



CENTER FOR TEACHING,
LEARNING, AND INNOVATION

Teaching and Learning Symposium on Social Justice in Higher Education

March 1 – 4, 2022

SCHEDULE OF VIRTUAL SESSIONS

Tuesday, March 1

8:55 a.m.

Introduction:

Paula Roberson, Ed.D.
Director, Center for Teaching, Learning, and Innovation

Land Acknowledgment

Veronica Gerosimo
Assistant Dean, Student Life & Leadership

Welcome

Christopher M. Reber, Ph.D., HCCC President
Sheila Y. Oliver, Lieutenant Governor, State of New Jersey

Faculty Address

Michael Ferlise – HCCC Professional Association President

Poem

Natalie Akel, Student Poet Laureate

Introduction of Speaker

Yeurys Pujols, Vice President for Diversity, Equity & Inclusion

9:15 a.m. - 10:30 a.m.

Keynote Speaker

Rebecca Lowell Edwards
Chief Communications Officer, American Civil Liberties Union

"Justice and power must be brought together, so that whatever is just is powerful and whatever is powerful is just."

~ Blaise Pascal



Tuesday, March 1

9:15 a.m. – 10:30 a.m.



Keynote Speaker:

Rebecca Lowell Edwards, Chief Communications Officer, American Civil Liberties Union

"We the People..." excluded more people than it included when it was first written. For more than 100 years, the ACLU has been fighting to help America truly live up to its promise of equality, liberty, and justice for all. These battles include issues such as freedom of speech, a core tenet of our democracy; racial justice, essential to assuring that all have equal dignity and protection under law; and voting rights and reproductive freedom - both face dire threats today. Ms. Edwards will lead a conversation about how being part of the higher education community is an ideal place to be active in delivering the unfinished promise of the Constitution.

Rebecca Lowell Edwards is the Chief Communications Officer of the ACLU. In this role, she fosters awareness and understanding of the ACLU mission to realize the promise of the United States Constitution for all and expand the reach of its guarantees. This includes overseeing the media relations, branding, and engagement strategy functions.

Tuesday, March 1

10:45 a.m. – 11:40 a.m.



Creating an Inclusive Curriculum for Educational Excellence:
The New Jersey Amistad Legislation: Responsibility, Accountability,
and Community Engagement

Guest Speaker:

Lillie J. Edwards, Ph.D. Professor Emerita Drew University, Scholar & Public Historian

Dr. Lillie Edwards will survey the history, development, status, and future of the New Jersey Amistad legislation and its statewide implementation. For 20 years, some school boards, school districts, teachers, and communities have asked, "Why do we need to do this work and; what are we supposed to do and who will support us in this work?" Since enacted by the New Jersey legislature in 2002 (Amistad Bill (A1301), why have the professional learning and curricular revisions necessary for statewide implementation been fragmented and marginally executed, leaving all categories of stakeholders frustrated? This presentation will answer these questions (1) by presenting the history of the legislation, its implementation, and its challenges and (2) by illuminating "why": the connections between an inclusive curriculum and social justice, civics education, our children's success in the global marketplace, and our children's moral compass and humanity. The presentation will end with a list of solutions, some of which stakeholders have recently implemented. The goal of the presentation is not only to provide a survey of the Amistad legislation's past, but also to anticipate its future.

Tuesday, March 1

11:50 a.m. – 12:50 p.m.



50 Ways to Fight Bias

**Zhivi Williams, Rowan-Cabarrus Community College, North Carolina
Instructional Designer/Trainer**

This interactive session aims to help people recognize and combat bias against women at work. It involves discussing personal reactions to situations and exploring research-based solutions to address them. At the end of the session, we will commit to taking one action so that bias in the workplace is less widespread. Zhivi is an Instructional Designer for Rowan-Cabarrus Community College and the Distance Education department and is currently the Vice-Chair of the Diversity and Inclusion Committee at Rowan-Cabarrus Community College. She also holds a certificate from the University of South Florida MUMA College of Business in Diversity, Equity, and Inclusion in the Workplace. She believes all individuals should feel a sense of belonging and inclusion.

Tuesday, March 1

1:00 p.m. – 1:55 p.m.



