



Institute Program

Friday, March 30, 2018

About the Institute

The ABCD Institute is a one-day conference event, and an initiative to inform, educate, and engage participants in dialogues on discrimination issues across various topics, such as religion, race/ethnicity, gender, sexual identity, ability, body size, and age. In alignment with the inclusive excellence promoted by the UW systems, this Institute is designed to promote a more inclusive, diverse, and respectful attitude towards individual differences, and to foster an atmosphere that celebrates human diversity. The dialogues from the Institute serve as a platform for participants to learn constructive ways to be more inclusive and respectful of individual differences, thereby celebrating diversity in our society.

Faces of the Institute

Kayoung Kim, Ph. D.

Director, ABCD Institute



Dr. Kayoung Kim was born, raised, and educated in South Korea where she obtained her BA from Yonsei University. She came to the US in 2009 where she received her MS in Human Development and Psychology from Harvard University, and PhD in Cognitive Psychology from Texas A&M University. She joined the UW-Fond du Lac faculty in 2015. Since then, her lab has developed numerous active research projects in children's cognitive development and is currently collaborating with Children's Museum of Fond du Lac through the Living Lab Initiative. She is also actively involved in the Scholarship of Teaching and Learning (SoTL), with her research focused on High Impact Practices (HIP) for student learning. In her efforts to promote and celebrate diversity on campus and beyond, Dr. Kim has received multiple grants to found the ABCD Institute. She is the recipient of 2017 Underkofler Excellence in Teaching Award from the UW System, and has recently been selected as the 2018-2019 Wisconsin Teaching Fellow.

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Rebecca Vis (Becky)

Assistant Director, ABCD Institute



As the Assistant Director of the ABCD Institute, Rebecca currently serves as the Diversity Director of the UW-Fond du Lac Student Government. She will be graduating this spring from UW-Fond du Lac with her associates degree, with plans to pursue a doctorate degree in psychology. Rebecca plans on opening a facility to help individuals transfer successfully back into society from incarceration and/or detox from drugs and alcohol. This is a very personal mission for Rebecca as she was once that person who needed assistance and had very little resources. She is a very driven individual who is very active on and off campus in multiple organizations promoting inclusivity for all. Rebecca is a non-traditional student who works to inspire others as she balances school and her employment while raising her beautiful daughter, Clara.

Student Diversity Team, UW-Fond du Lac Student Government



(From left to right) Alyssa Reinke, Abbey George, Richardson Paye, Emma Klein, Dr. Kim, Rebecca Vis, Thornton Albertz

Not pictured: Jenna McCauley

Institute Schedule At-A-Glance

8:00 am – 8:45 am	Registration & Program Pick up	
8:45 am – 9:00 am	Institute Kick Off & Announcements	
9:00 am – 10:00 am	Keynote Speech: Lisa Hanasano	
10:00 am – 10:15 am	Break	
	Symposium	Workshop
10:15 am – 11:00 am	Ken Smits	Rudy Bankston
11:15 am – 12:00 pm	Sandra Neumann	Lora Vahlsing
12:00 pm – 1:00 pm	Lunch Hour & Plenary Programs	
1:00 pm – 1:45 pm	Fenaba Addo	Bret Evered
2:00 pm – 2:45 pm	Chandra Waring	Jody Siker
3:00 pm – 3:45 pm	Laura Khoury	Christopher Szymczak
4:00 pm – 5:00 pm	Closing Ceremony & Certificate Pick up	

Presentation Information

Lisa Hanasano- Allies and Advocates: Taking a Stand Against Bullying (9:00am Keynote Speaker)

Despite shifting cultural norms and organizational policies, bullying remains a significant societal problem that harms targets, relationships, schools, and communities. Although we can equip targets with specific communication skills and scripts for confronting bullies and reporting incidents, it is important to also examine critically how friends, family members, colleagues, leaders, community members, and bystanders can do their part to prevent and stop bullying. Collectively, we can make a positive impact. In this presentation, Dr. Hanasano will highlight the roles of allies and advocates in the quest to end bullying. After identifying key findings from the literature, Dr. Hanasano will provide practical strategies that audience members can use to serve as anti-bullying allies and advocates.

Ken Smits- Diversity and Religion: Borders and Walls (Symposium, 10:15am-11am)

This presentation will deal with diversity in the images of borders and walls. Beginning from experiences, it will deal with broad parameters of cultural and religious issues, including public and personal morality. Included will be issues of personal freedom and the common good, religion and the LGBT experience, and the importance of the practice of accompaniment. It will emphasize positive ways of dealing with diversity. There will be time for questions, expression of opinion, and dialogue with the presenter.

