



The Spectrum of
Advocacy & Activism:
Finding Your Voice

Wednesday, November 15, 2017

SYMPOSIUM CO-SPONSORS

This Symposium is made possible through the generous support of the CEW Frances and Sydney Lewis Visiting Leaders Fund and the CEW Mullin Welch Fund. Additional funding is provided by the Office of the Provost's King-Chavez-Parks Visiting Professorship Program.

CEW would also like to thank the following University of Michigan event partners:



The CEW Frances and Sydney Lewis Visiting Leaders Fund promotes diversity and cultural awareness by bringing women leaders to campus.

The CEW Mullin Welch Lecture Series was established in 1989 by Frances Daseler and Marjorie Jackson in memory of their sister Elizabeth Charlotte Mullin Welch. This fund brings to the U-M campus outstanding women who exemplify Elizabeth's characteristics: creativity, strength of character, and expansive vision.

WELCOME

*“Because equal rights, fair play, justice, are all like the air;
we all have it or none of us has it.” - Maya Angelou*

The idea for this symposium emerged from years of working in higher education, often witnessing students struggling to advocate for themselves as they are faced with the challenges that accompany lacking resources, training, and identifiable allies. As the idea grew, I began to recognize the volume of incredible social justice work taking place around me, and realized that this event should benefit not just students, but so many within the U-M system and surrounding communities.

It is no secret that we are living in a divisive climate where many feel voiceless. My hope is that the symposium will encourage attendees to find allies, start conversations, and practice better self-care when involved in, oftentimes, exhausting advocacy work. Advocating for a group frequently falls upon the shoulders of those within that group, and that burden can be heavy. That is why it is such an honor to have Laverne Cox here today as our keynote speaker. She is a fierce advocate for one of the most marginalized groups, paving the way for the trans individuals who will come after her. Known by many for her acting skills, she leverages her platform to grow awareness and make the world a safer space for the transgender community.

Since announcing Laverne Cox as the keynote speaker for this event, a number of trans women and LGBTQIAPK organizations have reached out to CEW with gratitude for advocating for and providing visibility of the trans community. This is the fiber of CEW; we amplify the voices of others by leveraging the strength of our 53-year history and serve as a resource, voice, and advocate. I invite you to join the CEW community so that we can create change together.

My hope for today is that we are able to see clearer pathways to creating change by sharing our approaches and forging new, valuable partnerships that are driven by an appreciation of diverse perspectives.

Thank you,



Tiffany Marra, Ph.D., Director, CEW



SYMPOSIUM AGENDA

- 8:00 AM** **Check In & Networking Breakfast** - Michigan League Ballroom
- 8:30 AM** **Welcome Remarks & Introductions** - Michigan League Ballroom
- 8:40 AM** **Morning Keynote / Q&A** - Michigan League Ballroom
Kary L. Moss, ACLU of Michigan
Paul Reingold, Director of the U-M Law School's Civil-Criminal Litigation Clinic and Clinical Professor of Law
Molly Reno, Attorney & Activist
Genevieve Segura, Maryland State Civil Rights Commission
Ellen Rabinowitz, Washtenaw County Health Department (*Moderator*)
- 9:45 AM** **Break**
- 10:00 AM** **Morning Workshops**
(Henderson, Hussey, Kalamazoo, Koessler, Michigan, Room D)
- 11:15 AM** **Break**
- 11:30 AM** **Lunch / Fishbowl Panel** - Michigan League Ballroom
Jim Toy, Activist & Founder of the U-M Spectrum Center
Amber Arellano, 2017-19 CEW Twink Frey Visiting Social Activist
Dessa Cosma, 2017-19 CEW Twink Frey Visiting Social Activist
William Lopez, NCID Postdoctoral Scholar
Francine Alexander, Organizational Consultant (*Moderator*)
- 1:00 PM** **Afternoon Workshops**
(Henderson, Hussey, Kalamazoo, Koessler, Michigan, Room D)
- 2:15 PM** **Break**
- 2:30 PM** **Work Group Challenge** - Michigan League Ballroom
- 3:15 PM** **Groups Report Out** - Michigan League Ballroom
- 4:00 PM** **Carol Hollenshead Award Ceremony & Networking Reception**
Meet and Greet Symposium Speakers - Michigan League Ballroom
- 6:00 PM** **Keynote Lecture** - Rackham Auditorium
Laverne Cox

