



BRYANT UNIVERSITY DAY OF UNDERSTANDING

A day to learn, share, and engage around
Diversity, Equity, and Inclusion.

**FEATURING KEYNOTE SPEAKER:
ANDY STOLL, SOCIAL ENTREPRENEUR**

THURSDAY, OCTOBER 29, 2020

The Bryant University Day of Understanding will be an opportunity to increase our collective understanding on various topics while providing spaces to discuss issues that affect us all.

Keynote speaker, Andy Stoll, is a global citizen who speaks on the importance of cultural competency as a leadership skill for the 21st Century. Check out this video ([link](#)) to learn more about Andy.

The program below provides more information on:

- Virtual sessions offered throughout the morning, afternoon, and evening
- On campus and in-person engagement opportunities
- Affinity groups meet and greets
- Sessions are listed in chronological order



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[Covid and Latinos in the U.S. and around the Globe](#)

Presenters: Patricia Gomez

Audience: Students, Faculty, and Staff

Details: Zoom, 9:00 am-10:00 am

This session will give an overview of the global pandemic numbers in Latin American countries and Central America. The US numbers in relation to Latino population, as well as why Latinos have one of the highest rates of cases and deaths will also be discussed. This session will also have a panel of Bryant international students and domestic Latinos (will either be live or remote) to share their experiences with the audience on how COVID has affected their communities and families.

[Using Zoom Breakout Rooms to Increase Student Interaction: a hands-on workshop](#)

Presenters: Patrick Casey and Noelle Harris

Audience: Faculty only

Details: Zoom, 9:00 am-9:30 am

This will be a hands-on introduction to Zoom breakout rooms. The scope of this session will be to discuss the different options on how to create break-out rooms, and then divide the participants into rooms to demonstrate how participants can work together, request help from the host, and how the host can enter/exit the different breakout rooms at will.

[Understanding Students with Disabilities](#)

Presenters: Via Valenti, Jake Cooper, Ryan Dumont, Nathan Angell, David Stahr

Audience: Students, Faculty, and Staff

Details: In Person and Zoom, 9:30 am-10:30 am

Embracing change and understanding differences. This panel of students from the Delta Alpha Pi honors society strives to break stigmas and negative stereotypes associated with disabilities. In the past, students have been reluctant to identify themselves publicly out of fear they would be misunderstood or judged for their differences. Delta Alpha Pi Honor Society presents an opportunity to change that perception by recognizing students with disabilities for their academic accomplishments, and by facilitating the development of skills in leadership, advocacy, and education for participating students. This panel will focus on the experiences of students with different learning styles and learning differences, with the goal of empowering Bryant faculty, staff and students to become better advocates, and contribute to a more inclusive campus to students with accommodations.

[The Gender Pay Gap](#)

Presenters: Laura Beaudin

Audience: Students, Faculty, and Staff

Details: Zoom, 10:00 am-11:00 am

Though the gender pay gap has been shrinking over the past decade, on average women still earn less than men and hold fewer of the highest positions in companies and on boards. The challenges of Covid-19 threaten the

progress that women have made toward labor market equity as many women face layoffs and increased childcare and other responsibilities. Come discuss the gender pay gap, with data from our own Bryant alum, and investigate future predictions as the pandemic continues.

Roundtable Talk: Our Experiences in Diversity & Inclusion

Presenters: Jordan V. Cruz, Emily Collins Garcia, Kristen Johnson, Mailee Kue, Kaoru Paganelli

Audience: Students, Faculty, and Staff

Details: Zoom, 10:00 am-11:00 am

In this roundtable talk conversation "The Center for Diversity & Inclusion" (CDI) staff will host open dialogue about their experiences in diversity & inclusion. In this conversation the staff will share personal experience, intersectionality and their journey in this work. They will conduct open-ended questions in which the CDI staff will answer but allow for others to ask questions pertaining to our area, our journey and diversity and inclusion. We welcome all to join us and connect with the CDI staff!

Keynote Speaker: Andy Stoll

Opening Remarks: President Ross Gittel, Kevin K. Martins, Christina Frugale

Details: Zoom, 11:00 am - 11:15 am

Presenter: Andy Stoll

Details: Zoom, 11:15 am-12:15 pm

Audience: Students, Faculty, Staff and Alumni

Keynote Speaker Andy Stoll is a global citizen who will speak on the importance of cultural competency as a leadership skill for the 21st century.

