



Identity, Inclusion and Social Transformation:  
*Centering* **Gender, Power** and **Privilege**





This year's Summit provides opportunities for the campus community to develop and strengthen knowledge, skills and habits of mind necessary for meaningful, productive gender-inclusive work on campus and beyond. While gender is prominent in this year's theme, this focus does not require that other relationships of privilege and power be ignored. In fact, focusing solely on gender is insufficient if our goal is positive change. We must simultaneously confront other forms of oppression, including heterosexism, racism, classism, ableism and transphobia, among others, as well as work together to support all communities in challenging institutional and individual discrimination and oppression.



# Keynote Speakers

March  
28

7 p.m.



## Barry Jenkins

*Weis Center for the Performing Arts*

The writer and director of the critically acclaimed film *Moonlight*, **Barry Jenkins** burst on to the scene in late 2016. His first film in eight years, *Moonlight* is an unforgettable drama at the intersection of gender, race, sexuality, family and love. The film was shot in Miami and premiered at the 2016 Telluride Film Festival. At the 89th Academy Awards, the film received eight nominations and went on to win Best Picture and Best Adapted Screenplay. Jenkins' breakout film was the 2008 low-budget independent feature *Medicine for Melancholy*. In 2017, he was named one of *Variety's* "10 Directors to Watch." A native of Miami, Jenkins studied film at Florida State University.

March  
29

7 p.m.



## Abby Dobson

*Gallery Theatre, Elaine Langone Center*

Part of the series "**The Black Body (Re) Considered**"

*Co-sponsored by Griot Institute for Africana Studies; the Departments of Music, Theatre & Dance and Philosophy; the Teaching & Learning Center; and the Center for the Study of Race, Ethnicity & Gender.*

Abby Dobson's performance, discussion and workshop will focus on her work with the Say Her Name Project, created by the American Policy Forum to address Black women's experiences of police violence in an effort to support a gender-inclusive approach to racial justice that centers on all Black lives equally. The evening will provide an opportunity to appreciate and to acknowledge the stories of Black women who have lost their lives to police violence.

# Diversity Summit Events

March  
28

5-6:30 p.m.

## *Bucknell Community Dinner*

*Larison Dining Hall*

**Breaking Gender — Dechen Yangkyi, Reid Sanchez, Juan Alonso, Sydney Whorral, Tess Smith**

*RSVP Required*

Man. Woman. Trans woman. Trans man. Gender fluid. Gender non-conforming. We all grow up with gender identities, all of which constitute and are constituted by institutions such as family, schools, media, markets, law and politics. Join us for a delicious summit kick-off event where we will experience and discuss gendered rules, norms and practices that govern social relationships on campus and beyond.

*Sponsored in part by the Bucknell University Alumni Association*

[RSVP HERE](#)

# Schedule of Events

**Tuesday**

March  
**28**

**5-6:30 p.m.**

**Bucknell Community Dinner**

**Breaking Gender**

Larison Dining Hall (RSVP required)

Hosted by Dechen Yangkyi, Reid Sanchez, Juan Alonso, Sydney Whorral and Tess Smith

