Diversity & Inclusion: Why it Matters

KU’s Seventh Annual Staff Leadership Summit

8 a.m. - 3:30 p.m., Thursday, February 16, 2017
Kansas Union, Levels 4, 5, and 6

Sponsored by

[Logos of KU Office of the Provost, KU Human Resource Management, and KU Memorial Unions]
If you need an accommodation, please stop by the event Help Desk on Level 5. If you are a nursing mother in need of a private space, Alcove B on Level 3 has been reserved. The Regionalist Room on Level 5 is a reserved work space for attendees.
Diversity & Inclusion: Why it Matters
KU’s Seventh Annual Staff Leadership Summit
8 a.m. - 3:30 p.m., Thursday, February 16, 2017
Kansas Union, Levels 4, 5, and 6

8:00 REGISTRATION
Jayhawk Walk, Level 4

8:00 REFRESHMENTS
Jayhawk Room and Parlors, Level 5

8:30 WELCOME
Woodruff Auditorium, Level 5
Mike Rounds, Associate Vice Provost for Human Resource Management

8:35 KEYNOTE SPEAKER
Woodruff Auditorium, Level 5
Neeli Bendapudi, Provost and Executive Vice Chancellor

9:00 BREAKOUT SESSIONS
NOTE: Sessions are concurrent and may be repeated at either 10 or 11 am

| Enhancing Workplace Culture through Bystander Intervention | Al Jones & Josh Jones | Alderson, Level 4 |
| Compassion Fatigue, Vicarious Trauma, and Burn Out, OH MY! | Jen Brockman | Big 12, Level 5 |
| Better Intercultural Communication | Chuck Olcese, Joe Potts & Alison Watkins | Kansas, Level 6 |
| Communicating for Inclusion: Everyday Strategies for Making a Difference | Angela Gist & Angie Pastorek | Malott, Level 6 |
| Changing Perspectives and Opening Doors: The impact of the ADA on the lives of individuals with disabilities | Catherine Johnson | Pine, Level 6 |
| Breaking Out of Your Comfort Zone: Fostering More Diverse, Equitable, and Inclusive Work Spaces | Nicole Hodges Persley | Woodruff, Level 5 |

10:00 BREAKOUT SESSIONS
NOTE: Sessions are concurrent and may be repeated at either 9 or 11 am

| Mandatory Reporting of Harassment, Discrimination, Sexual Misconduct and Sexual Violence Training | Jennifer Ananda & Julie Vivas | Alderson, Level 4 |
| Compassion Fatigue, Vicarious Trauma, and Burn Out, OH MY! | Jen Brockman | Big 12, Level 5 |
| Focus Group | 2016-2017 Staff Fellows | English, Level 6 |
| Better Intercultural Communication | Chuck Olcese, Joe Potts & Alison Watkins | Kansas, Level 6 |
### Expanding your KU Network
Linda Luckey  
Malott, Level 6

### Changing Perspectives and Opening Doors: The impact of the ADA on the lives of individuals with disabilities
Catherine Johnson  
Pine, Level 6

### Understanding Self as a Tool for Cultural Competence
Precious Porras  
Woodruff, Level 5

---

#### 11:00 BREAKOUT SESSIONS

*NOTE: Sessions are concurrent and may be repeated at either 9 or 10 am*

<table>
<thead>
<tr>
<th>Topic</th>
<th>Speaker(s)</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mandatory Reporting of Harassment, Discrimination, Sexual Misconduct</td>
<td>Jennifer Ananda &amp; Julie Vivas</td>
<td>Alderson, Level 4</td>
</tr>
<tr>
<td>and Sexual Violence Training</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trauma Informed Response: Responding to Students, Staff, and Faculty</td>
<td>Jen Brockman</td>
<td>Big 12, Level 5</td>
</tr>
<tr>
<td>Experiencing Trauma</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Better Intercultural Communication</td>
<td>Chuck Olcese, Joe Potts &amp; Alison</td>
<td>Kansas, Level 6</td>
</tr>
<tr>
<td>Watkins</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expanding your KU Network</td>
<td>Linda Luckey</td>
<td>Malott, Level 6</td>
</tr>
<tr>
<td>Understanding Self as a Tool for Cultural Competence</td>
<td>Precious Porras</td>
<td>Pine, Level 6</td>
</tr>
<tr>
<td>Enhancing Workplace Culture through Bystander Intervention</td>
<td>Al Jones &amp; Josh Jones</td>
<td>Woodruff, Level 5</td>
</tr>
</tbody>
</table>