ROOM KEY

2nd Floor: Ballroom, Hussey, Kalamazoo, Michigan

3rd Floor: Henderson, Koessler, Room D

SYMPOSIUM

KEYNOTE SPEAKER

LAVERNE COX

Ain't I a Woman? My Journey to Womanhood

Laverne Cox is an Emmy-nominated actress, Emmy-winning producer, and the first transgender woman of color to have a leading role on a mainstream scripted television show. In Ms. Cox's lecture, she will share her experiences as a trans woman of color, and her work as an international advocate for human rights and gender equality.

Ms. Cox is best known for her work on the critically acclaimed Netflix original series "Orange is The New Black" (OITNB), and has recently expanded her TV presence with additional groundbreaking roles. She recently starred on "Doubt," a CBS legal drama as a transgender Ivy League-educated lawyer, which is the first broadcast series featuring a transgender series regular character played by a transgender actor.

Her work as an actress has landed her on the cover of TIME Magazine and earned her numerous honors and accolades, including two Screen Actors Guild Ensemble awards for OITNB, an Emmy nomination for "Outstanding Guest Actress in a Comedy Series, a Critic's Choice nomination for "Best Supporting Actress," and consecutive NAACP Image Award nominations for "Outstanding Supporting Actress in a Comedy Series". She also hosted #GoBold brought to you by Revlon, an empowering web series that celebrates bold, provocative women setting out to accomplish their goals.

As an activist and advocate, Ms. Cox was the host and executive producer of the documentary "Laverne Cox Presents: The T Word" which aired October 2014 on MTV & Logo to impressive ratings. This hour-long documentary explored the lives of seven transgender youth from across the country and their determination to lead their lives as the people they are meant to be. This ground-breaking documentary won a 2015 Daytime Emmy Award and was nominated for a GLAAD Media Award. In 2016, Ms. Cox also produced another documentary to heighten visibility and awareness surrounding CeCe McDonald, a transgender woman who was controversially sentenced to 41 months in prison for second-degree manslaughter after allegedly defending herself against a racist and transphobic attack.

An advocate with an empowering message of moving beyond gender expectations to live more authentically, Ms. Cox has also been named one of Time Magazine's 100 most influential people, one of Glamour magazine's 2014 Women of the Year, and one of Ebony Magazine's Power 100 List of influential African Americans, among many other accolades. Laverne Cox continues to be a major voice driving positive change and transgender awareness and equality on a global scale.



PHOTOGRAPHY

Photographs taken at this event will be used on CEW's website, marketing materials, and may be used in future publicity for CEW workshops and events. Please let a CEW staff member know if you prefer not to be part of the symposium photography.

10:00AM-11:15AM

MORNING WORKSHOPS

A1. Political Engagement by U-M Employees (Kalamazoo Room, 2nd Floor)

Presenter: Maya Kobersy

Given the current political climate and impending state and local elections, employees have increasingly asked what they may or may not do in the areas of political activism and advocacy. The U-M has several policies (both in the form of SPGs and in the form of political campaign guidelines) that outline the responsibilities, and opportunities, of University employees in this context. This session, conducted by the U-M Office of General Counsel, will provide an overview of these policies for those persons affiliated with U-M.

A2. The Political Arena: A Guide for Running for Office (Room D, 3rd Floor)

Presenters: Raquel Castañeda-López and Ghida Dagher

In this workshop, you will uncover the stories, qualities, and values within you that make you a strong candidate for political office. We will provide you the tools to message these values in a campaign. We will also share our experience as candidates and staff to run a values-based campaign and succeed in politics. This will be an interactive and engaging workshop open to all interested in and curious about running for public office.

A3. Promoting Racial Equity Through Collaborative Partnerships (Hussey Room, 2nd Floor)

Presenters: Marijata Daniel-Echols and Karika Parker

Michigan Power to Thrive is a partnership between public health professionals and community organizers focused on promoting racial equity. The session will explore the tension and benefits of bringing these two different perspectives together to promote social justice.