The Talk: A Black Reality

Presenters: Dr. Kevin Martins, Lily Otu, Christian Cole

Audience: Students, Faculty, and Staff

Details: Zoom, 12:30 pm - 1:30 pm

"The Talk" symbolizes varied meanings to different people. For Black people in particular and people of color generally it has commonly been known to prepare children for the realities of stereotyping, racism, and self-preservation. We will play two videos by Proctor and Gamble that highlight some of the realities of life for Black Americans and provide a space for discussion on the important topics they represent America today.

A Study Abroad experience with the International Student Organization

Presenters: Stephanie Sousa

Audience: Students, Faculty, and Staff

Details: Zoom, 12:30 pm-1:30 pm

Stephanie Sousa will be presenting on her study abroad experiences! The Day of Understanding is all about inclusion, and as an organization, ISO hopes domestic students and international students will come together

and learn about each other's study abroad experience. It is also a way for domestic students who have never been abroad to understand international students' experience at Bryant.

Understanding Risk Perception in the Time of COVID

Presenter: Heather Lacey, Ph.D.

Audience: Students, Faculty, and Staff

Details: Zoom, 1:00 pm- 2:00 pm

Our world has been turned upside down by the COVID-19 global pandemic and the lifestyle changes that have been necessary to slow the spread of the virus. As people struggle to come to terms with this "new normal," we are seeing tension and even open conflict between people who worry about the risk and think the preventative measures are warranted, and those who think the risk has been exaggerated and that the preventative measures are too restrictive. Even our unprecedented access to real-time statistical information (e.g., case counts, positivity rates, and mortality rates) has not brought us closer to consensus about the risk or its prevention. Understanding individual differences in the perception of health risk has never been more important, as public health depends on cooperation and compliance with regulations and guidelines.

Al Islam: Human Identity a Quranic View

Presenter: Imam Farid Ansari

Audience: Students, Faculty, and Staff

Details: Zoom, 1:00 pm-2:00 pm

Muslim Chaplain, Imam Farid Ansari, will lead an interesting discussion about Islam and the Muslim faith. Examine the narrative of the view of human life using text to discover the verses of the Quran relative to human life and God's purpose according to the Quran, its concepts, analysis its systems and process of development.

New Title IX Regulations & Bryant University's Sexual Misconduct Policy

Presenters: Mailee Kue and Meaghan Trayner

Audience: Students, Faculty, and Staff

Details: Zoom, 1:00 pm-2:00 pm

On August 14, 2020, Bryant University implemented the U.S. Department of Education's new Title IX regulations. Attend this session to meet our two Title IX Coordinators and to learn about Bryant's comprehensive program designed to protect members of the University community from discrimination on the basis of sex or gender, which includes sexual misconduct such as sexual harassment and sexual assault, stalking and intimate partner violence. Learn more about changes in the Title IX regulations and what it may mean for you in your role at Bryant University.

Who is Latinx? Why Are We Here and How Are We Racialized?

Presenter: Cileine de Lourenco

Audience: Students, Faculty, and Staff

Details: Zoom, 2:00 pm-3:00 pm

This talk will offer explanations on what it means to be Latinx, according to whom, why Latinx are in the US and how we are racialized in the USA. There will be time for a discussion afterwards.

Stories of Overcoming: Together We Rise

Presenters: Interfaith Center

Audience: Students, Faculty, and Staff

Details: In Person and on Zoom, 2:00 pm-3:00 pm IFC Chapel and Lawn

This Day of Understanding session is a collaboration between student affairs, academic affairs, athletics, and various student organizations who seek to provide members of the Bryant community a space to engage with insight into the intersection of mental health, diversity, and identity, with particular emphasis on the student lived experience. Through a series of short monologues from Bryant students, a display of both written and photographed testimonials, and a moment of guided & silent contemplation, this session draws attention to, illuminates on, and offers a space of reflection grounded in awareness and compassion, on and off Bryant's campus.

LBGTQ+ Resources In Rhode Island

Presenter: Andy Taubman, MSW,

Audience: Students, Faculty, and Staff

Details: Zoom, 2:00 pm-3:00 pm

Rhode Island has taken many strides to be a safe and affirm LGBTQ+ state. Join Andy Taubman, Director of Youth Services at Youth Pride Inc. to learn about LGBTQ+ services, programs, groups and organizations that are available as well as ways to find community. Included will be a discussion and Q&A on how to navigate systems for specific needs, support the work, and create LGBTQ+ space in your community

Women in Tech

Presenters: Luz Ruiz and Cadri Folami

Panelists: Kanal Patel, Alexis Barbosa, Christine Bigwood

Audience: Students, Faculty, and Staff

Details: Zoom, 2:30-3:30pm

Technology has changed the way all industries interact with their customers and employees. In 2020, we see that tech companies have done well financially and have helped other industries adapt to uncertain times. However, the tech sector sadly lags behind the rest of the job market when it comes to hiring women. This panel will explore the experiences of women from different racial and ethnic backgrounds within companies and roles in technology.