Students Seen, Voices Heard: Redesigning Curriculum and Sharing e-Portfolios for Culturally Responsive Teaching

Alexandra Della Fera, Tanya DaSilva and Lisa DeLiberto, Passaic County Community College

This panel of presenters will provide fellow writing instructors of first-year composition students, as well as non-native speakers, a framework by which they can begin to redesign their writing assignments in order to engage diverse student voices and visualize the evolution of their writing potential. These presenters have mobilized their own students by engaging student interest and offering a way for them to see their best selves, despite forces that may say otherwise. In doing so, not only have they empowered students for their two-year college experiences, but the tools these speakers have left them with will be carried into the four-year university and beyond.

Tuesday, March 1

2:00 p.m. – 2:55 p.m.



Do You Know Your Rights?

Detective Keith Lamont Stith (ret.), Hudson County Prosecutor's Office

Police-citizen encounters (motor vehicle or pedestrian stops) can be stressful and confusing. By knowing your rights, you will be prepared to successfully address any situation. This is an interactive workshop that will educate participants on their rights and how to safeguard their freedoms. The presenter will also discuss police reform principles such as guardian mindset and procedural justice to mitigate bias policing. Keith is a retired Chief of Detectives from the Hudson County Prosecutor's Office and a highly accomplished law enforcement executive with over three decades of accomplishments and successful experience in the arena of urban policing at the Hudson County Prosecutor's Office. With distinction, he was the first African American appointed Chief of Detectives to lead the Hudson County Prosecutor's Office. He holds a B.S. in Sociology from Wagner College and received an M.S. from New Jersey City University. He is also an adjunct professor at Monmouth University. His professional accomplishments include the completion of the prestigious FBI National Academy and NOBLE Potential Chief Executive Officer Mentoring Program.

Tuesday, March 1

3:00 p.m. – 3:55 p.m.



The Library as Student Community Reflection

James Cox, Alexandra Plante, Miki DeLaFleur, Natalia Vasquez-Bodkin

Hudson County Community College

The Libraries at HCCC have worked diligently to prepare students for research, help students grapple with media literacy, and promote the importance of citing sources to students. However, what can be done to address gaps in our own knowledge? What areas of study and discourse are we missing on our shelves and in our virtual resources? Join Library staff as they outline what the Library currently has available to diversify your syllabus, elevate your student's potential in the classroom, and what the Library has planned to decolonize the physical and virtual shelves across our campuses.

Wednesday, March 2

9:00 a.m. - 10:15 a.m.



"The Hidden Child:" A Holocaust Survivor's Story

Guest Speaker:

**Maud Dahme, Former President, New Jersey State Board of Education,
New Jersey Hall of Fame Inductee**

Born in the Netherlands, Maud Dahme speaks about courage, bravery, hope, and living positively despite her Holocaust experience. After being reunited with her parents and living on the run with two separate families to escape persecution, the family moved to New Jersey in 1950 after the war ended. Maud became a force in education—holding a variety of local and state posts. She serves on the New Jersey Commission on Holocaust Education, and served on the State Board of Education from 1983 to 2007, including five years as president. A Holocaust Commission award is named in her honor, and she now devotes her time to Holocaust/Genocide education and guiding groups to Holocaust sites. Her story, a PBS documentary titled "The Hidden Child" is featured on YouTube and Rutgers University <https://rucore.libraries.rutgers.edu/rutgers-lib/21790/> Currently, she is also featured at the Holocaust Memorial Museum in Washington, DC. Maud firmly believes, "Respect each other more than anything because inside we are all the same and if we don't have respect, genocide will continue."

Wednesday, March 2

10:30 a.m. - 11:25 a.m.



Learning Social & Racial Justice Through Food & Culture

Prof. Janelle Hobson, Hudson County Community College

There is no way to effectively teach Food & Culture without delving into social, racial, cultural, gender, ethnic, religious, economic, class status, etc. There is no way to avoid the entire truth. Students won't allow you to; they ask too many questions. Providing a comfortable safe place for them to speak openly and honestly about what they do know and more importantly what they don't know, is key. Exploring such matters as how food defines humans, how it has been used as a weapon to divide humans and how it brings people together. Through the recurring themes of sense of community, gender roles, and access to food, the discussion will focus on the "Five Ways of Eating Food," taken from Kyla Wazana Tompkins' book "Racial Indigestion." Janelle's desire is to share knowledge about the connection between food, environment, community and health. She holds a Master's degree in Urban Affairs from Hunter College, City University of New York focusing on community and economic development and earned her second Master's in Food Studies with a focus on Food Systems. Her current goal is to dedicate more time to J Squared Food Hub, a benefit corporation (B-Corp) business she started connecting farmers directly with consumers to provide fresh produce.

