Awakening the Mind to Hidden Bias
Friday, March 8, 2019 1 – 3 pm
Gender & Sexuality Center, Multipurpose Room
19 Upper College Road, Kingston, RI 02881

Workshop Description: Scientists such as BF Skinner and Pavlov have long provided many renditions on how our unconscious thoughts control our behavior. Many of us are not aware of how our thoughts and assumptions, negative or positive, impact our daily decisions. No one is immune from bias, hidden or otherwise, but when they rear their ugly heads it allows well-meaning people to make catastrophic errors that adversely affect their organization and themselves. We will focus on discovering hidden bias, four levels of competence/awareness and how bias is developed. NOTE: You must take the Implicit Association Test - Race IAT. (a) Go to https://implicit.harvard.edu/implicit/takeatest.html. (b) Scroll to the bottom of the page. (c) Click on, "I wish to proceed." (d) Click on the "Race IAT." (e) Read the instructions and take the Race IAT. (f) Read, print, and bring your results to the workshop.

Gerard J. Holder, JD
Assistant Director/Diversity Deputy Title IX Coordinator
Office of Affirmative Action, Equal Opportunity

Gerard J. Holder is a human resources and organizational consulting professional with extensive experience working with a variety of corporations, state and local governments and universities. He has expertise in on-line diversity and sexual harassment training programs development; writing and implementing diversity, bias and sexual harassment policies and procedures; executive coaching; corporate policy design and implementation; interviewing, hiring and retention initiatives; minority recruiting and retention initiatives; developing employee mentoring programs; and leadership development. He is the president of GH Consulting and the author of Hidden Bias: How Unconscious Attitudes on Diversity Undermine Organizations and What to Do About It. He earned a bachelor’s in Accounting from Northern Arizona University and a juris doctorate from Southern New England School of Law.

Being an Effective Ally Across Social Identities
Friday, March 22, 2019 3 – 5 pm
Gender & Sexuality Center, Multipurpose Room
19 Upper College Road, Kingston, RI 02881

Workshop Description: We are all living as a combination of a number of social identities. We each are a mosaic of our gender, sexuality, race, religious beliefs, socioeconomic status, physical ability, and more. Individually, these identities are greeted with different levels of societal acceptance, and the synergistic acceptance of all our identities leads us each to a unique experience of the world. This workshop aims to build in attendees the ability to demonstrate acceptance and humility in interacting with friends and colleagues who have a different combination of social identities than ourselves. In building skills as allies, we will discuss and practice how we can use the privilege of certain identities we possess to act against the oppression that folks with less privileged identities experience. After this workshop, attendees will be able to (1) define what it means to be an ally across a variety of social identities, (2) engage skills to practice effective ally behavior, (3) discuss the importance of allyship with people who express interest or curiosity in how to be more inclusive in their daily lives.
Kaytee Canfield, MS  
Research Assistant for Marine Affairs  
Doctoral Program in Marine Affairs

Kaytee Canfield (she/her/hers) is a PhD candidate in the Marine Affairs Department at URI researching the social justice of tourism development. She completed the Professional Development Badge in Diversity and Inclusion in Spring of 2018. After completing the badge, she has sought out extracurricular opportunities to build a stronger environment of antiracism and allyship at the University of Rhode Island and in Rhode Island. She has co-led workshops on cultural humility and understanding identity and privilege since July of 2018 through Brown University’s Pre-College Program and the URI College of Environment and Life Sciences. Through her workshop, Kaytee hopes to help attendees build skills to be allies across a variety of social identities here at URI and in the society at large. Kaytee earned bachelor’s and master’s degrees in Environmental Studies from the University of Southern California in Los Angeles.

Brooke Huynh, BA  
Graduate Assistant for Disability Services for Students  
Master’s Program in College Student Personnel

Brooke Huynh currently is in her last semester in the College Student Personnel Program at the University of Rhode Island. She serves as the graduate assistant in Disability Services for Students and is also an intern at the Intercultural Center at Rhode Island School of Design. When she is not in those roles, she spends her time as the President of the Graduate Student Union. Prior to her career at URI, she worked at Hampshire College in their student activities office. She is a graduate of Mount Holyoke College class of 2015 with a degree in both History and Gender Studies. Brooke is passionate about student affairs and is pursuing a career in multicultural education and social justice.