#### 12:00 LUNCH, NETWORKING, INFORMATION TABLES

Ballroom, Level 5

#### 1:00 AFTERNOON SPEAKERS

Woodruff Auditorium, Level 5

- **The Seesaw Part III: Why Social Justice Matters More than Ever**
  Jameelah Jones, Academic Services Coordinator, KU McNair Scholars Program

- **Institutions Aren't Built For All of Us**
  Shannon Portillo, Associate Professor, School of Public Affairs & Administration

- **Because you are Powerful, that's why!**
  Vanessa Delgado, Assistant Director, Student Involvement and Leadership Center

#### 2:00 AFTERNOON KEYNOTE

Woodruff Auditorium, Level 5

- **Doing the Work**
  Michael Wade Smith, Executive Director of Marketing & Advancement, Office of the Provost

#### 2:30 CLOSING REMARKS

Woodruff Auditorium, Level 5

- **Diane Goddard, Vice Provost for Administration and Finance**
BREAK OUT SESSIONS

Better Intercultural Communication
Chuck Olcese, Director, International Student Services; Joe Potts, Assistant Vice Provost, Office of International Programs; and Alison Watkins, Communications Director, Office of International Programs

Communication styles are complex. This breakout session offers information to help you interact successfully with people from other cultures.

Breaking Out of Your Comfort Zone: Fostering More Diverse, Equitable, and Inclusive Work Spaces
Nicole Hodges Persley, Associate Professor & Acting Chair, Department of Theatre

This breakout session will use improvised role play and interactive call and response to practice strategies for creating workspaces that are more diverse, equitable, and inclusive. Participants will learn to identify personal “hot” topic zones and to identify how to engage in effective communication that allows all identities to feel safe, audible, and visible in our collective work spaces.

Changing Perspectives and Opening Doors: The impact of the ADA on the lives of individuals with disabilities
Catherine Johnson, Director, ADA Resources Center for Equity and Accessibility

Twenty-five years ago Congress passed the Americans with Disabilities Act (ADA). The ADA was our nation’s first comprehensive civil rights law covering all life aspects of individuals with disabilities. The ADA created the right to full inclusion for individuals with disabilities and prohibited discrimination based on disability in employment, public services, public accommodations, and telecommunications. The goal of this workshop is to provide the audience with an understanding of society’s changing perspectives on disability along with an understanding of the ADA’s power to create opportunities for full inclusion of individuals with disabilities. The session will also include information on microaggressions based on disability.

Communicating for Inclusion: Everyday Strategies for Making a Difference
Angela Gist, Assistant Professor, Department of Communication Studies, & Director, Edwards Campus Graduate Programs, and Angie Pastorek, Program Manager & Faculty, Professional Workplace Communication, Edwards campus

As we work together to support student and community development on campus, across the state and around the world, it is important to note that our workplace, like the U.S. workforce generally, increasingly includes higher percentages of women, racial/ethnic minorities, ability levels, and different age cohorts.

These changing demographics require each of us to be globally minded, culturally competent, and inclusive in our daily interactions with others. This session will highlight research-based personal communication strategies we can use first to recognize our own biases, then to model inclusive communication that helps our coworkers, students and community partners feel welcomed, valued and included. We will also review real-life case study examples, best practices for navigating difficult workplace situations, and strategies for responding to problematic communication we receive or observe. Our goal is that you will leave this session with the confidence to take incremental actions that will add up to a meaningful collective contribution toward an inclusive campus.

Compassion Fatigue, Vicarious Trauma, and Burn Out, OH MY!
Jen Brockman, Director, Sexual Assault Prevention and Education Center

The reality of working with people in an ongoing capacity (professionally and personally) is the inevitability of experiencing compassion fatigue, vicarious trauma, or even burn out. This session evaluates these three aspects of professional engagement and helps participants assess personal coping strategies. Participants will also develop tools for internal and environment improvement of their work-life balance and compassion fatigue reduction.
Enhancing Workplace Culture through Bystander Intervention
Josh Jones, Deputy Title IX Coordinator & Affirmative Action Coordinator, Office of Institutional Opportunity and Access, and Al Jones, Director, GSP/Corbin Complex
KU prides itself on being a great place to work. KU strives to create inclusive communities where employees can flourish. Creating an inclusive workplace starts with all of us. Microaggressions, discrimination, and harassment are barriers to creating inclusive communities. This session will explain what bystander intervention is and how it can be used to enhance workplace culture. Participants will also have a chance to practice the skills they learn to empower themselves to intervene when barriers to an inclusive workplace occur.