Wednesday, March 2

11:30 a.m. - 12:25 p.m.



Art as an Instrument of Social & Racial Justice

**Dr. Andrea Siegel, Coordinator of the Foundation Art Collection,
Hudson County Community College**

The Hudson County Community College Foundation Art Collection includes over 1,700 artworks installed in ten of our campus buildings. We have corridors and rooms filled with art devoted to the African American Diaspora, American Politics, Jersey City History, Hispanic American Art, Japanese Prints, art about food, Feminist Art, Black-and-White images, MENA (Middle Eastern/ North African) art, Photography, Portraits, Native American Art, and many other subjects, reflecting back to our extraordinary community in all of its diverse beauty. Social justice is at the center of what we do, seeking to provide for students and the community, access—through art—to the cultural languages of many different ethnic groups and classes. Together, we strive to make a brighter future. This is a talk about how that Art Collection came to be, and how we continue our good project. Take a moment to review Dr. Siegel's TEDx right here: [Andrea Siegel TEDx - YouTube](#)

Wednesday, March 2

12:40 p.m. - 1:35 p.m.



Teaching Asian American History as a Reparative Tool Against Bias and Discrimination

Karen Galli, Instructor, English

Every child of immigrants in America can thank Wong Kim Ark for his landmark case in the Supreme Court that played a role in the creation of the Fourteenth Amendment, which guarantees U.S. citizenship to every child born in America. This workshop discusses how you can incorporate Asian American history into your course as a tool against bias and discrimination. From the Yellow Peril to the ruse of the Model Minority Myth, we will talk about how you can dismantle xenophobia and the omitted narratives about the building of America. We will discuss Asian American history and ways to incorporate it into our courses. Attendees will design a lesson for teaching against anti-Asian discrimination.

Wednesday, March 2

1:45 p.m. – 3:15 p.m.



How to Be an Anti-Racist

Helen Archontou, MSW, LSW, CEO YWCA Northern New Jersey, Montclair State University

We want to help students and faculty understand and confront racism, as well as provide tools on how to share and dismantle privilege. Even when people understand the systemic and institutionalized nature of racism, they may not always have the language and tools to navigate issues of race and inclusion in their daily personal, educational, and professional lives. YWCA Northern New Jersey's workshop will engage participants on how to become anti-racist activists. We will explain the importance of aligning with like-minded people AND unlikely allies to create real social change. Our workshop will share successful strategies to help ensure that attendees' time, passion, and purpose are directed productively and inclusively.

Wednesday, March 2

3:20 p.m. - 4:15p.m.

Pipelines for Teacher Education Candidates

Melissa Krieger, Bergen Community College

There is value in creating pipelines for community college students, easing their transition to four-year institutions. Seamless transfer programs provide a supportive framework which may increase the transfer and graduation rates of Black and Latino students, along with first generation college students, those learning English as a second language, and other students from underrepresented populations. In recognition that community colleges offer open access to a college education to marginalized populations, educational disparities for these groups can be bridged with formal transfer programs. Programs that guide students' transfer journey is valuable, regardless of the program of their interest or long-term goals; especially for students from populations who historically have inequitable opportunities.



Thursday, March 3

9:00 a.m. – 9:55 a.m.



The Trustee's Role

Trustee Bakari G. Lee, Esq. Hudson County Community College

The Board of Trustees' function at colleges and universities is to serve in a governance capacity of the institution with senior administrators to advance the college's mission. This panel of current and former trustees will explore the contemporary challenges, obstacles, and opportunities that are relevant in today's colleges and universities related to social and racial justice in higher education.

Thursday, March 3

10:00 a.m. - 10:55 a.m.



