**Session 1 10:45 – 11:45**

1. Beyond X & Y: The Genetics of Sex is Complicated  Social work, RN

This session will start with a quick differentiation between the terms sex, gender, gender identity, and sexual orientation. That will be followed with a quick introduction to classical (i.e. Mendelian) genetics. I will then briefly cover the chromosomal theory of inheritance and several atypical patterns of inheritance of sex chromosomes. Finally, I will quickly introduce the molecular basis of inheritance and how individual genes – not whole chromosomes – can influence the development of sex characteristics.

Speaker: Michael Miller

1. “Pave The Way for a More Inclusive Iowa”

75% of Iowans still live in the same county in which they were born. Although “Iowa Nice” describes Iowa’s reputation for friendliness towards strangers, few Iowans have had meaningful exposure, experience, education, or constructive emotional engagement with people whose life experiences are different from their own. This lack of opportunity to practice interacting with differences is what roots many Iowans in polarizing mindsets or to minimize differences. This one-hour workshop is designed to help educators and students alike learn strategies to “Go Beyond Iowa Nice” and adapt to the changing demographics of their communities using data and statistics, live storytelling, and interactive activities.

Speakers: JJ Kapur and Kate Brockmeyer

1. “But You Don’t Look Diverse!” – How a Privileged White Girl Became a Director of DEI

Throughout my career I have often faced the challenge that I don’t seem diverse enough to do the work I do or to have the role I have. In this session, I will tell you about my life and journey to illustrate that diversity is not a synonym for marginalization, privilege is not a shameful word, and how all of us have an important role to place in DEI work.

Speaker: Holly Stevenson

1. “Affirming & Christian: Removing Faith Barriers to Affirming Same-Sex Couples”

What if you could fully affirm your neighbor, friend, or co-worker from the LGBTQIA+ community without rejecting your faith? Discover a more faithful way to read scriptures and embrace the diversity in your community.

Speaker: Chris Childs

1. Hiring Nonviolent African American male ex-offenders: A phenomenological investigation on Employment Discrimination. Social Work

The first recommendation is for direct funding for culturally responsive reentry programs, which is necessary to fill the gap in services that countless nonviolent African American male ex-offenders desperately need. · Second, the fundamental purpose of government is to preserve public safety. Nonprofit organizations, public administration practitioners, scholarly practitioners, the private sector, and other crucial stakeholders must contemplate alternative methods of approaching the discrepancies in services for many nonviolent African American male ex-offenders. · Third, research exemplifies that culturally responsive reentry programs are fundamental to address the specific requirements that lead to successful consequences for scores of carceral citizens of African ancestry (Stepteau-Watson et al., 2014). · The prescribed recommendations align congruently with evidence-based data delivered in the theoretical framework of this study.

Speaker: C. Negus Rudison-Imhotep, Ph.D.

1. Growing Up Amish Social Work

I was born and raised Amish but left when I was 18 to start a better life for myself. I now have 3 children and am a full-time student. I will speak of the trials and tribulations of growing up Amish, but also the positives of being raised in the community. The values and ethics it taught me.

Speaker: Rosemary Miller

1. Cultures and family roots influence personal lifestyle choices

The power of traditions, legacies, and family trees are the tools that help us live our dreams. Everything that we do in our lives, is a product of our beliefs and our roots. Learning the stories of our ancestors help us to appreciate how unique we are. We learn to accept, honor, and love where we came from.

Speaker: Dr. Edith Cabrera-Tello.

1. Why Are Immigrants and Refugees Afraid of Reporting Crime? Social Work

Many Immigrants and refugees are facing huge problems once it comes to working with the police because of their previous experience or trauma they had dealing with the police. We will discuss what the Iowa city is trying to do to make Immigrants and refugees feel comfortable to report crime. We will also discuss why the community stigma plays a big role in their decision making.

Speaker: Joshua Dabusu

1. Beyond Diversity; cultural competency and the next steps in your journey of diversity.

For many of us diversity has been a journey of growth that has challenged our thinking and our “cultural bubbles”. In this session we will discuss possible ways to further our journey beyond the concept of diversity. We will explore the concept of cultural competency and its applications in the workplace, community and life.

Join us at this session to learn and share about the next steps that you can take to further your growth in diversity, equity, inclusion, access and justice.