Rudy Bankston- Bullied into Resilience: The Entrapment of Undiscovered Identity (Workshop, 10:15am-11am)

What image surfaces in response to the word, bully? Chances are, the image you envision reflects a personal experience or society's stereotype. Our images likely share one key aspect -bully is represented through depiction of one sole individual. This reinforces the American belief in individualism - that individual effort can triumph no matter the challenges. This perpetuation of the American Dream

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diminishes the extent to which our history and culture is rooted in racism and ignores the vast disparity in the experiences of individuals who are white versus individuals of color, particularly Black people. Presenter Roderick Rudy Bankston will share his experiences as the target of the ultimate bully, the system. His story increases attention to the vulnerability Black children share as targets of unjust treatment and denied opportunities and their potential victimization by the school to prison pipeline. His experiences support examining of overt and covert forces that perpetuate the belief that Black children are expendable. Participants consider the impact of systemic racism, related conditions, and individual attitudes and behaviors on children's development. Explicit attention is focused on the critical process of identity development and the need for this process to authentically use an asset-based approach to cultural and racial identity.

Sandra Neumann- Being a Social Justice Ally (Symposium, 11:15am-12pm)

Dismantling injustice is hard and scary work, especially when we feel like the only voice in a crowd. So, what happens when others don't share our passion for diversity and social justice? This talk will define what a social justice ally is, some of the things we do to fight oppression, and how to stay strong in the face of opposition.

Lora Vahlsing- Art of Identity (Workshop, 11:15am-12pm)

Lora Vahlsing is an artist and yogi. She was born in South Korea and was adopted by a couple in Wisconsin. Lora grew up knowing almost nothing about the family and country she left. She quickly acclimated to her new life: she was given a new name, no longer spoke Korean, and became fluent in English. Even though she was accepted by her family and community, she lacked a way to make sense of what it meant to be a transracial adoptee. Growing up, she internalized racist comments, and found it almost unbearable to accept she was Korean. Others either couldn't relate to her experience or felt uncomfortable acknowledging it. As a young adult, Vahlsing immersed herself in writing, imagining the family and country she had no memories of. Her writing led her back to Korea where she found her birth family. What she found

out about her early years in Korea empowered her to seek answers not in others, but in herself.

**Fenaba Addo- Racial Disparities in Student Debt and Wealth Inequality
(Symposium, 1:00pm-1:45pm)**

In the United States it is well known that student loan debt has been rising for several years. In this study, we expand on recent research on racial disparities in student loan debt, and ask whether black-white disparities in debt persist, decline, or increase across the early adult life course, examine possible mechanisms for racial disparities in student debt, and ask whether the racial disparity in student debt is contributing to black-white wealth inequality among a recent cohort of college-going young adults.

Bret Evered- Mino Bimaadiziwin- Living a Good/Healthy Life (Workshop, 1:00pm-1:45pm)

"Mino Bimaadiziwin" is the Anishinaabe/Ojibwe phrase for "Living a Good/Healthy Life." Mino Bimaadiziwin is a phrase that encompasses my identity on a daily basis- upholding my culture as a Native woman while being a part of the modern- popular culture that encompasses our daily lives. It is difficult to find balance in living a good life, but I have found that embracing my cultural identities, my people's history, and my own personal story is necessary in succeeding in life and inspiring younger people in having similar success. Finding your identity in life is an important piece of our life cycle and is crucial for the well-being of youth, especially youth who come from diverse and historically oppressed communities. These, youth are often dealing with trauma from shared community history, homes, and institutions. Their identity is crucial to them in living a good and healthy life- they should never be put in a place to choose one piece of their identity and abandon the rest of it, but rather embrace every aspect. We are all at a place in life to help embrace these identities and further live a good life together- Mino Bimaadiziwin. In this discussion, I will share about my culture, history, family, and personal stories. I will

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also share of the importance of helping others to recognize their own importance and understand that they are unique and a vital piece to the world.

Chandra Waring- Capital or Confused? What We Can Learn from Black/White Biracial Americans (Symposium, 2:00pm-2:45pm)

The increasing bi/multiracial community in the United States has generated much literature about racial identity and social psychological well-being. Drawing on sixty in-depth interviews with Black/White biracial Americans, this presentation shifts the theoretical focus from identity and well-being to the conceptual development of how race shapes bi/multiracial Americans social interactions with both Whites and Blacks. The majority of participants reported interacting differently when in predominately White settings versus predominately Black settings. I offer the concept of racial capital to highlight the repertoire of racial resources (knowledge, experiences, meaning, and language) that biracial Americans use to navigate race. These findings reveal the continuing significance of race in a population that is often celebrated as evidence of racial harmony in the United States. Most importantly for this Institute, I ask the question: what can we learn from biracials about race, diversity and bullying in a country with an infamous racial past, supposedly post-racial present, and increasingly bi/multiracial future?

Jody Siker- A is for Ableism: The Alphabet Soup of Disability (Workshop, 2:00pm-2:45pm)

This talk will go through the A-Z of disability in society. We will explore the advocacy that led to legal protection from discrimination and continued efforts to conceptualize disability as difference. Participants will participate in simulations to build empathy and learn about tropes and stereotypes of individuals with differences. Disability is a socially-constructed category with shifting group membership. In schools, students with Individual Education Plans and 504 Plans have the right to accommodations and modifications that allow maximum access to the same opportunities as other students, but there remains a disconnect. After learning about

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advocacy and identity, we will explore strategies for educators, so participants can advocate for equal access or use the strategies, depending on their role.