Expanding your KU Network
Linda Luckey, Chief of Staff for the Dean of the College of Liberal Arts and Sciences
A network is the group of people with whom you share ideas and resources — networking is finding those connections. Connecting to others may be one of the reasons you are attending the Summit. If so, come and take a breather, meet some of your peers in a relaxed atmosphere, and share and receive tips on how to expand your network at KU.

Focus Group
2016-2017 KU Staff Fellows
You are invited to participate in a focus group hosted by KU Staff Fellows. Staff Fellows are select University of Kansas employees who receive leadership training, mentoring, and an expanded view of the university while they work together on a year-long project that benefits the university. Your candid, honest feedback about diversity, equity, and inclusion (DEI) training opportunities for staff will help the KU Staff Fellows shape the recommendations they will provide to KU leadership for DEI staff education. The Office of the Provost supports this invitation and encourages your participation as part of the effort to ensure that KU offers a welcoming and supportive environment for all to learn, live, work, and discover. We hope you can join us!

Mandatory Reporting of Harassment, Discrimination, Sexual Misconduct and Sexual Violence Training
Jennifer Ananda, Deputy Title IX Coordinator/Policy Specialist, Institutional Opportunity and Access, and Julie Vivas, Deputy Title IX Coordinator, Institutional Opportunity & Access
This session augments the online Annual Harassment, Discrimination, Sexual Misconduct, and Sexual Violence Reporting Obligations for Faculty and Staff training by assisting the audience to navigate their way through a variety of hypothetical scenarios. Those who participate will be given advice on how to tactfully and sensitively communicate with a student, peer, or colleague who is sharing their experience. Additionally, participants will be instructed on how to report information to the IOA and what campus and community support resources are available to students, faculty, and staff who allege to be the victim of or have been accused of harassment, discrimination, sexual misconduct or sexual violence.

Trauma-Informed Response: Responding to Students, Staff, and Faculty Experiencing Trauma
Jen Brockman, Director, Sexual Assault Prevention and Education Center
Trauma is a universal experience. How we identify, assess, and response to trauma is very individualized. Participants in this session with develop tools to guide their professional and personal responses through a Trauma-Informed lens. Trigger Warning: This session will address trauma and traumatic situations in non-detailed terms.

Understanding Self as a Tool for Cultural Competence
Precious Porras, Director, Office of Multicultural Affairs
"If you don’t understand yourself you don’t understand anybody else.” —Nikki Giovanni
In this session we explore how understanding yourself leads to increased cultural competence, thereby creating a space for student success. In this interactive workshop, participants will explore their own privileged and targeted identities as outlined in the Matrix of Oppression. Though a series of activities and discussion, participants will also identify how their identities impact the way they work with students.
AFTERNOON SESSIONS

Because you are Powerful, that’s why!
Vanessa E. Delgado, Assistant Director, Student Involvement and Leadership Center
How can you make a difference? What can you do to change the world? Do you have the ability to create an inclusive world? These are large concepts, some of which may seem overwhelming and impossible—but don’t worry because you have more power than you know. We will focus on what you already do, whether it is in your work, your personal life, or in your relationships with others.

The Seesaw Part III: Why Social Justice Matters More than Ever
Jameelah Jones, Academic Services Coordinator, KU McNair Scholars Program
In the work to make the world a more equitable and just place for everyone, what happens during times of disruption and protest? In a fragile political climate, how can we continue this work, and why does inclusion matter more than ever? In this spinoff of her TedxTalk, “The Seesaw”, Jameelah Jones answers these questions, and builds on her concept comparing social justice and inclusion to a schoolyard playground.