**Bystander Intervention Training Module I: Without Consent**

**Wednesday, March 27, 2019 1 – 3 pm**  
Memorial Union, Room 313  
50 Lower College Road, Kingston, RI 02881

**Workshop Description:** The URI-STANDers have had unprecedented success working with athletic teams and coaches, fraternity members and area police, all groups that have traditionally, or perhaps stereotypically, been resistant to domestic violence and sexual assault messages. Using an interactive, non-antagonistic, and humorous approach we will demonstrate and discuss how community members can evoke positive responses and solicit bystander involvement from members of your community. The purpose of this workshop is to (a) learn the definition of consent as well as the RI State Statutes on 1st, 2nd and 3rd degree sexual assault; (b) be able to recognize stereotypes regarding sexual assault – including the effects of victimization on survivors; (c) learn the prevalence of sexual assault on college campuses among victims from all genders, races and ethnicities; and (d) be introduced to the prevention of sexual assault through bystander intervention methods as appropriate responses to victims in terms of resources, confidentiality, Title IX, Clery, and other mandatory reporter issues.

Keith Labelle, MA  
Supervisor  
Bystander Intervention Program/URI-STANDers

Keith Labelle strives to educate all members of the campus community on how to recognize, respond to and end the epidemic of sexual violence through the use of Bystander Intervention theories and strategies. Keith is an MVP-certified facilitator who created the iSTAND Program at URI. The URI-STANDers are a team of specially trained students who create and perform interactive bystander intervention workshops and programs to educate and increase sexual violence awareness campus-wide. He has also served as a member of the NCAA Speaker’s
Bystander Intervention Training Module II: STAND Up to Sexual Violence

Wednesday, April 3, 2019 1 – 3 pm
Memorial Union, Room 354
50 Lower College Road, Kingston, RI 02881

Workshop Description: For students well-versed in the epidemic of sexual violence, this interactive 90-minute workshop will focus on appropriate responses to victims of sexual violence in terms of resources, confidentiality, Title IX, Clery, Responsible Employees, Campus Security Authorities and other mandatory reporter issues. Participants will learn about the impact of victimization effects on college students specifically and how to provide appropriate crisis counseling referrals in a trauma-informed way. Audience members will learn about the grooming process, the cycle of violence, mandatory reporting issues, adjudicating sexual violence cases and resources for victims both on and off campus.

Keith Labelle, MA
Supervisor
Bystander Intervention Program/URI-STANDers

Keith Labelle strives to educate all members of the campus community on how to recognize, respond to and end the epidemic of sexual violence through the use of Bystander Intervention theories and strategies. Keith is an MVP-certified facilitator who created the iSTAND Program at URI. The URI-STANDers are a team of specially trained students who create and perform interactive bystander intervention workshops and programs to educate and increase sexual violence awareness campus-wide. He has also served as a member of the NCAA Speaker’s Bureau and has presented annually to the National Football League on violence prevention issues. Keith teaches four classes each semester and provides interactive trainings, workshops and presentations to thousands of students every year. Additionally, Keith created and advises the women’s mentoring and leadership group WOWW – “We’re Offering Women Wisdom." He earned bachelor’s degrees in Communication Studies and Marine Affairs and a master’s in Communications Studies from the University of Rhode Island.

Fundamentals of Diversity: Social Identity, Power, and Privilege

Option 1: Wednesday, February 27, 2019 1 – 3 pm
Memorial Union, Room 313
50 Lower College Road, Kingston, RI 02881

Option 2: Friday, March 8, 2019 3 – 5 pm
Gender and Sexuality Center, Multipurpose Room
19 Upper College Road, Kingston, RI 02881