A4. Change it Up!: Bystander Intervention Training (Michigan Room, 2nd Floor)

Presenters: Will Sherry and Callie McKee

Change it Up! brings bystander intervention skills to the U-M community for the purpose of building inclusive, respectful, and safe communities. It is based on a nationally recognized four-stage bystander intervention model that addresses situations that negatively impact individuals, organizations, and the campus community.

A5. Art as Activism (Henderson Room, 3rd Floor)

Presenter: Omari Rush

From the beginning of time, art has been used to communicate ideas and bring groups together. This interactive and fun session will help participants incorporate art in their efforts to engage and educate their communities, and understand how art can support the creation of innovative and collaborative social change movements.

A6. Creating Diverse Partnerships in Policy Advocacy (Koessler Room, 3rd Floor)

Presenters: Chris M. Coombe and Jaye Clement

Engaging diverse communities in policy change is essential to address inequities. Effective advocacy campaigns involve a series of strategic steps and techniques. Participants will learn to use power-mapping, a planning and strategy tool to mobilize allies and influence decision makers to bring about change.

1:00PM-2:15PM

AFTERNOON WORKSHOPS

B1. The Political Arena: A Guide for Running for Office (Room D, 3rd Floor)

Presenters: Raquel Castañeda-López and Ghida Dagher

In this workshop, you will uncover the stories, qualities, and values within you that make you a strong candidate for political office. We will provide you the tools to message these values in a campaign. We will also share our experience as candidates and staff to run a values-based campaign and succeed in politics. This will be an interactive and engaging workshop open to all interested in and curious about running for public office.

B2. Recovery and Identity (Kalamazoo Room, 2nd Floor)

Presenter: Matt Statman

This workshop session presents information on the growing collegiate recovery movement, the importance of support on campus and some of the ways students in recovery are marginalized. A panel of students who are in recovery will share their experience. Time for discussion and Q&A at the end.

B3. Patient Advocacy in Medicine and Public Health (Michigan Room, 2nd Floor)

Presenter: Patricia A. Wren

There is a rich history of patient activism and advocacy in public health and medicine, and it is crucial that the decisions about disease progression or treatment success take into account patient preferences and important indicators like quality of life, patient satisfaction, mobility, and functional status. This workshop will explore quantitative and qualitative tools for knowledge generation and evidence-based decision-making from the patient's point of view. Attendees will be able to construct strategies for patient-focused interventions and advocacy work.

B4. Art as Activism (Henderson Room, 3rd Floor)

Presenter: Omari Rush

From the beginning of time, art has been used to communicate ideas and bring groups together. This interactive and fun session will help participants incorporate art in their efforts to engage and educate their communities and understand how art can support the creation of innovative and collaborative social change movements.

B5. Wellbeing for Advocates & Activists (Koessler Room, 3rd Floor)

Presenter: Molly Reno

As advocates and activists trying to build a sustainable world that works for all, we are confronting complex systems of income inequality, white supremacy, sexism, heteropatriarchy and nativism. It is easy to neglect our own needs along the way. This workshop explores ways to build our communal and personal resilience and avoid burnout. Come prepared to participate in discussion, exercises and role plays.

B6. Model of Advocacy, Activism, Obstacles & Deflection (Hussey Room, 2nd Floor)

Presenter: Genevieve Segura

The presentation will provide an overview of a model of advocacy that reflects change over time; how context and situational power have modified the issues linked to advocacy; and the importance of remaining open to diverse perspectives as it serves to strengthen one's advocacy and activism efforts. Participants will explore many opportunities to become involved in social issues and collaborate in an exercise to discover the most effective ways for their voices to be heard by the Civil Rights Commission, social media or legislative bodies. Participants will learn how to identify obstacles that could hinder their efforts, and how to employ techniques known as "deflection" which can also fortify activism efforts.

SYMPOSIUM SPEAKERS



Francine Alexander, MSW
Organizational Consultant

Francine Alexander is an organizational consultant specializing in collaborative planning for teams, organizations, networks, and communities. Her work supports private, public and service sector clients, focusing on leading practice research, opportunity analysis, and strategic planning. Her projects frequently include stakeholders with diverse perspectives who must learn together, find common ground, and take aligned action. Her unflagging curiosity and energy have helped Francine engage with openness in widely varied organizations, systems, and cultures.