Speaker: Himar Hernandez

1. Community Decision Making

The Neighboring Movement has developed a tool for making decisions within a community. Learn the ins and outs of The ReCycle. This tool can be used in formal settings like a board meeting or an executive team, or in informal settings like a book club or church group. The ReCycle provides a repeatable way to move forward as a group while maintaining equity, alignment, and meaningful action.

Speaker: Adam Barlow-Thompson

**Session 2 1:00-2:00 pm**

1. Beyond Iowa Nice: Road Simulation Tool Social Work

Each time we navigate societal “roads,” we’re expecting others to be aware: to stay in their own lane and stay out of our way. Then why are there so many collisions? Because we may be unwitting about our own navigational advantages and their effect on others. Participants will enter the Iowa Nice Road Simulator to experience the social structures that could be in place for people of various racial identities and be able to identify the three concepts that make us better drivers

Speaker: Abena Sankofa Imhotep

1. Student Panel –Larissa Scatamburlo, Daniel Barnes and Lukas Glade

Larissa Scatamburlo is from Rio de Janeiro, Brazil. She is a freshman this year participating on the volleyball team. She is majoring in an Associate of Science and will plan to transfer on to continue playing and getting her bachelor’s degree in a science related field.

Lukas Glade is a Men’s Soccer student-athlete from Germany.

Daniel Barnes is from the Caribbean. He is currently in the Construction Tech program but debating changing to the AA as he also would like to transfer and keep studying. He is a freshman and also an RA on campus.

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Speaker: Rosemary Miller

1. Mindfulness Writing Social Work

Joy and wellness are critical to refill our cups so that we are better, more engaging people as we teach, learn, advocate, and explore this world of ours. Mindfulness writing is connecting the body and mind to the hand and allowing whatever needs to be written. It is connecting breathing to action and action to calm and meaningful engagements. Everyone experiences mindfulness differently, which makes it exciting.

Speaker: Patti Jones

1. What You Don’t Know Can Hurt You

We often judge ourselves through our intentions and judge others by their actions.  If that is true, then others are likely judging us by our actions – not our intentions.  We will explore unconscious bias – what it is, how it shows up, and start to confront our own unconscious bias through self-contemplation. We will discuss not only how unconscious bias hurts others, but also how it can hurt you.

Speaker: Hollie Tometich

1. Coming Together for Racial Understanding: A tool to have safe and healing discussions on race in your community.

Talking about race is not easy and can be uncomfortable. At the same time, we know that racism is present in our communities and that it does not go away unless we are intentional about making changes. The Extension system has created a tool to hold racial dialogues in communities and facilitate action planning to create more equitable communities and increase understanding among cultures and races.

Join us at this session to learn about our efforts to roll out this program in Iowa or how we can support your work in your community or organizations.

Speaker: Himar Hernandez

1. Trauma, Cultural Adjustment, and Mental Health in Refugee and Immigrant Populations Social Work

Despite a high need for mental health support, refugees are significantly less likely to have equitable access to it. We will explore refugees’ trauma and stressors during the premigration, migration and postmigration stages and ways of coping with them.

Speaker: Jahnavi Pandya and Adina Levitt

1. Language attitudes: Communication is a two-way street Social Work

We all bring certain preconceptions and ideas with us when we talk with others. These are *language attitudes*. Language attitudes reflect judgements we have about the way others speak. Importantly, they affect our day-to-day interactions in ways we may not even realize. There are numerous studies that show, for example, that after hearing someone with a nonnative accent say the same thing as someone with a native English accent, the nonnative speaker is judged differently – most often much more negatively. Thus, language attitudes and the judgements that flow from them can create distance among people and impose divisions where none need exist. In this session, we will discuss how awareness of language attitudes can make our communities more welcoming to all Iowans. We will explore how to come together and create spaces where different ways of communicating are valued and all voices can be heard.

Speaker: Christine Shea

1. Empowering Others to Avoid Violence: The Journey to Prevent Human Trafficking Social Work

Amy became involved in the fight against Human Trafficking and Violence against Children in 2012. She believes that children can be empowered to work against violence. “Everyone can soar like an eagle!” Amy is a mother of three children and a military spouse for 18 years.

Speaker: Amy Ratekin (Tom Lazio will introduce)

1. Pacific Islanders in Iowa, A Rising Demographic

In the last decade, the State of Iowa has seen quite an increase in their PI neighbors. When folks think of the Pacific, the most commonly discussed places include Hawaii and some Polynesian countries. Join Trevy as she shares some demographics, and history of why more and more PI’s are calling Iowa home.

Speaker: Trevy Augustin