A Community College's DEI Enrichment Program Model for Transformative Change

Veronica Gerosimo, Amaalah Ogburn, Diana Galvez, Ja'Via Hall, and Natalia Vazquez-Bodkin, Hudson County Community College

The Diversity, Equity, and Inclusion Student Passport Program (DEISPP) was launched for students to respond to the emotional impact of COVID-19 and the many forms of social unrest that served to promote HCCC's mission toward safety, acceptance, and support. This 8-week homegrown program offers students the opportunity to become diversity, equity, and inclusion (DEI) leaders among their peers and within the community. The program's purpose is to guide students through difficult and intensive topics and discussions to build cultural competence and allow deep introspection, reflection, and growth. Participants in this workshop will learn about the framework of the program, the lessons learned through the first two cohorts, and program outcomes. All participants will learn how the program can be replicated at different institutions to serve diverse student populations, walking away with a guided action plan.

Thursday, March 3

11:00 a.m. - 11:55 a.m.



Appreciation of Inclusive Teaching for Equitable Learning: The Association of College and University Educators (ACUE) Course Model

Raffi Manjikian, Jose Lowe, Tejal Parekh, Hudson County Community College

This session will demonstrate how DEI appears in the classroom, as well as demonstrate how vital the role of DEI is in academic programming, scholarship, and funding. The ACUE course inspires participants to think about these topics through reflection and dialogue to consider how they can be incorporated in the scholastic community. The ACUE micro-credential course, "Inclusive Teaching for Equitable Learning" will be the focus of this session which includes the five components: Managing the Impact of Biases, Reducing Microaggressions in Learning Environments, Addressing Imposter Syndrome and Stereotype Threat, Creating Inclusive Learning Environments, and Designing Equity Centered Courses. Additionally, the Educational Opportunity Fund (EOF) Program will be discussed and how it successfully incorporates a diverse, equitable, and inclusive environment for its scholars.

Thursday, March 3

12:00 p.m. - 12:55 p.m.



Strategies for Recruiting and Retaining Employees of African Ancestry in Higher Education

**James Harris, Dr. Ngari Ngunjiri, Dr. Christiane Warren,
New Jersey Association of Black Educators**

This session will examine the current profile of employees of African ancestry in New Jersey colleges and universities, the barriers to employment on campuses, and methods for effectively recruiting and retaining these employees. Discussion will focus on who is responsible for supporting these newly employed employees at colleges and universities. Included will be true stories of personal experiences of people in this demographic in their search for just and equitable treatment in New Jersey.

Thursday, March 3

1:00 p.m. – 1:55 p.m.



Where Is the Black Woman in Community College Executive Roles? **Lilisa Williams, Director of Faculty and Staff Development**

You may be startled to learn that only 8% of community college senior executive roles are filled by African American women while nearly 34% of that same population are employed at institutions of higher education. This presentation will discuss how using a mentoring and coaching framework can be leveraged to expand opportunities for African American women to help them gain equity in key leadership roles. This is an important conversation for people interested in creating social justice opportunities for the marginalized in higher education careers.

Lilisa is the Director of Faculty and Staff Development in the Human Resources Department at Hudson County Community College. She oversees the planning, organizing, managing, facilitating, and evaluation of an array of professional development training for faculty and staff.

Thursday, March 3

2:00 p.m. - 2:55 p.m.



Asian Activism in New Jersey in Light of Anti-Asian Hate Crimes **Mary Chao, <https://www.northjersey.com/staff/2684083001/mary-chao/>**

It has been a tumultuous time for Asian Americans. More than 10,000 incidents of hate have been recorded since the pandemic began in March of 2020, according to the non-profit Stop AAPI Hate. Here in New Jersey, where Asian Americans represent 11 percent of the population, a grassroots movement started in March of 2021, marking the first Asian American civil rights movement in the state and the country. Mary Chao, reporter and columnist at *The Record*, NorthJersey.com, and *USA Today Network*, has been covering the movement since the beginning. She will share her experiences as an immigrant Asian journalist on the ground. Find out how a racial slur against a student started a Montclair mom's movement, how the community is reacting to the recent spate of hate crimes, and how the recently passed Asian-American/Pacific Islander curriculum bill in New Jersey will be implemented.

Thursday, March 3

3:00 p.m. - 3:55 p.m.



What Does Justice Look Like in Domestic Violence Interventions?

Paul Bellan-Boyer, Director, Jersey City Department of Health and Human Services

People often think of justice as a price to be paid for violating the social order expressed in laws. Justice is also thought of as correctional – how to fix the wrongdoer. Or reparative – how do you repair what was damaged or broken? Each of these ideas can be used in punitive or restorative ways.