Workshop Description: People have long sorted and stratified themselves based on social identity. Still, many of us belong to multiple social identities that create complex lived experiences because of power and privilege. This workshop will help participants to deepen their understanding of their social identity and the ways power, and the privilege that it affords, shapes their daily lives. At the conclusion of this workshop, participants will be able to (a) define the concept of social identity; (b) outline the major social identities in the U.S.; (c) describe the three processes of social identity; (d) identify aspects of their own social identities; (e) describe the systems of power, privilege, and oppression; and (f) locate their positions on the Power and Privilege Continuum. The format for this workshop will be facilitated dialogue with individual and group activities.
Dr. Joanna N. Ravello is responsible for providing leadership, assessment, and organizational development relating to cultural change, diversity, and strategic management; developing collaborative initiatives and programs that enhance a sense of community; creating and implementing educational programs that enhance multicultural competencies; and developing mentoring programs for faculty, staff, and students. She has more than 20 years’ professional experience in higher education, working to strengthen educational programs that engage, retain, and advance underrepresented groups through the educational pipeline. She joined the University of Rhode Island in 2000 as an Academic Advisor for Talent Development (TD), and after serving in that role for five years, she advanced to Assistant Director. In her role as Assistant Director, she oversaw the Providence Advising Program, the Guaranteed Admissions Program, and the Recruit and Educate Local At-Risk Adults and Youth Program within TD. She has taught courses at the pre-college-, undergraduate- and graduate-levels in face-to-face, blended, and online course formats. Dr. Ravello earned a bachelor’s in Human Development and Family Studies and a master’s in College Student Personnel from the University of Rhode Island, and she earned a doctorate in Higher Education Administration from the University of Massachusetts Boston.

**Inclusive Research with Human Participants**

Friday, March 22, 2019 1 – 3 pm
Memorial Union, Room 313
50 Lower College Road, Kingston, RI 02881

**Workshop Description:** In this workshop, scholars will learn fundamental principles and specific strategies for designing inclusive research with human participants. We will explore inclusion strategies (and exclusionary traps) at every stage of the research process including: determining the problem, writing research questions, collecting demographic information, designing instruments, analyzing data, and writing up results.

Dr. Annemarie Vaccaro strives to be an engaged educator whose teaching, research, and service are connected by a commitment to social justice and passion for inclusive praxis. She is also committed to being actively engaged in both the field of student affairs and the University of Rhode Island community. At URI, she has been involved in a variety of social justice programs (LGBT Fellows), events (Women’s Leadership Initiative), and committees (e.g., Equity Council, President’s LGBTQ Commission, Academic Affairs Diversity Task Force). Over the past decade, she has volunteered for numerous professional leadership and committee roles in NASPA and ASHE. One of her current roles is an editorial board member for the NASPA Journal of Student Affairs Research and Practice. Dr. Vaccaro’s research interests focus on the intersections between college student development and gender, race, class, ability, and sexual orientation. Her scholarship is inspired by critical and feminist perspectives which call attention to underlying inequalities embedded in society and social structures such as higher education. She uses qualitative methods to examine the rich and complicated higher education experiences of diverse students, faculty, and staff. Dr. Vaccaro earned a bachelor’s in Social Sciences and History from Castleton State College, masters’ in Sociology from University of Denver and Student Affairs in Higher Education from Indiana University of Pennsylvania, and a doctorate in Higher Education Administration from University of Denver.
Microaggressions in Everyday Life

Friday, March 1, 2019 1 – 3 pm
Women’s Center, Library
22 Upper College Road, Kingston, RI 02881

Workshop Description: Traditional notions of oppression hold that it is rare, occurring by a handful of rogue agents who intend to inflict harm on targets. However, it also occurs by well-meaning agents who convey unintentional, but no less harmful, “hostile, derogatory, or negative slights and insults.” The effects of these indignities, coined microaggressions, are cumulative. At the conclusion of this workshop, participants will be able to (a) describe origins of the term microaggressions, (b) define microaggressions, (c) differentiate between agents and targets of microaggressions, (d) identify the manifestations of microaggressions, (e) list the types of microaggressions, (f) describe targets’ responses to microaggressions, (g) describe consequences on targets, (h) summarize the ten microaggression themes, (i) cultivate resilience to facilitate difficult conversations regarding diversity, and (j) increase capacity to be vulnerable and accountable agents of social justice.

Racine Amos, MSW
Coordinator, Violence Prevention and Advocacy Services
Women’s Center

For over a decade, Ms. Racine Amos has provided survivor-centered, trauma-focused support and advocacy for interpersonal violence within U.S. Department of Justice grantee campus communities across the nation. As a member of the University of Rhode Island Women’s Center team since 2012, she has expanded her commitment to student wellness and success to include involvement in personal and institutional initiatives focused on support for pregnant and parenting students, multicultural students, faculty and staff, and community mental health. Ms. Amos continually seeks to actively disrupt spaces of inequity and oppression and as a prevention educator and consultant, she has facilitated dialogues on dynamics of interpersonal violence, healthy relationships, women of color activism, body positivity and addressing institutional bias and microaggressions. Ms. Amos earned a bachelor’s in Social Work with a minor in Legal and Policy Studies and a master’s in Social Work from Fordham University.