Gaining a Skillset to Effectively Discuss Politics

Panelists: Brandon Fontaine, Nika Nguyen, Professor Richard Holtzman, Professor John Dietrich

Audience: Students, Faculty, and Staff

Details: Zoom, 2:30-3:30pm

In recent years, the divisive nature of politics has made it incredibly difficult to facilitate meaningful discussion with people with varying perspectives. In this session, learn how to gain confidence in your ability to talk about

politics openly and respectfully by hearing insights from student leaders and faculty members in the Political Science Department.

Standing in Solidarity: Ally Panel

Presenter: Alex Perullo, Janet Prichard, Jonathan Fonseca, Valerie Trabucco

Audience: Students, Faculty, and Staff

Details: Zoom, 3:00 pm-4:00 pm

The word “ally” seems overused and misunderstood. Like many other labels, one can easily confuse its meaning and how to live up to the term. But what does it mean to be an ally today? Can you call yourself an ally if you’re afraid to say the “wrong” things? This panel explores the experiences of Bryant community members and their relationship to the term ally. Providing this space for shared learning is important for faculty, staff, and students who are on their own journey to becoming better allies.

Introducing the Digital Transgender Archive

Presenters: Dr. K.J. Rawson

Audience: Students, Faculty, and Staff

Details: Zoom, 3:00 pm-4:00 pm

In this talk, Dr. K.J. Rawson (he/him/his) will discuss his work founding and directing the Digital Transgender Archive (DTA), an open-access website for transgender history. Now an Associate Professor of English and Women’s, Gender, and Sexuality Studies at Northeastern University, Rawson began the DTA several years ago to address the barriers that researchers face when conducting historical research on transgender topics. This presentation will explain those barriers and the new possibilities for information circulation and historical research that digital archives like the DTA can open up for researchers.

Language is the Roadmap to a Culture

Presenters: Kaoru Paganelli, Lyu Xiuli, Elin Svard, Louise Barro, Vaishnavi Velagapudi, Juleidy Perez

Audience: Students, Faculty, and Staff

Details: Zoom, 3:45pm-4:45pm

This program’s intention is to create a space for English as a Second Language speakers to share the many ways that their native language reflects its culture and how that influenced learning English. Moreover, participants will be able to hear about specific cultural elements to the language they chose, while putting themselves in the position to deepen their understanding of the various obstacles of learning English beyond memorizing vocabulary and perfecting grammar. What types of cultural elements play a role in what we say and how we say it? How does that help us understand our own way of communicating? This is an interactive way for both the presenter and attendee to share their background and practice cultural competency.

Connecting Through Maps

Presenter: Professor Martha Kuhlman

Audience: Students

Details: In-Person, 4:00 pm-5:00 pm

In this workshop, you will learn about the maps made with the Creativity and the Arts students over the spring of 2019. To create virtual connections between domestic and international students, you will make map drawings and collages (based on google maps), and then piece them together to create a collective artwork. This project also includes a website where you can see other Bryant student maps.

White Anti-Racism Student Panel

Presenters: Mailee Kue

Panelists: Via Valenti, Hannah Bloomwald, Valerie Trabucco, Ian Whitehead, & Kristen Page

Audience: Students, Faculty, and Staff

Details: Zoom, 4:00 pm-5:30pm

On June 27th, 2020, about 20 Bryant student leaders from various student organizations participated in a workshop titled, "White Anti-Racism Intensive: Building Capacity for White Students and Staff to be Transformed". This workshop was led by Erin Corry, Sub:Culture Inc, and Marco McWilliams, Swearer Center at Brown University. The goal of the anti-racism intensive was to provide white students a "pivot space" to be able to catch up on key terms, concepts and histories in a space where their questions and ideas would not run the risk of traumatizing or triggering students of color. The training provided clarity on concepts like white supremacy, anti-Black racism, and colorblindness. Five students who attended this workshop will take part in this panel to discuss their experience and their development throughout this workshop. Quantitative and Qualitative data from the workshop will be shared to provide insights on potential next steps for Bryant.