Paul Bellan- Boyer is Director of the Division of Injury Prevention for the Jersey City Department of Helth & Human Services, where he founded the Healthier JC Peaceful Families program to serve men and women identified as having used abusive behavior.

Friday, March 4

9:00 a.m. – 9:50 a.m.



Data, Social Justice, & Higher Education

John Scanlon, Executive Director of Institutional Research, Hudson County Community College

This workshop will address the topic of social justice and higher education through the lens of data. Participants will engage with questions such as...

- What role does data play in both advancing and obstructing social justice in higher education?
- What do demographic, socio-economic, and student outcome data tell us about social justice at our institutions?
- What are some data resources and strategies for using data in social justice work?

Friday, March 4

10:00 a.m. – 10:50 a.m.



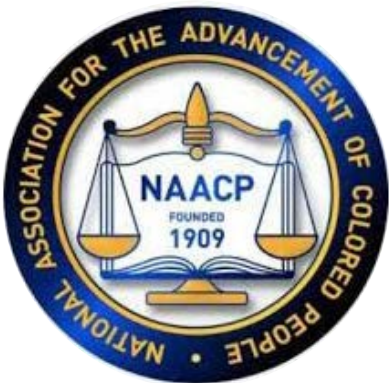
Beyond Retribution of Restorative Justice and Indigenous Cultures

Rev. Lisa Bellan-Boyer, Interfaith Minister, Adjunct, Hudson County Community College

Many indigenous cultures developed methods of transforming conflicts and restoring balance and harmony, because maintaining a functioning, healthy community is essential for survival. We continue to see that cycles of violent retribution and vendetta do not achieve “balance,” but only escalate dis-order. We will explore the hopeful possibilities offered by restorative justice models developed in diverse traditional societies; opening broader conversations about this work in many cultures with a focus on the Akwesasne Mohawk Nation. The healing power of these traditional ways of addressing disputes and misdeeds is attracting wide interest. They present helpful springboards to approach community conflicts in our own context, transforming them, rather than temporarily “resolving” them, only to watch them resurface later. She teaches and shares what she has been taught by indigenous elders, including Chief Jake Swamp, Chief Oren Lyons, and Grandmother Twyla Nitsch (respectively: leaders of the Mohawk, Onondaga, and Seneca Nations, tribes of the Iroquois Six Nations Haudenosaunee).

Friday, March 4

11:00 a.m. – 11:50 a.m.



Teacher Preparation Plan for Teaching an Inclusive Curriculum

Tom Puryear, James Harris, NAACP New Jersey State Conference

This session will explore specific recommendations that New Jersey institutions of higher education should enact in order to more effectively prepare educators to be culturally proficient within New Jersey’s classrooms. Issues that will be discussed include:

- Reviewing the existing entry and exit teacher education requirements currently required to obtain teacher certification in New Jersey
- The review of existing best practices that prepares educators to teach an inclusive curriculum;
- How colleges/universities must enact foundational literacy skills activities in order to develop and improve the delivery of literacy skills, improve the reading proficiency of students and address dyslexia concerns.

Friday, March 4

12:00 p.m. – 12:50 p.m.



Social Justice on Campus: The President's Role **Dr. Velino Joasil, Associate Professor of Biology**

As part of their commitment to mitigate social and racial justice concerns on campus, college presidents sit for a genuine dialogue to reflect on their role, highlight their social justice work, and address challenges that impact their campuses.

Dr. Joasil is a Biology professor in the Science, Technology, Engineering, and Math Division

Friday, March 4

12:55 p.m. - 1:40 p.m.



Student Voices: Current Students Share What They Heard and Learned and Speak of the Future New Jersey Community College Students

**Veronica Gerosimo, Assistant Dean of Student Life & Leadership,
Hudson County Community College**

Kyle Woolley, Associate Director, Honors Program, Hudson County Community College

The temperature on college campuses can be measured by student activism on campus. In this session, our students will discuss their reflections on what they learned from the various sessions that they attended at the symposium. Students will also offer their thoughts and insights of the future regarding teaching and learning on social and racial justice issues, and related matters that are important to their lives.

Friday, March 4

1:45 p.m. - 2:30 p.m.