*Sponsored in part by the Bucknell University Alumni Association*

**7 p.m.**

**Barry Jenkins Keynote Address**

**Identity, Inclusion & Social Transformation: Centering Gender, Power & Privilege**

Weis Center for the Performing Arts

**Wednesday**

March  
**29**

**9-9:52 a.m.**

**Personal Journeys of Identity and Transformation**

Workshop | Traditional Reading Room

**Women in Media**

Panel Discussion | ELC 217

**Eradicating “Isms” through Prophetic Understanding of Jewish and Christian Writings**

Panel Discussion | ELC 241 A, B, C, D

**9-10:52 a.m.**

**Standing Tall: Building Resilience, Strengthening Roots**

Workshop | AW 211

**Bucknell World Café**

Facilitated Dialogue | Walls Lounge

**Write Out Loud — A Spoken-Word Workshop on Gender, Privilege and Power**

Creative Session | Willard Smith Library

**10-10:52 a.m.**

**Gender Disparity in Nonprofit Employment and Community Engagement**

Panel Discussion | Traditional Reading Room

**LGBT Families: Raising Kids in the Susquehanna Valley**

Panel Discussion | ELC 217

**10-11:52 a.m.**

**F.U.B.U.: Exploring the Tension Between Appropriation and Appreciation in Hip-Hop Dance**

Creative Session | ELC 241 A, B, C, D

**11-11:52 a.m.**

**Power, Poverty and Politics: An Analysis of Native American Health Disparities**

Facilitated Dialogue | AW 211

**Women and Finance**

Facilitated Dialogue | Traditional Reading Room

**Wednesday**

March  
**29**

**11-11:52 a.m. (continued)**

**Gender and the Study Abroad Experience**

Workshop | ELC 217

**Black Women and Violence**

Facilitated Dialogue | Walls Lounge

**Uncovering Bucknell's Diversity Efforts**

Panel Discussion | Willard Smith Library

**12 noon - 1:30 p.m.**

**Featured Panel —**

**Identity, Inclusion and Social Transformation: Centering Gender, Power and Privilege**

**Male Allies and Advocates for Gender Equity**

Panel Discussion | Trout Auditorium

**2-2:52 p.m.**

**Bucknell Diversity and Inclusion Resources Portal**

Facilitated Dialogue | AW 211

**Gender, Disability, and Issues of Power and Privilege**

Panel Discussion | Traditional Reading Room

**Breaking the Roles: A Focus on Representation Through Race and Gender**

Workshop | ELC 217

**Applying the Bystander Intervention Model to Social Change**

Workshop | Willard Smith Library

**2-3:52 p.m.**

**Breaking Gender**

Panel Discussion | Walls Lounge

**The Center Will Not Hold: Trouble with Gender and Research**

Workshop | ELC 241 A, B, C, D

**3-3:52 p.m.**

**WMST, Intersectionality and Student Experiences at Bucknell**

Panel Discussion | ELC 217

**(S)he Can Edit: Wikipedia Editing for a More Inclusive Web**

Workshop | Willard Smith Library

**7 p.m.**

**Abby Dobson**

Gallery Theatre, Elaine Langone Center

**Part of the series "The Black Body (Re) Considered"**

*Co-sponsored by Griot Institute for Africana Studies; the Departments of Music, Theatre & Dance and Philosophy; the Teaching & Learning Center; and the Center for the Study of Race, Ethnicity & Gender.*

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# Session Descriptions

**9-9:52 a.m.**

**Personal Journeys of Identity and Transformation** — Workshop | Traditional Reading Room

Chris Boyatzis, Kim Daubman, Bill Flack, Jasmine Mena

Self-reflection and personal experiences compelled each of the presenters to address issues of gender, power and privilege in their respective courses. They will each briefly share how they arrived at the understanding that a contextualized approach to psychology that considers power differentials is essential. They will also create an interactive space by giving attendees an opportunity to reflect on their commitment to making mindful choices to increase their knowledge about power and privilege, and to increase commitment to taking positive action toward social transformation.

**Women in Media** | Panel Discussion | ELC 217

Caldwell Harden

This panel will discuss how the media portrays women. Throughout and after the most recent election cycle, there was substantial acknowledgment of the sexist language present in our culture; language that, up until very recently, we failed to even acknowledge. The conversation will center on how the roles of women have changed throughout history and how advertising and marketing use women and their bodies as a means of selling products. As women, we can often recognize when we hear sexist language or see exploitative advertising, but how does that affect our well-being and our purchasing patterns?

**Eradicating “Isms” through Prophetic Understanding of Jewish and Christian Writings**

Panel Discussion | ELC 241 A, B, C, D

John Colatch, Chana Leslie Glazier, Suzanne Domzalski

Negative interpretations of religious teachings regarding race, gender, human sexuality and power have been used as tools of oppression. Alternative ways of reading and understanding traditional texts can go a long way toward facilitating healing for those who have been affected by them. Each of the panelists will bring stories and perspectives from their traditions and experiences that highlight the ways in which individuals have used and are using sacred texts and their interpretation to speak truth to power. Attendees will be invited to consider, or reconsider, religious teachings in a new light.