Affirmative Action vs Inclusion: Role of International Travel Exposure in Diversifying a Campus

Presenters: Professor Ramesh Mohan & Professor Elzotbek Rustambekov

Audience: Students, Faculty, and Staff

Details: Zoom, 4:00 pm-5:00pm

There are various approaches to diversity around the world. While some countries enforce it by law, other countries have instilled inclusion in their day to day life and organizational culture. This lively panel discussion will explore how international travel exposure (cultural intelligence) improves understanding of value systems where diversity is part of culture and not rule-based. SIE Malaysia Singapore students will also share their diversity observations

Inclusion in the Workplace

Presenters: Christina Martin, HR Director, New Hampshire Department of Safety & Melissa Reilly, HR Administrator for the New Hampshire Department of Safety

Audience: Faculty, Staff, Students

Details: Zoom, 4:00 pm – 5:00 pm

This Day of Understanding session is a collaboration between the Bryant University Chapter of the Society of Human Resource Management and the New Hampshire Department of Safety Human Resources. The goal of this session is to increase awareness about diversity and inclusion from a workplace perspective. NH Department of Safety HR Director Christina Martin & HR Coordinator Melissa Reilly will speak on their experiences and training they provide to employees on these important topics. It is essential for employees to be informed about diversity and inclusion, and critical factors like unconscious bias and blind spots in the workplace

Community Conversation

Presenters: Dr. Kevin K. Martins, President Ross Gittel

Panelists: Rita Williams-Bogar '76, Shanel Anthony '00, Aliana Soto '04

Audience: Students, Faculty, and Staff

Details: Zoom, 6:00 pm-7:15pm

The social uprisings across the U.S. sparked by the murder of George Floyd, Breonna Taylor, and others has thrust systemic racism into the public discourse. Predominately white universities in particular are challenging themselves to explore ways to make their campuses more inclusive. Bryant University will have to reckon with its own past to forge a better way forward. This panel of alumni will discuss their experiences of marginalization at Bryant while discussing how we can move to a more inclusive and equitable future for all.

Cultural Intelligence

Presenters: Cindi Lewis

Audience: Students, Faculty, and Staff

Details: Zoom, 7:00 pm-8:00pm, Janikies

How do you work within the Bryant culture? How do you work within the New England culture? From England, India, China, etc? In this session, we introduce you to Cultural Intelligence (CQ). CQ relates to our ability to work effectively with people from all different cultural backgrounds, which we explore from a local to global context. Overall, CQ is about gaining the tools to adapt to a vast array of cultural differences to make a more positive work environment.

Defunding the Police: What Does it Mean and What Do We Know About Different Models of Policing?

Presenters: Ben Struhl, Executive Director, Center on Crime and Community Resilience

Audience: Students, Faculty, and Staff

Details: Zoom, 7:30pm – 8:30pm

The Defund the Police movement took the U.S. by storm in 2020. There are passionate arguments on all sides of the debate. As we grapple with what it would take to create and sustain safer communities, it will be critically important to ask the right questions and let data and research inform our pathway forward.

Engagement Opportunities:

Labels Are for Jars

Presented by Douglas and Judith Krupp Library

Audience: Students, Faculty, Staff

Details: Passive Interactive Exhibit, all day

Have you been misunderstood, judged, labeled? Labels are for jars not people. Come to the library to visit a community sourced and interactive display to share how you have been misunderstood or labeled. While you're in the library discover books, articles and other resources focused on removing labels and encouraging understanding. Take these resources with you on your mobile device via QR code, to spend some time to promote understanding for you and for others.

Contemporary African American Portraits by Amy Sherald and Kehinde Wiley

Provided by Valerie Carrigan

Audience: Students, Faculty, Staff

Details: Visual Presentation, Rotunda

Artists Amy Sherald and Kehinde Wiley are reshaping art history with their contemporary African American portraits. Join us in the Rotunda any time during the day to view images of their work on the big screen!

Dress for Success Closet

Presented by Kelley Tiarks

Audience: Students

Details: In-Person, 10:00 a.m. - 2:00 p.m., ACE Workshop Room

What is the Dress for Success Closet? The Centers for Student Success strive to provide all students with the resources needed to be successful during their time at Bryant. We understand that many students are on a strict budget and may not be able to afford professional clothing, which is why The Centers for Student Success, in collaboration with Student Affairs, established the Dress for Success Closet. Our goal is to provide students in need of professional attire with free, gently used professional clothing for class presentations, interviews, and career fairs.

What it Means to Belong at Bryant

Presented by Bryant University Student Government

Audience: Students, Faculty, Staff

Details: In Person, 11:00 am – 5:00 pm

On your pathway to the art barn, displays of the experiences that have shaped the identities of some of the Student Government members will be featured. On the walk there, get to know Student Government, and questions that have prompted them to think about their identity as it relates to belonging at Bryant. Once at the art barn, take a moment to reflect on some similar questions prompted to our student government members!