Safe Zone

Wednesday, April 10, 2019 1 – 3 pm
Gender and Sexuality Center, Multipurpose Room
19 Upper College Road, Kingston, RI 02881

Workshop Description: The Safe Zone Program is a 2-hour workshop focusing on basic issues affecting the LGBTQIA+ community and how to be an effective ally. The goals of Safe Zone are to increase the awareness, knowledge, and support of LGBTQIA+ people and issues; build a visible support network of LGBTQIA+ allies on the URI campus; and improve the campus climate for LGBTQIA+ people at URI.

Sam Barrus, BA/BS
Graduate Assistant for Gender and Sexuality Center
Master’s Program in College Student Personnel

Sam Barrus graduated from the University of Rhode Island in 2013-2014 with dual degrees in Secondary Education and Biology. She credits her passion for the field of student affairs to the Gender & Sexuality Center, as she spent three years working under its leadership as an undergraduate student and thoroughly enjoyed her time and all they were able to accomplish. Prior to her return to the Center, she spent four years in educational non-profits in Providence, RI, working with academically at-risk, low-income, and first-generation students at both the middle and high school levels. She is currently a first-year student in the URI’s College Student Personnel Program.
Social Justice & Disability: Recognizing and Valuing Disability as Diversity
Wednesday, March 20, 2019 1 – 3 pm,
Memorial Union, Room 313
50 Lower College Road, Kingston, RI 02881

Workshop Description: In this session, we will discuss stereotypes commonly held about people with disabilities and the origins of those stereotypes. We will take this one step further to dissect the power of language and the historical context of using language to disempower individuals with disabilities. Finally, we will take time during this session to talk about “casual ableism,” how it shows up in media and every day exchanges as well as strategies that can be used to counteract ableism. The goal of this session is to help participants (a) understand and articulate stereotypes about people with disabilities, (b) assess the language they use and how it may be disempowering for individuals with disabilities, (c) identify and label ableism as they encounter it, and (d) use their understanding of ableism to be more thoughtful in their interactions with others.

Paige Ramsdell, PhD
Assistant Dean of Students for Accessibility & Inclusion/Director
Disability Services for Students

Dr. Paige Ramsdell works with University of Rhode Island students and members of the URI community to make campus an accessible space and support URI students with disabilities as they reach their educational goals. A primary focus of her position is collaboratively addressing issues of disability as diversity with colleagues across campus. This endeavor is increasingly important as the number of students with complex disability-related needs increases on college campuses. Dr. Ramsdell participates in numerous on-campus committees (Student Success, Diversity Awards, Changing the Culture) and is the higher education representative on the Rhode Island Special Education Advisory Committee. She is committed to working towards an inclusive and welcoming campus for all students and community members. Dr. Ramsdell earned a bachelor’s in Psychology from Reed College and a master’s and doctorate in School Psychology from University of Rhode Island.

Supporting Student Veterans on Campus
Wednesday, March 6, 2019 1 – 3 pm,
Memorial Union, Room 354
50 Lower College Road, Kingston, RI 02881

Workshop Description: Between 2009 and 2013, the numbers of student Veterans enrolled in post-secondary institutions in the U.S. more than doubled (500,000 to 1,000,000). Approximately 96% of post-secondary institutions serve student Veterans, and 82% of these institutions have a designated point of contact to provide student Veterans programs and services. While most faculty and staff are willing to help student Veterans with the transition to college and university life, they are not always sure what student Veterans need and what campus supports are available to assist them. The purpose of this workshop is to help participants understand the needs of and supports for student Veterans. At the conclusion of this workshop, participants will be able to (a) identify the Federal definition of Veteran in the U.S. and how that definition relates to the understanding of those that have served; (b) describe the aggregate characteristics of student Veterans; (c) discuss the challenges and opportunities in supporting student Veterans on college and university campuses e.g., personal, transitional, administrative, etc.; (d) describe how Veterans’ intersectional identities (e.g., women Veteran’s, disabled Veterans, etc.) shape their experiences; and (e) identify the services available to student Veterans on URI campuses (e.g., admissions, academic support, registration, financial aid, Veterans benefits, academic advising, student health, personal or mental health counseling, career advising, disabilities services, housing, leadership and student involvement, etc.) and beyond.
Rachael Garcia, MSW  
Assistant Director  
Veteran Affairs and Military Programs/Rhode Island Veteran Service Officer  