Amber Arellano MPP
Founding Executive Director, The Education Trust-Midwest

Under Arellano's leadership, Ed Trust-Midwest led the cross-sector development of MI's first statewide educator support and evaluation system. Arellano also founded the Center for Excellence in Teaching and Learning to bring best practices to MI's high-poverty schools. At the Office of the UN High Commissioner for Human Rights, she helped develop cross-country public engagement campaigns. Arellano is an alumna of U-M Ford School of Public Policy. A former public high school teacher, she is a first-generation college graduate.



Raquel Castañeda-López, MSW
Detroit City Council Member, New American Leaders Project
Board Member and Trainer

City Council member Raquel Castaneda-Lopez made history in November 2013 by becoming the first Latina elected to the Detroit City Council. Ms. Castañeda-López has over ten years of experience in the non-profit sector. She currently serves as the Vice-Chair of the Budget, Audit & Finance Committee, a member of the Public Health and Safety Committee, and is Council's official liaison to Detroit Public Schools. Castañeda-López is a first generation college graduate with a BA of Social Work (University of Montana) and a Master's Degree in Social Work from U-M.

SYMPOSIUM SPEAKERS



Jaye Clement, MPH, MPP
Henry Ford Health System

Jaye Clement serves as the current Director of Community Health Programs and Strategies within the Henry Ford Health Systems's Office of Community Health, Equity and Wellness. She has had diverse career experience engaging partners for community health and advocacy, and is a Community Policy Advocacy Trainer with the Detroit Urban Research Center (Detroit URC). Clement earned her MPH in Health Behavior and Health Education from the University of Michigan School of Public Health and her MPP from the Gerald R. Ford School of Public Policy.



Chris M. Coombe MPH, PhD
U-M School of Public Health and Detroit Urban Research Center

Chris Coombe has extensive experience working with diverse partners to engage in community-based participatory research and policy advocacy to promote health and equity. She is an Assistant Research Scientist in the U-M School of Public Health's Department of Health Behavior and Health Education, and is also affiliated with the Detroit Community-Academic Urban Research Center (Detroit URC). She has extensive experience developing, implementing, and evaluating community-based interventions and initiatives using community-based participatory research (CBPR).



Dessa Cosma, MA
2017-19 CEW Twink Frey Visiting Social Activist

Dessa Cosma is a long time social justice advocate, starting her environmental, LGBT, and reproductive justice efforts in high school. After earning several degrees from University of Georgia, Dessa moved to Detroit to work for Planned Parenthood Affiliates of Michigan. Dessa worked as the 2017-19 Michigan Program Director for the Center for Progressive Leadership and then helped start Economic Justice Alliance of Michigan where she served as Executive Director. Dessa has tremendous disability pride and is eager to continue bridging the gap between the disability community and larger social justice movements.

SYMPOSIUM SPEAKERS



Ghida Dagher, BA

Advocacy & Government Relations Manager at United Way of SE Michigan, New American Leaders Project Trainer

Ghida Dagher manages the partnerships between the state government and the agency's numerous nonprofit entities. She has extensive community organizing experience from her work with U-M, the Peace Corps, Arab American National Museum, Northern Borders Coalition, and numerous other community-based organizations. She earned a BA in Political Science from U-M.



Marijata Daniel-Echols, PhD

Michigan Public Health Institute

Marijata Daniel-Echols serves as the director of MPHI's Center for Health Equity Practice. She has 15 years of experience in research, program evaluation, and consultation to state agencies related to poverty policy, the intersection of race and class, early childhood education, and nonprofit management. She earned a BA in Sociology, a Masters in Public Policy, and a PhD in Political Science from U-M; and a MA in Sociology from the University of California, Los Angeles.



Maya Kobersy, JD

U-M Office of the Vice President & General Counsel

Maya Kobersy is an Associate General Counsel for the University of Michigan and her primary practice areas include affirmative action and diversity, election law, privacy, research and research misconduct, University logo issues, and in-state tuition guidelines for students. Maya worked in the Education Group of Hogan & Hartson, LLP, where she advised clients on numerous K-12, higher education, and civil rights issues. She received her B.A. from the University of Michigan and her J.D. from Harvard Law School, where she was an Executive Editor of the Harvard Law Review.