Institutions Aren’t Built For All of Us
Shannon Portillo, Associate Professor, School of Public Affairs and Administration
When considering diversity, equity, and inclusion in organizations we often consider policy changes. What policy changes do we need to make in order to achieve "diversity"? Policy change is often the first step to more inclusive organizations, but diversity, equity, inclusivity and social justice require an ongoing focus on organizational practices and culture. Many of our practices and daily operations in organizations reinforce the exclusivity built into many workplaces. Individuals are often oblivious to the covert ways that stereotypes influence everyday practices for individuals and organizations. Most of the time this obliviousness is not malicious or even done to actively exclude those with marginalized identities. But, the end result is that it does. In this talk I will focus on how we can become more conscious of institutionalized bias by listening to each other's stories and suggest active steps to combat our own obliviousness when it comes to diversity, equity, and inclusion in the workplace.

MEET YOUR KEYNOTE SPEAKERS

MORNING KEYNOTE SPEAKER

Neeli Bendapudi, Provost and Executive Vice Chancellor
Neeli Bendapudi received her Ph.D. in Marketing from the University of Kansas and has taught at The Ohio State University and Texas A&M University. She returned to KU in 2011 to become H.D. Price Dean at the KU School of Business. Professor Bendapudi specializes in the study of consumer behavior in service contexts. Her research deals with customers' willingness and ability to maintain long-term relationships with firms and with the brands and employees that represent them.

Dr. Bendapudi’s research has been published in the Journal of Academic Medicine, Harvard Business Review, Journal of Marketing, Journal of Marketing Research, Journal of Retailing, Journal of Service Research and in the proceedings of various national and international conferences. Her research has been featured by popular media outlets including the New York Times, CNBC, CNN, MSNBC, WebMD and Fox News Network. She has served on the editorial board of the Journal of Marketing. Additionally, she has taught at the undergraduate, MBA, Executive MBA and Ph.D. levels, and has received numerous college, university and national teaching awards.
Provost Bendapudi served as Chief Customer Officer of the Huntington National Bank from 2007 - October 2008. She has been actively involved in business outreach through consulting and executive education programs. As a highly sought-after keynote speaker, she has addressed national and international audiences for many companies, trade groups, and organizations including Alliance Data Systems, Cardinal Health, Deloitte & Touche, Dow Chemical, Huntington Bank, HY Louie (Canada), Limited Brands, Marriott, Mayo Clinic, National Association of Convenience Stores, Nationwide Insurance, OXXO/FEMSMA (Mexico), Radici Group (Italy), Retail Forward, SPAR (Austria) and Yellow Roadways, among many others.

Provost Bendapudi sits on the Board of Directors of publicly-held Lancaster Colony Corporation and several non-profit organizations, including MRIGlobal, an independent, not-for-profit research institute. Provost Bendapudi was recognized as one of 2016’s "50 Kansans You Should Know," in Ingram’s, Kansas City’s Business Magazine. She is a former Leadership Foundation Fellow of the International Women’s Forum, one of a select group of women selected worldwide for this prestigious honor.

AFTERNOON KEYNOTE SPEAKER

Michael Wade Smith, Executive Director of Marketing & Advancement, Office of the Provost
Michael Wade Smith is a KU alumnus with a bachelor’s degree in English and American Studies and, most recently, an MBA. A loyal Jayhawk, he has served as KU Student Body President and is currently a member of the KU Honors Program and Spencer Museum of Art Advisory Boards, and chair of the English Department Advisory Board. In Lawrence, where he lives, he serves as a community impact volunteer and board member for the United Way of Douglas County.

While teaching high school English in Newark, New Jersey with the national teacher corps, Teach For America (TFA), Michael founded and led a non-profit, IGNITE Greater Newark, to help further shrink the achievement gap in urban classrooms in the region. The organization continues to impact students’ lives today.

Michael has owned and operated a professional speaking and training firm, Intent on Success, since 2007. He travels the country working with student leaders, community organizations, national nonprofits, and companies to unlock and define their potential and lay concrete plans to achieve their success.

Currently, Michael is the Executive Director of Marketing & Advancement in the Office of the Provost & Executive Vice Chancellor at KU.