Writing Centers as Agents of Change for Student-Athletes: An Actionable Planning Session

Maureen Murphy-Smolka, Olivia Maikitch, Phillip Andujar, Sussex County Community College

To make good on their mission of equity and inclusion, community colleges need to provide students with the tools to persist through the rigors of college and graduate. Student-athletes serve their institutions by providing revenue and diversity, especially for predominantly white community colleges. Therefore, community colleges need to address the academic and social needs of their student-athletes. Writing Centers are supportive environments that can address inequities in education, especially among student-athletes. Building writing skills can lead to increased confidence and an increased sense of agency in academics, particularly because it equips students with the ability to effectively communicate their ideas and intentions. At a predominately white school, the confidence and agency that these students develop can be considered a lifeline in a potentially unwelcoming, unfamiliar environment. Therefore, we would like to engage the Symposium participants to map out a plan to address the academic and social needs of student-athletes as well as students of color while mitigating the racial trauma that may exist for these students in a predominantly white institution.

Friday, March 4

2:30 p.m. - 2:45 p.m.



Bold Actions of Radical Inclusion: Accelerating Equity in Academia and Beyond Guest Speaker:

**Carmella Glover, President, Diversity Action Alliance, Director of DEI, Arthur W. Page Society
First Black President-Elect, Public Relations Society of America, NY Chapter**

In her address, Carmella will commission the audience to leverage their unique power and position to drive meaningful impact within their organizations and communities. With inspirational examples, she will share why each of us has an obligation to be a catalyst in offsetting the slow progress that has characterized the last few decades.

Carmella E. Glover is President of the Diversity Action Alliance (<https://www.diversityactionalliance.org/our-leaders>). The DAA is a cross-industry coalition led by communications trade organizations with a mission of accelerating progress of meaningful and tangible achievement in DE&I the field for people of color. She is also the Director of DE &I at Page. In her Page role, she provides strategic direction for member and staff DE&I initiatives, oversees the operations, programs, and strategic plan. Notably, Carmella is the first Black President-Elect at the Public Relations Society of America, New York Chapter; the nation's leading professional organization serving the communications community.



CLOSING PROGRAM

Poem	Natalie Akel, Student Poet Laureate
Faculty Response	Dr. Jerry Lamb, Associate Professor Criminal Justice
Introduction of Speaker	Janelle Hobson, Adjunct Instructor, Business, Culinary Arts and Hospitality Management
Closing Address	Carmella Glover, President Diversity Action Alliance
Remarks	Dr. Paula Roberson – Director, Center, for Teaching, Learning, and Innovation

The Center for Teaching, Learning, and Innovation is very grateful for each facilitator, participant, officer, administrator and colleague who contributed their time and talent to our Teaching and Learning Symposium on Social Justice in Higher Education. A special thank you is extended to Dr. Aaron Fichtner, HCCC President Dr. Christopher Reber, and our internal and external partners and friends. Thank you all for making this important symposium possible. See you next year!



**Professional
Development Event
Specialist**

Thank you!

Dr. Paula Roberson has over 33 years of K-16 educational experience which includes service as a K-12 Language Arts Coordinator and Teacher, Assessment Coordinator and Senior Adjunct of Social Sciences at Atlantic Cape Community College, and as the Executive Assistant to the President at the University of Maryland Eastern Shore. Dr. Roberson also has administrative leadership background as a Principal, Alternative School Director, and Interim Charter School Chief School Administrator in the K-12 educational system. Currently, she is the Founding Director of the Center for Teaching, Learning, and Innovation at Hudson County Community College. Dr. Roberson is honored at her recent two-year appointment to serve on the EDUCAUSE 2022 ELI Annual Meeting Program Committee, and the NJEA Consortium for Representative Curriculum Design Team.

Center for Teaching, Learning and Innovation Advisory Board

Our Mission: To enhance teacher effectiveness, thereby improving student learning outcomes.

AY 2021-2022

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Dr. Lori Byrd	Nursing	Assistant Director, Nursing
Dr. Velino Joasil	STEM	Associate Professor, Biology
Jeanne Baptiste	English/ESL	Instructor
Kenny Fabara	Acad. Dev. Support Services	Director of the Writing and Tutoring Center
Audrey Lewis	English/ESL	Adjunct Instructor
Raffi Manjikian	STEM	TFT Instructor of Chemistry
Callie Martin	Center for Online Learning	Instructional Designer
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Qamar Raza	STEM	Adjunct Representative

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