

Seventh Annual Diversity Summit

Conference Program and Registration Form

OCTOBER 11, 2016
8:00 A.M. – 3:30 P.M.

South Western High School
200 Bowman Road
Hanover, PA 17331

Strong Community. Better Future.

Working together to promote multicultural understanding in the 21st Century

Keynote Speakers



HON. PEDRO A. CORTÉS
 PENNSYLVANIA
 SECRETARY OF STATE

Pedro A. Cortés was named Acting Pennsylvania Secretary of State by Governor Tom Wolf on January 20, 2015 and confirmed by the Senate on June 2, 2015. He previously served as Secretary of the Commonwealth from 2003 to 2010. At that time Cortés was the first confirmed Latino Cabinet member and the longest serving Secretary of State in Pennsylvania history.

**REYNA
 MELISSA DE JESUS**
 A SURVIVOR'S STORY

The Day I Broke my Brain: A Survivor's Story. Before having a stroke Contreras seemed to be a somewhat "normal" 20-something year old. Contreras speaks about her plans for the future and how to live with a traumatic brain injury. She expresses the importance of time, life, love, and friendship.

DENICE FROHMAN
 SPOKEN WORD DUO
 SISTER OUTSIDER

Denice Frohman is an award-winning poet and educator whose work explores the intersections of race, gender, sexuality, and the "in-betweenness" that exists in all of us. Frohman has been named 2014 Canto Mundo Fellow, 2013 Women of the World Poetry Slam Champion, winner of the 2013 Hispanic Choice Award, and recipient of the 2012 Leeway Transformation Award.

DOMINIQUE CHRISTINA
 SPOKEN WORD DUO
 SISTER OUTSIDER

Dominique Christina is an award-winning poet, author, educator, and activist. She holds five national poetry slam titles in four years, including the 2014 & 2012 Women of the World Slam Champion and 2011 National Poetry Slam Champion. Her work is greatly influenced by her family's legacy in the Civil Rights Movement and by the idea that words make worlds.

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BUSINESS WORKSHOPS

Managing Generational Crowding - B1

Facilitator: Krow, TurboExecs

This presentation will explore how to successfully engage each member of the workforce by the common ground that plays to each generation's strengths. Participants will identify key motivational factors of each generation represented in today's workplace, learn the generational workplace clash points, and how to manage them.

PA Human Relations Commission Overview and Steps for Prevention - B2

Facilitator: Heather Roth, Pennsylvania Human Relations Commission

The session will provide an overview of the Pennsylvania Human Relations Act, specifically, what types of complaints the agency handles and the protected classes covered. Additional information will be provided about jurisdiction, who can file a complaint, who can receive a complaint and the overall complaint process. Statistics on numbers and types of discrimination complaints filed in the last fiscal year will be shared. Learning Objectives include gaining an understanding of what constitutes unlawful discrimination in PA, learning how the complaint process works with PHRC, and how to respond and look for ways within one's organization to foster a discrimination free workplace

Understanding Socioeconomic Diversity and its Impact of our Community and Workforce – B3

Facilitator: Melissa Plotkin, York Jewish Community Center

This session will use activities and small group discussions to aid participants in understanding the dynamics of poverty and its impact on consumers and clients. Participants will also learn how to be aware of personal biases surrounding poverty and the impact of bias words and actions in the workplace, and resources will be provided to explore their biases, process current events and further promote a respectful work climate.

Working as One – B4

Facilitator: Marcela D. Myers and Maria Zavala, Wellspan

A team of 17 interpreters provides services to York and Gettysburg Hospital and its affiliates, helping thousands of patients communicate with their medical providers. Wellspan is breaking communication barriers, improving patient safety, but most importantly improving "patient experience". In this session you will be introduced to Wellspan's initiatives in breaking cultural and linguistic barriers.

COMMUNITY SERVICES WORKSHOPS

Embracing Aging: Changing the Perception of Aging - C1

Facilitator: Cathy Bollinger, York County Community Foundation

Did you know that nearly 20% of York County's population is over age sixty and almost 40% is over age fifty? By 2030, the number of older adults from the Baby Boomer generation will have doubled since the year 2000; a change like nothing the world has ever seen that will touch every aspect of society. This workshop will allow participants to understand ageism, age-inclusive thinking (what it means and examples of how it can be manifested in the community) and identify strategies for combating ageism and negative stereotypes about older adults.

Explore Identity, Bias, and Oppression through Dialogue - C2

Facilitators: Rabyia Ahmed and Errol Wizda, HACC, Central Pennsylvania's Community College

This workshop will be dedicated to showcasing some quick activities you can use to create spaces for open and honest dialogue.