CLOSING REMARKS

Diane Goddard, Vice Provost for Administration and Finance
Diane Goddard received her Bachelors in Economics in 1977 from Southern Connecticut State University, New Haven, Connecticut and her MBA from the University of Kansas, Lawrence in 1990. Diane is currently the Vice Provost for Administration and Finance for the Lawrence Campus of KU. Diane is strategically leading the implementation of Changing for Excellence which is a comprehensive transformational review of KU’s administrative practices. She works closely with the Provost/Executive Vice Chancellor on fiscal strategies for the campus, particularly in relation to tuition and the research foundation. Her responsibilities as Vice Provost also include oversight of the campus fiscal and operational functions including the Budget office, Comptroller’s Office, Purchasing Office, Human Resources, Information Technology, Facilities Services, Design and Construction Management, Capital Planning and Space Management, Public Safety Office, Environmental Health and Safety, Sustainability, Parking and Transit, and the KU Card Office.

Before becoming the Vice Provost for Finance in November 2008, she was the Associate Vice Provost/Comptroller for the Lawrence Campus of KU. As Comptroller since 1998 her principal responsibility included maintaining institutional fiscal integrity and accountability. She has also served as Acting Budget Director, the Director of Purchasing and as Associate Comptroller at the University of Kansas. From 1984 – 1991 Diane was Associate Director at the Kansas Geological Survey. Prior to coming to the University of Kansas she was the Chief Accountant/Controller at Yale University Health Services, New Haven, Connecticut. She also served as Business Manager for the Yale University Art Gallery in the early 1980’s.
MEET YOUR MORNING SESSION PRESENTERS

Jennifer Ananda, Deputy Title IX Coordinator/Policy Specialist, Institutional Opportunity and Access
Jennifer came to KU in June 2016 and serves as the Deputy Title IX Coordinator and Policy Specialist for the IOA. Prior to joining the IOA staff, Jennifer practiced law at the Kansas Coalition Against Sexual and Domestic Violence (KCSDV) and in private practice, specializing in civil litigation, including divorce, child in need of care, and protection orders; immigration; and misdemeanor criminal defense. Prior to direct practice, Jennifer worked in the field of sexual and domestic violence doing community organizing and systems work at KCSDV and through her practicum at the Douglas County District Attorney’s Office. Jennifer obtained her JD and MSW at KU.

Jen Brockman, Director, Sexual Assault Prevention and Education Center
Jen Brockman is the Director of the Sexual Assault Prevention and Education Center at the University of Kansas. She has worked for 15 years in the field of victim advocacy and prevention in three different states at community programs, flagship institutes, and state coalitions. She received a Bachelor of Arts from Drury University in Criminology and Sociology and a Masters of Arts in Organizational Leadership from Gonzaga University.

Angela Gist, Assistant Professor, Department of Communication Studies
Angela Gist, Ph.D., is Assistant Professor in the Department of Communication Studies at the University of Kansas with an expertise in organizational communication. She is an interpretive critical scholar that largely researches issues of social mobility and power. The primary goal of her scholarship and teaching is to provide a pathway to more inclusive and equitable organizational experiences, particularly in the workforce. Her previous research has analyzed the jobless experiences across social class groups, precarious decision-making processes of low-income workers, and social support needs of First Generation College Students. She also examines identity work and negotiation of individuals as they cope stigmatized identities. Dr. Gist teaches undergraduate and graduate courses in organizational communication, interviewing, identity and stigma, organizational culture, and qualitative methods.

Nicole Hodges Persley, Associate Professor & Acting Chair, Department of Theatre
Dr. Nicole Hodges Persley an Associate Professor and Acting Chair of the Department of Theatre at the University of Kansas. She holds an MA in African American Studies and Theater from UCLA and a Ph.D. in American Studies and Ethnicity from the University of Southern California. She is a graduate of Spelman College and a member of Phi Beta Kappa. Her research interests include African American theater, transnational performance, Hip-Hop Studies, improvisation, critical race theory, American popular culture and social justice. Dr. Hodges Persley is an active theater director with several local and national credits including A Raisin in the Sun, Rachel, and Dutchman. She is a member of the Association for Theatre in Higher Education (ATHE), the American Studies Association (ASA), American Society for Theatre Research (ASTR) and the Stage Director and Choreographer’s Society SDCS). Dr. Hodges Persley is the recipient of the Byron T. Shutz Teaching Award, the McNair Scholars Excellence in Mentoring Award. Her work with the Interactive Theatre Troupe was awarded the Office of Diversity & Equity’s inaugural The Diversity Leadership Award in the group category in 2016. Dr. Hodges Persley is a member of the KU Honors Faculty.