Christopher Szymczak- Does Your Family Know You Are “Straight”? (Workshop, 3:00pm-3:45pm)

With the passing of Marriage Equality in 2015, a large majority of individuals believe that LGBTQ+ people are now considered "equal" within society. Although this was a large step for our community, there are still many stigmas, stereotypes, and an oppressive nature that continues to undermine the LGBTQ+ community here in the United States. This results in creating unsafe environments for openly LGBTQ+ peoples and leaves many individuals of all ages feeling stuck and forced to stay "inside the closet." Whether you're out, or in, or an ally, this workshop will provide you with information related towards coming out, ally ship, family resources, legislation and administration views around LGBTQ+ people, simple, easy steps to make all areas more accepting and inclusive towards the LGBTQ+ community, and much more! ALL IDENTITIES ARE WELCOME!

Laura Khoury- Being While Black: Everyday Resistance to the Practice of Racial Profiling (Symposium, 4:00pm-4:45pm)

Being while black is ultimately an everyday revolution, despite the fact that people manage their selves by their own choosing, especially as their desires are being shaped, their selves remains the basic revolutionary unit. I argue that despite this false sense of presence of power and internalized social-control, blacks actively construct their day-to-day activities as a discursive object of resistance. Critical awareness to racial oppression is in itself is a form of opposition to it. Thereby, social control and resistance are coproduced.

Lunch Hour Plenary Programs

Diversity Dialogues: Led by Jo Teut from the UW Colleges' Office of Equity, Diversity, and Inclusion

Join the open forum and participate in activities and discussions centered around issues of equity, diversity, inclusion, social justice, and much more. This program is designed to be an informal gathering that allows participants to educate and learn from one another. By sharing and learning of personal perspectives and experiences related to diversity, participants will encourage and promote a sense of community. Everyone is welcome to attend.

Cultural Display: Made by Native Nations Student Organization, University of Wisconsin-Superior

Please come and check out displays from our students that exhibit their Anishinaabe/Ojibwe culture. The students will have on display: beadwork, traditional and contemporary items, research, posters, and other informational materials on their cultures. The students look forward to sharing their culture with everyone and to answering any questions regarding their displays.

The Exhibit of the Firsts: Prepared by students from Psychology of Discrimination, University of Wisconsin-Fond du Lac

This unique exhibit showcases many historical figures that have been pioneers in history, in not only achieving greatness but also in being the “first” individual to leave historical traces. Learning of their stories, their struggles and successes alike, allows one to appreciate and celebrate the significance of these individuals as role models for many that follow them. Walk through the posters and enjoy the unique stories in this Exhibit of the Firsts – everyone is welcome to enjoy the exhibit.

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UW-Fond du Lac Foundation

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UW-Fond du Lac Art Students League (logo design)

Student Staffs from Psychology of Discrimination course, UW-Fond du Lac

Abbe Bivian

Madison Nolan

Adam Kost

Megan Elger

Alex Bullock

Nicole Grahn

Alex Lindeman

Olivia Theander

Andre Dawson

Rebecca Vis

Carlos Lopez

Richardson Paye

Chase Warzala

Ruthanne Smith

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Sam Ritger

Dylan Palmer

Sophia Smith

Emily O'Leary

Tasha Quick

Emma Klein

Taylor Kuechenberg

Kaitlyn Hurst

Taylor Olig

Katlyne Lisowe

Thatcher Lemond

Kelsey Kaiser

Ty Viebranz

Kilie Shaw

Xena Olveda

Kyrstina Murphy

Call for 2019 Presenters

The Institute is proud to invite program proposals for the 2019 ABCD Institute. We invite you to be a part of this annual event that is designed to promote Inclusive Excellence on campus, in the workplace, in your community, and beyond.

About the ABCD Institute 2019

The ABCD Institute is an annual, one-day event combining academic presentations, educational workshops, exhibits, networking, and other membership events. Taking place each spring, the Institute will welcome up to 300 attendees from across the state, reputed speakers and presenters, exhibitors, sponsors, and guests. The date of the Institute will be announced in November 2018.

Proposal Guidelines

To participate in the program, please submit a presentation proposal that is supportive of the mission of the ABCD Institute. The Institute is committed to promoting issues centered around diversity; therefore, presenters are required to explain, as part of their proposal, how their presentation/workshop addresses and/or integrates diversity issues into the topic. Detailed instructions on the proposals can be found on the Institute website.

Submission Deadline

Submissions are due no later than **11:59 pm (PST) on Friday, November 30, 2018**. The Institute accepts proposals via online submission only. The prospective presenters should find the form on the Institute website. Presenting authors and workshop leaders will be notified via email of the decision regarding acceptance in December 2018. If accepted, presenters will be notified of the schedule of the program in February 2019. Scheduling changes can be made by the presenters, and must be requested by March 1st, 2019 to ensure they appear in the printed program.

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