**9-10:52 a.m.**

**Standing Tall: Building Resilience, Strengthening Roots** | Workshop | AW 211

Rosalie Rodriguez

This workshop will focus on the five key ways we experience adversity in our lives based on the work of Dr. Jeanine Staples. Participants will practice methods to prepare for and prevent derailment as well as process unavoidable events. Activities will begin with a trust-building activity, and teams will then be given time to identify a moment of adversity that they have experienced. Participants will identify the physical and emotional manifestations of that event and end with tangible examples of how to create a new narrative that allows us to better deflect negative experiences that come into our lives. Methods include coalition-building and setting specific goals with partners who can help develop this new narrative and reinforce its importance. Working on ourselves is the key to building healthy, engaged communities who value and respect diversity and justice.

**9-10:52 a.m. (continued)**

**Bucknell World Café** | Facilitated Dialogue | Walls Lounge

Anushikha Sharma, Lynn Pierson, Jennifer Figueroa, Kyle Bray, Rosalie Rodriguez

The World Café is a structured conversational process intended to facilitate open discussion and link ideas within a larger group to access the collective intelligence or wisdom in the room. Participants move between tables where they continue the discussion in response to a set of questions, which are predetermined and focused. As well as speaking and listening, individuals are encouraged to write or doodle on a paper so that when people change tables they can see what previous members have expressed. Participants can create tangible goals for themselves or their departments based on their experience at this session.

**Write Out Loud — A Spoken-Word Workshop on Gender, Privilege and Power**

Creative Session | Willard Smith Library

Tamara Hijazi, Anthony Scrima, Zoe Russell, Ella Tazuana Johnson

Slam poetry is more than just a form of poetry. It is a form of empowerment that pushes the boundaries of emotion, language and creativity. This workshop will explore the ways that our personal experiences and the experiences of others can intersect to create poems of solidarity and empowerment. Participants will enjoy several slam poetry performances followed by discussion centering on how spoken-word pieces are composed; the flow of thought, the timing and the creative writing process. Participants will have the opportunity to create and perform a slam poetry piece reflecting on their own experiences regarding the intersections of gender, race/ethnicity, sexuality, privilege and power.

**10-10:52 a.m.**

**Gender Disparity in Nonprofit Employment and Community Engagement** | Panel Discussion | Traditional Reading Room

Kyle Bray, Troy Swinehart, Chris Small, Scott St. Pierre, Jesse Aguilar, Jordan Sneed

Evidence abounds that both the majority of employees in the nonprofit sector and the majority of community volunteers identify as female, yet great disparity exists between the power and privilege afforded to women and that afforded to men in this field. Of particular relevance are matters of pay rates, promotions and executive leadership/board member positions. This session will allow Bucknellians with direct experience in this area to share their perspectives on why the gender gap exists and what can potentially be done to reduce or eliminate it.

**LGBT Families: Raising Kids in the Susquehanna Valley** | Panel Discussion | ELC 217

Brianne Croteau, Kelley Adams-Verge and Todd Leister

What challenges do LGBT parents face raising kids in our rural, conservative landscape? How do parents who don't fit gender norms find their place, and how do they educate their children's peers, their parents and teachers? How do heterosexual parents advocate for and support their LGBT children growing up in the Susquehanna Valley? Hear from a panel of Bucknell staff who will share their personal stories about being LGBT/parents and raising kids in Central PA. Participants are encouraged to engage in open, facilitated dialogue to ask questions and address these and other experiences.

**F.U.B.U.: Exploring the Tension Between Appropriation and Appreciation in Hip-Hop Dance**

Creative Session | ELC 241 A, B, C, D

Shondrika Moss-Bouldin

F.U.B.U. is an acronym that means for us by us. This term originated from a popular African-American multimillion-dollar clothing company that developed in the '90s. Solange's song "F.U.B.U." reintroduces this term to another generation and discusses the cultural appropriation that often occurs in African-American culture. Participants will have an opportunity to hear this song and dissect its meaning. Dr. Moss-Bouldin will lead a panel of students from her hip-hop class to discuss this tension between cultural appropriation and cultural appreciation. If time permits, students will present a short dance from class.