Catherine Johnson, Director, ADA Resources Center for Equity and Accessibility
Prior to joining KU, Catherine practiced disability-rights law, specializing in employment and education issues, at the Disability Rights Center of Kansas, Incorporated. Catherine’s long-standing interest in civil rights in higher education led her to in serve as the Director of Student Legal Services at the University of Iowa, Assistant Dean of Students for Saint Louis University School of Law and the Managing Attorney for the Civil Justice Clinic, Washington University School of
Law. Catherine received her Bachelors in Business Administration, her Juris Doctor, her Masters in Higher Education from the University of Iowa, Iowa City, Iowa.

Josh Jones, Title IX Investigator, Institutional Opportunity & Access
Joshua Jones graduated from Wagner College with a degree in Technical Theatre. He remained in New York City to work in film and television work on the movie Lord Of War and the TV series As The World Turns and Law and Order: SVU. After two years of working in the entertainment industry, Joshua decided he wanted a career that really could make a difference and attended law school. During law school Joshua was able to study abroad in Switzerland and France at the Rene Cassin International Institute of Human Rights. Following law school, he moved to Miami, FL where he served the people of Miami-Dade County as an Assistance State Attorney prosecuting crimes from misdemeanors to felonies. Joshua went back to school to obtain a degree in Higher Education and Student Affairs at the University of Iowa so he could blend his JD and Higher Education degree to work for universities.

Josh began working at KU in 2014 as the Coordinator of Student Conduct and Community Standards. Joshua later moved to the Office of Institutional Opportunity and Access (IOA) to serve as an investigator. He briefly served as the Interim Director for IOA, and currently investigates allegations of discrimination and harassment at KU. He is also responsible for creating the annual Affirmative Action Plan for KU. Joshua serves on many committees at KU including the Legislative Affairs Committee and Diversity and Inclusion Committee for Staff Senate, the Ad hoc Free Speech Committee for University Senate, the Academic Inclusion Workgroup, Clery Committee, SAPEC Prevention Collective, Diversity Leadership Council Workgroup, and the Douglas County Sexual Assault Response Team (SART).

Linda Luckey, Chief of Staff, Dean of the College of Liberal Arts and Sciences
Linda Luckey is currently the Chief of Staff for the dean of the College of Liberal Arts and Sciences, monitoring day-to-day operations and strategic initiatives of the dean. Since coming to KU in 1996 Linda served as assistant to the dean of the College of Liberal Arts and Sciences, assistant to the executive vice chancellor for university relations, assistant to the senior vice provost for academic affairs, and most recently executive assistant and chief of staff to the provost. She was the founding director of the Center for Service Learning, assisted in launching of the inaugural class of Staff Fellows, taught COMS 201: Intro to Leadership, and advisor to KU Alternative Breaks. Before coming to KU, Linda was the vice president for business affairs at the Chicago Theological Seminary, from which she holds a Master of Divinity degree.

Chuck Olcese, Director, International Student Services
Chuck Olcese has almost 30 years of experience working with international students at universities. He has traveled extensively throughout Asia and taught English in China. Chuck has attended the Summer Institute for Intercultural Communication and the Workshop for Intercultural Skill Enhancement on multiple occasions. He has presented on the topic of Intercultural Communication at professional conferences and campus workshops.

Angie Pastorek, Program Manager and Faculty, Professional Workplace Communication, Edwards campus
Angie Pastorek, Ph.D., is a Program Manager and faculty for the Professional Workplace Communication graduate programs at the Edwards campus. Angie focuses on helping working professionals identify “what’s really going on here” in terms of team communication and organizational culture across increasingly complex and resource-constrained organizations. She has seen how learning “there’s a name for that” troubling communication phenomenon we are experiencing at work empowers us to more effectively navigate organizational relationships, influence project outcomes, and advance our careers. During her corporate career, Angie worked for global companies including Deloitte and Siemens Healthcare, serving as an internal communication consultant for many large-scale IT and HR projects, and advised senior global leaders on employee communication best practices.
Precious Porras, Director, Office of Multicultural Affairs
Precious is the Director of Office of Multicultural Affairs. She is passionate about social justice and creating space and access for those who do not currently have it. She is a first generation college student and proud TRiO alum. She has a B.S. in Psychology and Sociology from Northwest Missouri State University. She has a M.S. in Counseling & Student Personnel from Emporia State University. She is currently working on her Ed.D in Educational Leadership & Policy. Precious is a proud member of Zeta Phi Beta, Sorority Inc. and is active within her community. She was one of the founding members of the Latino Empowerment and Development program in Topeka and volunteers with the Humane Society. When not at work, Precious enjoys Netflix binges, playing board games with her husband or playing with her two Labs!

