jonathan Encarnación, *Regional Director - Lehigh/Capital, UPMC for You*
- 8:45 am to 9:45am KEYNOTE SPEAKERS (Auditorium)**
Jeremy Poincenot, *Inspirational Speaker & Blind Golf Champion*
- 9:45 am to 10:15 am BREAK/VISIT TABLE DISPLAYS**
- 10:15 am to 11:45 am BREAKOUT SESSIONS I**
- 11:45 am to 12:45 pm LUNCH BREAK/VISIT TABLE DISPLAYS**
DEO MWANO, *Inspirational Speaker on Education, Leadership & Social Justice*
- 12:45 pm to 1:45 pm KEYNOTE SPEAKER (Auditorium)**
- 2:00 pm to 3:30 pm BREAKOUT SESSIONS II**
- 3:30 pm ACT 48 AND HRCI/ SHRM CREDITS – FRONT ENTRANCE**

This summit is an initiative of the Hispanic American Center of Hanover and is possible through the financial support and collaborative efforts from the following agencies:



UPMC for You

Affiliate of UPMC Health Plan