**11-11:52 a.m.**

**Power, Poverty and Politics: An Analysis of Native American Health Disparities** | Facilitated Dialogue | AW 211

**Lauren Dolinsky**

Due to treaties from the past 200 years, Native Americans are the only ethnic and/or racial group in the U.S. to be guaranteed free and full health care by the United States government. Despite these promises, Native Americans display some of the worst health outcomes in the nation. These harsh health disparities are a direct product of historical disenfranchisement as well as modern financial neglect. The United States government stripped the Native American population of their power and livelihood for centuries which, followed by severe negligence, has created an important social justice issue.

**Women and Finance** | Facilitated Dialogue | Traditional Reading Room

**Missy Gutkowski, Kortney Klingert, Mamta Badlani, Lynette Santhakumar, Melissa MacPherson**

Bucknell's Women in Finance student group will facilitate dialogue concerning women and transgender women working in financial services. How can change occur in the uninviting, male-dominated environment that is generally representative of financial companies, to be more inviting to employees who identify as women? Should men make themselves more approachable? How can perspectives of others evolve to empower women to aspire to the positions women want in financial services? Should women change themselves to connect more to men? Participants can share their thoughts, hear others' stories and learn about the gender differences in financial services.

**Gender and the Study Abroad Experience** | Workshop | ELC 217

**Ariana Stuhl**

The U.S. study-abroad system has a long history of exclusion and is set up in ways that prevent many historically underrepresented students from participating. This project looks at those barriers and then makes a case for a certain type of study abroad experience that can better meet the needs of historically underrepresented students.

**Black Women and Violence** | Facilitated Dialogue | Walls Lounge

**Amarachi Ekekwe**

What challenges do Black women face on Bucknell's campus? What do they deal with on an everyday basis? What are the spaces where they feel most and least safe? How do Black women feel about the on-campus resources that are supposed to be available and accessible to all students? Come and learn how Black women from different cities, majors, class years, etc., describe their day-to-day experiences on Bucknell's campus. Come and learn about the research and data Ekekwe collected last summer in an effort to make a difference for Black women. Come to listen, learn and be empowered to help one of the most marginalized communities on campus.

**Uncovering Bucknell's Diversity Efforts** | Panel Discussion | Willard Smith Library

**Molly Clemmer, Claire DeBoer, Sophie Heinberg, Abbey Jordan, Anna Millar, Danny Rafferty**

Student panelists will share their research into structural incidents from Bucknell's forgotten racial past, such as the Bucknell-Howard University Exchange program, the NAACP at Bucknell, famous civil rights visitors to Bucknell and diversity efforts within the Greek system. As part of their fall 2016 History of Higher Education class, they researched race relations in the 1950s and '60s using the library's Historical Archives and the Griot's "Civil Rights Project," and several of the projects uncovered additional layers of gender and privilege. They will present the results from their work as part of a small panel and invite questions from the audience.

## LUNCH PANEL

12 noon - 1:30 p.m.

### Featured Panel — Identity, Inclusion and Social Transformation: Centering Gender, Power and Privilege

*Male Allies and Advocates for Gender Equity* | Panel Discussion | Trout Auditorium

Male faculty and staff members will discuss their experiences participating in the “Men’s Allyship Training” held here on campus late February and will reflect on the ways in which the theme of the Summit relates to the goals of the training. Followed by questions from the audience.

2-2:52 p.m.

### Bucknell Diversity and Inclusion Resources Portal | Facilitated Dialogue | AW 211

Kathleen McQuiston, Nancy Frazier

The Diversity Resources Portal, created by Bucknell librarians, is an online research guide that features a variety of diversity-related resources to foster the development of knowledge and understanding of diversity issues. Organized by topic, the guide offers streamlined access to selected resources (e.g. WorldCat, library databases and websites) vetted by librarians. This interactive digital poster presentation will provide attendees with an overview of the guide as well as selected resources based on attendees’ areas of interest. The guide will continue to grow in response to evolving issues and community needs. We welcome and greatly appreciate any feedback and suggestions for the guide. Come and share your ideas about how you might want to see the guide grow, improve and better serve the needs of the Bucknell community.

### Gender, Disability and Issues of Power and Privilege | Panel Discussion | Traditional Reading Room

Heather Fowler and Cristal Hermsillo

Using Critical Disability Theory as a backdrop, this discussion will explore issues of power and privilege that affect persons with disabilities (PWD), including how institutional structures stand in the way of PWD and how implicit biases contribute to the marginalization of PWD.

