10:00 a.m. – 10:50 a.m.

Room 1100

Cultural Factors Impacting Disability Disclosure in the Workplace
In this presentation, **Paula McMahon (Equity and Access Services)** will address the impact that workplace culture has on an employee's willingness to divulge their disability. The presentation will also review research addressing the cultural impact an inclusive workplace can have on employee willingness to disclose.

Room 1201

Straddling the Line Between Bravery & Burnout: Advocacy in Your Marginalized Identity
We acknowledge that it takes a great deal of bravery to speak one's truth and we often call on the marginalized to advocate for the very marginalized group they belong to. In this presentation, **Fatima M. Smith and Kaylin Tingle (The Wellness Resource Center)** will engage in a dialogue to address the following: How can we find a balance in and out of the workplace? What does building allyship in the office look like (avoiding tokenism, microaggressions and having critical dialogue)? How do we maintain the focus on "community" rather than self when they are connected? How do we build sustainable capacity and change? The presenters will also provide a toolkit for participants.

Room 1102

Each One, Teach One: Success Stories of African-American Male Doctoral Completers
Many studies focus on the persistence of doctoral students in general, negating the specific challenges and strategies appropriate for diverse populations. In this presentation, **Kimberly Matthews (VCU LEAD)** will present a framework for enhancing the quality of life, the quality of involvement and the retention and graduation of African-American male students at predominantly white institutions.

11:00 a.m. – 11:50 a.m.

Room 2100

Creating Supportive Spaces on Campus for LGBTQIA+ Survivors of Violence
In this interactive presentation, **Kaylin Tingle and Mia Liadis (The Wellness Resource Center)** will present on how to create safe and supportive spaces for LGBTQIA+ students who have survived sexual assault, dating violence, stalking and/or hate-based violence. Scenarios will be presented in order to help faculty and staff advocate on the behalf of students and empower students in the process.

Room 1201

Hands Up! Stop! WAIT, Do I Belong Here? Retaining African American Males?
In this presentation, **Carlton Goode (University Academic Advising)** will present on best practices in retaining and helping African-American males to persist in college. Faculty, staff and students will be able to identify the role of mentoring in the process of student development and summarize different strategies regarding the influence of alumni engagement.

Room 1105

Addressing Disparities in the Biomedical Workforce: A Work In Progress
VCU is one of only two schools in the U.S. to hold National Institutes of Health - Training and Workforce Development and Diversity grants at four training levels. In this presentation, **Sarah Golding (Department of Biology) and Joyce Lloyd (School of Medicine)** will provide an overview of each program, as well as the programs' successes, "lessons learned" and impact on VCU. They will provide best practices that might be applied to similar programs in other disciplines.

1:30 p.m. - 2:20 p.m.

Room 2104

Building Equity and Inclusion Through Intercultural Competency Skills
A fundamental part of building equity and inclusion on campus is ensuring that faculty members understand the importance of intercultural competency and are equipped with skills that can be applied in and out of the classroom. In this interactive presentation, **Jill Blondin and Rachel Gable (VCU Globe)** will focus on enhancing knowledge, introducing tools and strategies and applying intercultural communication and competency skills to facilitate success for all faculty and students.

Room 1104

Intellectual and Developmental Diversity at VCU: VCU ACE-IT in College
In this presentation, **Chelsea Russell, Morgan Jacobs and Troy Carter (ACE-IT in College)** will provide an overview of ACE-IT, an inclusive college experience at VCU for individuals with intellectual and developmental disabilities (I/DD), and the current national movement surrounding college access for students with I/DD. They will highlight student, faculty, and peer mentor voices from within and around the VCU ACE-IT in College program and share ideas for ways that we can continue to build a more intellectually inclusive environment at VCU and beyond.

Room 1102

Big Pipeline Partnerships Can Enhance Student Success
In this presentation, **Logan Vetrovec and Amy Taloma (Health Sciences Diversity)** will highlight the work of the VCU Pipeline team. They will highlight the innovative ways the team has utilized Student Affairs to bring about belongingness in its target population of underrepresented, low-socioeconomic, first-generation college students who have aspirations of pursuing highly competitive health science fields such as medicine and dentistry.

2:30 p.m. - 3:20 p.m.

Room 1201

Minority Faculty and The Classroom
While all faculty might find the classroom challenging at times, studies have shown that women, women of color and minority faculty experience higher rates of classroom incivility and microaggression than others. In this session, **Faedah Totah (School of World Studies) and Emily Williams (Department of Focused Inquiry)** will bring attention to the challenges minority faculty face in the classroom and assisting them in managing these challenges.

Room 2100

Transforming Our Praxis: Strategies for Inclusive and Engaged Teaching & Learning
During this interactive, hands-on workshop, **Shelli Fowler (University College)** and participants will define and collectively examine 'best practices' for creating inclusive learning environments widely applicable across different curricular areas. Participants will use case studies to increase awareness of the diversity (visible and less visible) that is always already present in our learning environments.

Room 1105

Inclusive Recruiting Strategies
In this session, **Erin White (VCU Libraries), Lisa Webb and Carol Ann Irby (Health Sciences)** will present on strategies for inclusive hiring. They will lead a small group discussion to talk about barriers for diverse candidates, common issues in hiring, and strategies for working with our organizations to make hiring processes more equitable and open.