Dialogue has been shown to be an effective method of creating competencies in multicultural spaces. This session will include interactive activities that attendees can take back to their campuses, professional spaces, schools, and clubs/organizations. Participants will actively participate in these activities and will receive a handout with detailed instructions as to how to facilitate these exercises on their campus. From these exercises, participants will explore identity, bias, oppression, and more.

Immigration 101 – C3

Facilitator: Carla Fall, U.S. Citizenship and Immigration Services for U.S. Department of Homeland Security

This workshop will educate participants on how to distinguish between immigration facts and myth, an overview of the immigration services and policies, and the realities immigrant communities face today.

In Her Shoes – C4

Facilitator: Bethany Woodcok, NIMBY-Not in my Backyard

Audience will be provided with a brief overview/introduction to human trafficking. Individuals will be walking in the shoes of a victim of human trafficking, making decisions about what to do each step of the way. Learning the challenges that victims face and why most of the chains that enslave people are invisible.

Advocacy 101 – C5

Facilitators: Ruby Martin, YWCA York and Dr. Erec Smith, York College of PA

Writing for Advocacy provides advocates and activists another tool in their tool box to be effective change makers in social and racial justice. This session explores different techniques and options for advocacy writing. Participants will build confidence as advocates through writing.

DIVERSITY WORKSHOPS

I am From - D1

Facilitator: Kate Smith, Leadership Arts Associates

Explore diversity through poetry and the importance of valuing/respecting those around us. Reacquaint yourself with yourself, and develop a reverence for valuing and respecting others. Through a poetic exploration of diversity, we aim to empower, educate and engage individuals to thrive both personally and professionally! Open your mind and allow yourself to grow while having a little fun. Utilize a beautiful poetic work and begin the process of focusing inward.

On Being an Other- D2

Facilitators: Dominique Christina and Denice Frohman, Sister Outsider

Privilege and oppression insist on the degradation of certain identities and ways of being. This degradation is a process of “othering;” it asserts that if you do not fit neatly within social constructs then you do not belong or are “less than.” This workshop expands the conversation of what it means to be regarded as “other,” discusses visibility, and invites us to reclaim and celebrate our identities.

Cross Cultural Communications- D3

Facilitator: Geoffrey M. Biringer, Esq., Pennsylvania Human Relations Commission

This presentation will discuss the barriers to effective communication among and between diverse populations. The United States is becoming increasingly diverse (minority will soon become majority), and it is important in every setting (business, school, public accommodation), that the culturally competent individual be able to communicate effectively with diverse groups that do not necessarily share their world views. The presentation will test the audience’s perceptions of global diversity, which will then be applied to our daily lives on the local level, in the hope of reducing tensions and conflict, thus promoting effective team progress toward common goals. Finally, strategies will be offered to the audience (do’s and don’ts) which will help them navigate the sometimes tricky field of communication without underlying assumptions (prejudices) that may undercut progress.

The Civil Rights of Identity Intersectionality and the Relationship to “Religious Freedom”- D4

Facilitator: Joanne M. Carroll, TransCentral PA

Today, many on the far right of the political spectrum as well as many within the "evangelical" Christian community are claiming that the actions to end discrimination against marginalized communities violate their religious freedom. This seminar will provide the attendee with an introduction to the following: what the founders really thought about the formation of our democracy, the constitutional background for LGBT equality and existing laws providing discrimination protections.

Bias and Hate Crimes- D5

Facilitator: Carl H. Summerson, Esq., Pennsylvania Human Relations Commission

This program will take an in-depth view of Pennsylvania’s Crime Code provision making hate-motivated actions criminal; historical perspective on reasons for the enactment of such a crime; the definition of a hate crime; what is an underlying offense; punishment enhancement; police community relations implications; civil remedies; statistic collection requirements; past efforts to amend the crime of Ethnic Intimidation; examples of criminal acts motivated by hate in Pennsylvania; and First Amendment issues.

EDUCATION WORKSHOPS

Spanish Lesson Technology: Bringing Students Together – E1

Facilitators: Dr. Susan Seiple and Shaina Castillo, Hanover Public School District

Hanover Public School District offers Spanish instruction to every student in grades K-7 and opportunities for Spanish courses for grades 8-12. Native Spanish speakers work side by side with their peers to help in the learning process. This collaboration has improved school climate and helped our native Spanish speakers feel empowered and respected. Our Technology initiatives including our 1:1 initiative and new Integrative Learning Centers (ILC) have bridged the Digital Divide by providing access to technology that many students did not have in the past due to lack of financial resources. This session will provide practical information regarding innovative uses of technology as well as ideas for providing an inclusive environment to English Language Learners.