### Breaking the Roles: A Focus on Representation Through Race and Gender | Workshop | ELC 217 Library

Ariana Fisher, Brishti Mandal, Laura Poulton, Mike Duignan

This workshop will be an exploration of the intersections of race and gender through an activity called Break the Roles, as used in the student-led retreat Common Ground. This interactive session will have participants group together into teams in which they will analyze characters in popular culture (e.g. TV shows, movies, books) and discuss how their portrayals reflect certain stereotypes that form, positive or negative, representations of race, gender and other intersections of identity. Dialogue will be based around how perceptions of social identities can resonate beyond the screen and pages of our favorite entertainment.

### Applying the Bystander Intervention Model to Social Change | Workshop | Willard Smith Library

Ashley Lutjen Sandonato, Evi Robinson, Chloe Reynolds, Lisa Bernstein, Ruby Gould

Students on campus may be familiar with how Speak UP Bucknell educates the campus community on ways they are able to prevent sexual assault, relationship violence and stalking. But can we also apply the model of bystander intervention to social change on campus? Are we all bystanders to sexism, racism, homophobia, transphobia, and other acts of hatred and discrimination? How do privilege and identity act as barriers or incentives to intervening, and how we decide to take action? In this workshop, we will use the Bystander Intervention model as a springboard for discussion about how and why Bucknell students do (or don’t) engage in social change on campus.

## 2-3:52 p.m.

### **Breaking Gender** | Panel Discussion | Walls Lounge

**Kwaku Amponsah, Maddie Galvez, Jackson Pierce-Felker, Tess Smith, Sydney Whorral, Richard Rinehart**

Grinding. Twerking. “Throwing it back.” These sexualized and gendered forms of dancing are so common so as to not be given a second thought. But, could it be that these dances normalize and reinforce heteronormative, heterosexual, and patriarchal norms and practices? How might we make sense of these dances when considered from non-binary gender perspectives? This student panel will explore these questions through student-produced music video, documentary interviews, and interactive discussion.

### **The Center Will Not Hold: Trouble with Gender and Research** | Workshop | ELC 241 A, B, C, D

**Emma Gaalaas Mullaney, Vanessa Massaro**

This session will guide discussion through three key points that demonstrate the importance and challenges of feminist research while contributing to the broader theme of the symposium. The three points of consideration are: 1) the benefits of research are unevenly distributed along intersecting lines of social difference; 2) by reproducing these structural inequalities, we (researchers/scientists) fail to understand our world; and 3) as (feminist and female) researchers, it is crucial to confront and attend to the challenges posed by conditions not of our own choosing, including our own privilege, even as we seek to change them through our research. The workshop will conclude with interactive discussion with the audience.

## 3-3:52 p.m.

### **WMST, Intersectionality and Student Experiences at Bucknell** | Panel Discussion | ELC 217

**Erica Delsandro, Landers Mayer, Tegan Stanbach, Ruairi Palmer, Tooba Ali, Jamie Forrest**

Highlighting student experience, this panel will explore the ways in which WMST 150 helps students recognize the ways gender operates as a vector of power and privilege, historically and in our contemporary culture. Moreover, student panelists will describe various ways in which the critical-thinking tools they cultivated in “Introduction to Women’s and Gender Studies” contribute to their analyses of power, privilege and gender in their other courses as well in daily life at Bucknell. Ultimately, the panelists will explain the ways in which the focused study of gender, power and privilege — through an intersectional lens — complicated and enriched their studies and experience at Bucknell.

### **(S)he Can Edit: Wikipedia Editing for a More Inclusive Web** | Workshop | Willard Smith Library

**Courtney Paddick, Carrie Pirmann**

Community-focused edit-a-thons are an emerging way in which we can work to positively change both the content of Wikipedia and the scope of its authors. During the past year, Bucknell librarians and students have participated in two global edit-a-thons: Art+Feminism and Wiki Loves Pride. Both aim to enhance the body of knowledge available about women on Wikipedia. In this session, we’ll provide an overview of how edit-a-thons work and information on how you can participate in an edit-a-thon, and showcase some of the work that has been done by Art+Feminism and Wiki Loves Pride.

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