SYMPOSIUM SPEAKERS



William Lopez, PhD
Post Doctoral Scholar, U-M National Center for
Institutional Diversity

William Lopez received his PhD in Public Health from U-M School of Public Health. His dissertation work was a collaborative project with community based organizations that focused on the impacts of immigration home raids on individuals and families in mixed-status Latino communities. As a Postdoctoral Scholar at the U-M National Center for Institutional Diversity, William also works to support scholars whose research focuses on diversity and writes frequently in the public forum.



Callie McKee, MFA
Office of New Student Programs

Callie McKee is the Educational Theatre Director with the Office of New Student Programs. In this role, she designs unique and powerful theatrical presentations for numerous new student orientations, special events, trainings and classrooms. Callie is a graduate of the Internship program at the Abbey Theatre in Dublin, Ireland and is currently an MFA candidate in Applied Theatre and Drama for the Young at Eastern Michigan University.



Kary L. Moss, JD
Executive Director, ACLU of Michigan

Kary L. Moss has served as the Executive Director of the ACLU of Michigan since 1998. Moss has spearheaded tremendous growth in the organization, leading two capital and operating campaigns. ACLU's programs have included many high impact civil rights cases including the country's first challenge to the government's effort to close immigration court hearings to the public, warrantless wiretapping by the NSA and "right to read" lawsuit holding the state accountable for dismal literacy scores in a Detroit-area school district. Prior to ACLU of Michigan she served as a Staff Attorney with the ACLU's Women's Rights Project founded by Justice Ruth Bader Ginsburg. Kary earned a masters in internal affairs from Columbia University and a JD from CUNY Law School.

SYMPOSIUM SPEAKERS



Karika Parker, MA
Michigan Public Health Institute

Karika Parker has experience working within local Public Health in Kalamazoo County as well as with community organizers as a part of the Power of We Consortium of Ingham County. She earned a BA in Sociology and Black Americana Studies and a MA in History all from Western Michigan University.



Ellen Rabinowitz, MUP
MUP Health Officer for Washtenaw County

Ellen Rabinowitz oversees the entire Washtenaw County Public Health department which serves a resident population of approximately 350,000 with a variety of programs and services, designed to improve health and prevent disease or injury. Ms. Rabinowitz also serves as the Executive Director of the Washtenaw Health Plan. Local public health responsibilities include working with the community to ensure accessible health services, core prevention programs, a healthy environment, the capacity to respond to public health emergencies as well as comprehensive community-based health assessment and improvement.



Molly Reno, JD
Human Rights Attorney

Molly Reno is a Human Rights Attorney and long time social justice activist. While practicing law in Ann Arbor, she represented over 800 women and girl prisoners who were sexually assaulted by prison staff. Through a series of class action cases and 13 years of litigation, the State of Michigan agreed to reform the entire women's prison system to minimize future sexual assault, and paid \$100 million in damages. To minimize retraumatization of women and girls during the litigation, Molly studied and became certified as a somatic coach in a neuroscience based resiliency program, Emotional Brain Training (EBT). Molly is committed to bringing EBT's resiliency tools to social and environmental justice movements.

SYMPOSIUM SPEAKERS



Omari Rush, MFA
Executive Director, CultureSource

Omari Rush is the newly appointed Executive Director of CultureSource, an alliance of nonprofit arts and cultural organizations in Southeastern Michigan. Prior, he served as the VP of strategic initiatives for the Ann Arbor Art Center. Omari has served in several advisory roles including vice chair of the State of Michigan Council for Arts and Cultural Affairs, a member of national advisory committees for the Kennedy Center for the Performing Arts and Association of Performing Arts Professionals, and as Chair of the board of directors for the Ann Arbor Public Schools Educational Foundation. Omari has a BA from Florida State University and a MFA from the U-M.



Genevieve Segura, PhD
State Advisory Committee to U.S. Committee on Civil Rights

Genevieve Segura, PhD is of second generation Hispanic descent, born in Detroit, a University of Michigan graduate, and has a 30 year career in higher education at the college and state government levels. Recently Dr. Segura was appointed to a Committee of the U.S. Commission on Civil Rights which focuses on social issues and injustices at the national level involving diversity, minorities, immigrants, gender, the homeless, veterans, disabled citizens, the elderly, the poor, single parents, women's health, health care, and the incarcerated.