Advocating for Children and Youth Experiencing Homelessness: A Practical Primer – E2

Facilitator: Sonia Pitzi, Lincoln Intermediate Unit #12

This presentation will provide a comprehensive overview of the challenges and solutions facing children and youth experiencing homelessness, specifically in the context of the McKinney Vento Act and every child’s right to public education. Participants will engage in a role playing simulation that illustrates the barriers students face, and will be armed with practical ways to assist this population and advocate for students experiencing homelessness in their own communities.

York County Heroin Crisis – E3

Facilitators: Pam Gay and Claude Stabley, York County Coroner

The York Co. Coroner and Chief Deputy Coroner will be addressing the rather drastic increase in heroin-related deaths and opioid abuse in York County since 2014, why the increase is believed to have occurred, how the community is responding and where we are now in combating these deadly drugs that are impacting us all, specifically so many young people and their families. In this information session, they will also address what to look for as possible signs of abuse, naloxone's role in saving lives during overdose and how and where to get help.

Let's Talk about Race in America – E4

Facilitators: Joel Logan and Hope Messinger, South Eastern School District

Race is a loaded issue... So how do middle-level educators unpack this issue while teaching about the Civil Rights Movement in the United States? Join us to discover how we approach blending race/diversity and non-fiction.

Beyond Bullying: Civil Rights and Criminal Law Implications – E5

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. The United States Department of Education Office for 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. Additional guidance from the United States Department of Justice and the White House will also be viewed and discussed. Participants will examine federal statutes which prohibit bullying and harassment based on protected classes, such as gender (including gender identity, gender expression and sexual orientation), race, national origin, and disability.

Bystander Intervention: Strategies to End Interpersonal Violence – E6

Facilitator: Nick Silveri-Hiller, ACCESS-York/Victim Assistance Center of YWCA York

Addressing intimate personal violence must be a priority for secondary schools to create a safe environment for students. The goals of this presentation are to introduce a framework for preventing interpersonal violence before it happens, to have the participants understand the need to have culturally appropriate prevention initiatives to engage all students, and to give participants strategies to empower their students with the skills to become active bystanders.

LGBT (Lesbian/Gay/Bisexual/Trans) Bias in the Classroom – E7

Facilitator: Lori Riddle, Dallastown High School

This workshop will help educators and school leaders better understand LGBT bias in our schools and classrooms. While often not intentional, there are many things that occur in school every day that create a feeling of inequity for students in the LGBT community. This workshop is designed to help educators and school leaders understand the biases they may have, whether intentional or not, and find better ways to create a welcoming environment for all learners.

Racial Bias in the Classroom – E8

Facilitator: Lori Riddle, Dallastown High School

This workshop will help educators and school leaders to better understand racial bias in our schools and classrooms. While often not intentional, there are many things that occur in school every day that create a feeling of inequity for students of diverse backgrounds. This workshop is designed to help educators and school leaders understand the biases they may have, whether intentional or not, and find better ways to create a welcoming environment for all learners.

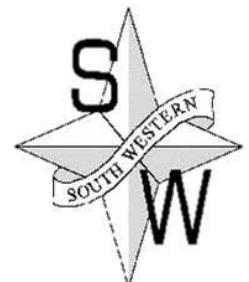
This summit is an initiative of the Hispanic American Center of Hanover and is possible through the financial support and collaborative efforts from the following agencies:



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[Registration online](#)

Program-at-a-Glance: Seventh Annual Diversity Summit
October 11, 2016
Credits

Act 48 and HRCI / SHRM

- 7:30 am to 8:00 am** **Registration & Continental Breakfast**
- 8:15 am to 8:30 am** **INTRODUCTION (Auditorium)**
Dr. Barbara Rupp, Superintendent - South Western School District
Jonathan Encarnación, Regional Director - Lehigh/Capital, UPMC for You
- 8:45 am to 9:45am** **KEYNOTE SPEAKERS (Auditorium)**
Hon. Pedro A. Cortés, Pennsylvania Secretary of State
Reyna Melissa De Jesus, A Survivor's Story
- 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**
- 12:45 pm to 1:45 pm** **KEYNOTE SPEAKER (Auditorium)**
Dominique Christina & Denice Frohman
Spoken Word Duo: Sister Outsider
- 2:00 pm to 3:30 pm** **BREAKOUT SESSIONS II**
- 3:30 pm** **ACT 48 AND HRCI/ SHRM CREDITS – FRONT ENTRANCE**

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