Design with a Message - Student Art Exhibition in the Art Barn

Presented by Professor Valerie Carrigan and Professor Joan Zaretti

Audience: Students, Faculty, Staff

Details: In Person, 12:00 pm – 5:00 pm

The newly renovated Art Barn on campus will be hosting a student art exhibition titled "Design with a Message" which features work from the Art and Design Studio course. The work in this exhibition moves beyond the self to examine external forces in our world. Student drawings, paintings, and mixed media works focus on themes of racism, sexism, and climate change, as well as calls for peace, unity, and kindness.

Living in Crisis: A Visual Arts Show for the Day of Understanding

Presented by Professor Maura Coughlin and Professor Valerie Carrigan

Audience: Students, Faculty, Staff

Details: In Person, 12:00 pm – 5:00 pm

We are living through a time of global pandemic, systemic racism and climate emergency. We are affected differently and unequally. How can creative work by our Bryant community represent, investigate, analyze, or share insight about our time of great crisis? Stop by the newly renovated Art Barn on campus to view this pop-up exhibit created by our community.

Draw Your Strengths

Presented by Jess Raffaele

Audience: Students, Faculty, Staff

Details: Fisher Center, 12:00 pm – 4:00 pm

Take a few minutes to artistically depict your Top Five Clifton Strengths! Learning more about your own strengths, as well as the strengths of people around you help us better understand how to collaborate and share ideas. Each person's strengths are unique, and now you can show us through art!

Where are We?

Presented by Maria Hendrickson

Details: @BryantCSLI Social Media, All Day

Audience: Students, Faculty, Staff

A social media campaign that will be ongoing beginning the week leading up to the Day of Understanding, and on the day itself! Follow the @BryantCSLI Instagram to see content from the campaign throughout the day. The purpose of this social media campaign is to learn about the national origin(s) of the individuals that make-up our Bryant Community. Students, Faculty, and Staff will be able to submit their national origin via a Google Form that will be advertised on our social media, and via email the week leading up to the Day of Understanding. Throughout the Day of Understanding @BryantCSLI's Instagram account will feature pictures, and locations of those that participated. Students who participate will be entered / randomly drawn to win various gift card(s).

Inclusion Cards**Presented by Black Women's Blueprint****Audience: Students, Faculty, Staff****Details: Fisher Center, 12:00 pm – 4:00 pm**

Cards to spread messages on inclusion and positivity to faculty, staff, and students.

Print to Screen - Diversity, Equity and Inclusion Film & Book Club**Presented by Douglas and Judith Krupp Library****Audience: Students, Faculty, Staff****Details: Bello Lawn/Library, 9:00 am – 12:00 pm**

The library will be offering two books and two films themed around diversity, equity and inclusion. Stop by to sign up and join our discussion group via zoom during winter break.

Diversity Thoughts**Presented by Diversity in Global Environment Students with Prof. Kwesiga****Audience: Students, Faculty, Staff****Details: Diversity Videos featured outside of Gulski and in Fisher Center**

Take the time to watch the videos created by Bryant University students. Students will share their insights on the importance of Diversity, Equity, and Inclusion in coursework.

Day of Understanding Window Art**Presented by Bryant Arts and Creativity****Audience: Students, Faculty, Staff****Details: View the windows all day!**

The Bryant Art Club E-Board painted the Student Fisher Center windows to draw attention to the importance of Diversity, Equity and Inclusion on The Day of Understanding. Faculty, students and staff are invited to stop by and view our art as it relates to pride and racial justice.

DEI University Book Collection & Faculty/Staff Affinity Group Sign-Up

Presented by Human Resources

Audience: Students, Faculty, Staff

Details: Bello Lawn/Library, 9:00 am – 12:00 pm

Stop by the Human Resources Table to donate your DEI Books to be housed in a free lending library on campus. Find out more about Affinity Groups and sign up for groups you may be interested in.

Affinity Groups at Bryant - Faculty & Staff

Join an Affinity Group at Bryant! Affinity groups provide support, networking, enhanced career and personal development, and an overall sense of belonging.

Bryant Parents at Work	12:30 – 1:00pm Meet and Greet Zoom
Facilitators:	Liz Canesi, Shahara Proulx, John Davia, BCBS
Bryant Faculty & Staff LGBTQA++	12:30 – 1:00 pm Meet and Greet Zoom
Facilitator:	Laura Beaudin
Women at Bryant University	1:30 – 2:00 pm Meet and Greet Zoom
Facilitator:	Melanie Cluley

Day of Understanding Community Service Opportunity:

Support the RI Community Food Bank! The Business Affairs Division will be collecting donations for the RI Community Food Bank. Collection bins will be located in the Library, 2nd Floor Fisher Center, and outside the Gulski Dining Hall.



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