Rachael Garcia is a Veteran of the United States Airforce and has advocated for Veterans and their families in a variety of capacities since her separation from the military in 2007. Her primary focus in her work and research has been on military culture and Veteran transition. She is thoroughly invested in understanding the intersectional identities as it relates to Veterans. Rachael has advocated at the state and national level in the pursuit of pro-Veteran issues, succeeded in policy change, and developed programs designed to contribute to the success of a Veteran. She has facilitated conversations around marginalized groups and Veteran culture. Rachael continues her advocacy at URI as an educational resource, contributing to the ideas of military culture woven into the unique experience of higher education. Rachael earned a bachelor’s in Anthropology with a minor in African American Literature from the University of Rhode Island and a master’s in Social Work from Portland State University, primarily focusing on micro-level practice through a social justice lens.

Values-Based Leadership  
Wednesday, February 27, 2019 3 – 5 pm  
Memorial Union, Room 313  
50 Lower College Road, Kingston, RI 02881  

Workshop Description: The work of social justice is difficult, and leading change without a clear vision of our values can lead to frustration, exhaustion and ambivalence. Join us to explore values-based leadership in action in this interactive workshop. It is knowing our values and leading from those values that helps us to better focus our energies and commit to making positive change. In this capstone offering, participants will process their personal results of the VIA Value in Action Character inventory and create action plans for personal and professional progress. NOTE: You must take the VIA Survey. (a) Download the instructions at https://drive.google.com/open?id=1cW9OBqXLBjtn1fLZFmZPjnPQ1a_r2gui. (b) Read the instructions. (c) Complete the VIA Survey. (d) Read, print, and bring your results to the workshop.

Melissa Boyd Colvin, MS  
Assistant Director  
Center for Student Leadership Development  

Earning her Bachelor of Arts degree from the University of Rhode Island in 1998, Melissa applied her psychology degree as a counselor at a residential treatment facility for adolescent girls, infusing adventure-based counseling into her work with teens. After completing a Master of Science degree in Human Development & Family Studies at URI in 2003, she served as the Associate Director at Texas Christian University’s (TCU) Leadership Center as a facilitator, educator, consultant and organizational advisor. While at TCU, Melissa also served as the Strengths Coordinator, where she successfully advocated for the campus-wide use of Gallup’s strengths-based approach to leadership development, and focused on providing individualized development and training opportunities to both students and professionals. Melissa is pursuing a Ph.D. in Higher Education and applies this knowledge in her on-going assessment, program development, and classroom pedagogy in her current role as the Assistant Director of URI’s Center for Student Leadership Development overseeing the university’s minor in Leadership Studies. She finds joy spending time in the classroom, in the outdoors, with her family, and when helping organizations and individuals to build upon their strengths.
White Privilege

Friday, March 29, 2019 1 – 3 pm,
Memorial Union, Room 354
50 Lower College Road, Kingston, RI 02881

Workshop Description: White privilege is an often misunderstood and contested racial concept. The purposes of this workshop are to (a) examine definitions of white privilege, (b) situate the concept in the contexts of racism and other forms of subjugation in American cultures, (c) explore the salience of racial identity across different racial cultures, and (d) critique the contemporary tendency to deny racism and white privilege.

David Hayes, PhD
Director, Academic Skills Development and Community Outreach
Academic Enhancement Center

Dr. David Hayes develops and coordinates academic skills programs within the Academic Enhancement Center (AEC), and consults with colleges and departments to help address their learning support needs. His work at the AEC focuses on helping students develop the essential skills needed to thrive in college learning environments and beyond. His research involves the psychology of learning, higher education pedagogy, anti-racist and social justice education, and lifelong learning and essential skills development. Dr. Hayes earned a bachelor’s in Journalism from Suffolk University, a master’s in Education from Harvard University, and a doctorate in Education from University of Rhode Island.