Will Sherry, MSW
Director of the University of Michigan Spectrum Center

Will Sherry focuses on diversity and inclusion training, organizational development and campus wide programming. Will Sherry is a 2007 graduate of the University of Michigan School of Social Work and a 2005 graduate of the College of Wooster. Will is in his tenth year at the Center, where he works to support and educate the campus community through the lens of gender and sexuality.

SYMPOSIUM SPEAKERS



Matt Statman, LMSW, CAADC

U-M Wolverine Wellness, Collegiate Recovery Program Manager

Matthew Statman is the Manager of the Collegiate Recovery Program at the University of Michigan and faculty advisor to the University of Michigan Students for Recovery group. He is also an adjunct lecturer at Eastern Michigan University School of Social Work. Matt is a Board Member of the Association of Recovery in Higher Education. He graduated from Eastern Michigan University with a BSW and received a MSW from the University of Michigan.



Jim Toy, MSW

Long-time Ann Arbor LGBTQ+ Activist and Pioneer

Jim Toy is a gay male Asian-American clinical social worker skilled in counseling, education, civil rights advocacy, community organization, organizational training and consultation. He is the Co-Founder and retired Co-Coordinator of U-M Spectrum Center, and also Diversity Coordinator, U-M Office of Institutional Equity. Jim co-founded Oasis TBLG Outreach Ministry, Episcopal Diocese of Michigan, and is the current Board Secretary. His areas of expertise include “Peacemaking Dialogue”; Bullying Prevention; Human Sexuality and Gender Identity; The Intersection of Oppressions; and Advocacy for Human and Civil Rights.



Patricia A. Wren, PhD, MPH

**Professor and Chair, Department of Health & Human Services
U-M Dearborn**

Patricia Wren is a professor and chair of the Department of Health and Human Services at UM-Dearborn. Her research focus centers on the measurement of patient-centered outcomes and she has been involved in more than 24 clinical trials and community-based intervention studies addressing a range of health problems. Wren has a BA degree and MA degree in the Management of Public Services from DuPaul University. In addition, she earned a Master of Public Health degree in Health Behavior/Health Education and a PhD in Education from U-M.

You belong at CEW.

Workshops and Events: CEW designs workshops and events to fit your needs, including navigating the nontraditional student experience, the job search process, work/life balance, leadership and graduate school success, and career change and advancement.

Counseling: CEW's comprehensive counseling program supports exploration of educational and career interests, and helps students make decisions about their academic, professional, & personal lives.

Funding: CEW offers various types of funding, including scholarships, emergency grants, and research grants. Eligibility requirements vary.

Women of Color in the Academy Project (WOCAP): WOCAP is a campus-wide faculty network committed to highlighting the work of women of color scholars, promoting their development, creating a supportive and inclusive community, and advocating for institutional change.

Women of Color Task Force (WCTF): WCTF is a staff development network that provides professional development, networking, and training opportunities for employees, with a focus on addressing the needs of women of color staff.



Carol Hollenshead Award Program: Awardees are faculty and staff of U-M — either individuals or groups— whose sustained efforts have resulted in greater equity in regard to gender, race, class, age, disability, gender identity, or sexual orientation.

Collaborative Programming with the Center for Research on Teaching and Learning (CRTL) and Human Resources (HR): CEW works with CRTL and UHR to develop materials and programs for faculty and staff to raise awareness about the needs of nontraditional students.

CEW advances diversity and inclusion at the University of Michigan by serving as a resource, voice, and advocate to empower women and nontraditional students.

Council for Nontraditional Students (COUNTS): CEW leads a campus-wide council comprised of U-M faculty, staff, and students focused on supporting the success of nontraditional students through resource sharing, collaboration, and tracking emerging needs.

Michigan Organization of Nontraditional Students (MONTs): CEW partners with the student organization MONTs to encourage community building among nontraditional students at U-M.

Social Work Internship Programs: CEW offers supervised social work student internship programs in counseling, and project management.

For more information on these and other programs at CEW, call 734.764.6005 or find us online at cew.umich.edu.



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