Joe Potts, Assistant Vice Provost, Office of International Programs
Dr. Joe Potts, Assistant Vice Provost for International Programs, previously served as associate dean of international programs at Purdue University. He is active in international education professional associations, and has published work on theories of culture and models for measuring the impact of international students on campuses. Dr. Potts holds graduate degrees from both KU and K-State.

2016-2017 KU Staff Fellows Program Cohort
You are invited to participate in a focus group hosted by KU Staff Fellows. Staff Fellows are select University of Kansas employees who receive leadership training, mentoring, and an expanded view of the university while they work together on a year-long project that benefits the university. Your candid, honest feedback about diversity, equity, and inclusion (DEI) training opportunities for staff will help the KU Staff Fellows shape the recommendations they will provide to KU leadership for DEI staff education. The Office of the Provost supports this invitation and encourages your participation as part of the effort to ensure that KU offers a welcoming and supportive environment for all to learn, live, work, and discover. We hope you can join us!

Julie Vivas, Deputy Title IX Coordinator, Institutional Opportunity & Access
Julie came to KU in October 2015 and serves as the Deputy Title IX Coordinator and Training Specialist for IOA. Prior to joining KU, Julie practiced education law in California, specializing in alternative dispute resolution, special education, charter schools, student issues, and employment law. Julie was an Education Law Fellow at the University of the Pacific, McGeorge School of Law. Prior to her career as an attorney, Julie worked in student affairs at a variety of institutions across the country, including UMass Amherst, Fitchburg State University, and Southwest Missouri State. Julie holds a MS in Student Affairs in Higher Education from Colorado State University and both a J.D. and LL.M. from the University of the Pacific.

Alison Watkins, Communications Director, Office of International Programs
Alison Watkins, Communications Director for International Programs, has extensive experience in international education. She has developed summer intercultural competency workshops for KU staff for the last five years.
MEET YOUR AFTERNOON PRESENTERS

Jameelah Jones, Academic Services Coordinator, KU McNair Scholars Program
Jameelah Jones is currently the Academic Services Coordinator for the KU McNair Scholars Program. She is graduate of the University of Kansas Department of African and African American Studies Master’s Program. Her research interests include Black women in digital space and autobiographical writing. Her ultimate goal is to highlight the narratives of Black women who push back against dominant political culture online. In her spare time, she enjoys reading, knitting, pageants, and organizing direct action protests.

Vanessa E. Delgado, Assistant Director, Student Involvement and Leadership Center
Vanessa E. Delgado (pronouns: she/her/hers), is Assistant Director at the Student Involvement and Leadership Center. I am responsible for The Center for Sexuality and Gender Diversity at KU. I have been at KU since July 2015. I am originally from El Paso, TX. I attended Texas A&M University for a Bachelor’s of Science in Psychology in 2009 and Northern Arizona University for a Masters of Arts in Mental Health Counseling in 2012. I have worked in LGBTQ+ higher education since 2012. I am passionate about making a more inclusive and welcoming environments for LGBTQ+ students in higher education, particularly Queer Students of Color.

Shannon Portillo, Associate Professor School of Public Affairs & Administration
Shannon Portillo, Ph.D., is an Associate Professor and Undergraduate Programs Coordinator at the University of Kansas School of Public Affairs and Administration. Prior to joining the faculty at KU she taught at George Mason University for 5 years, but she was happy to return to her alma mater in 2013. Dr. Portillo takes an interdisciplinary approach to her work exploring how rules and policies are carried out within public organizations. To date she has done work in a broad array of organizations including the military, courts, probation, administrative hearings, policing, higher education and city management. Using a variety of methods, she assesses how social, cultural and legal factors influence the day-to-day operations in these organizations.