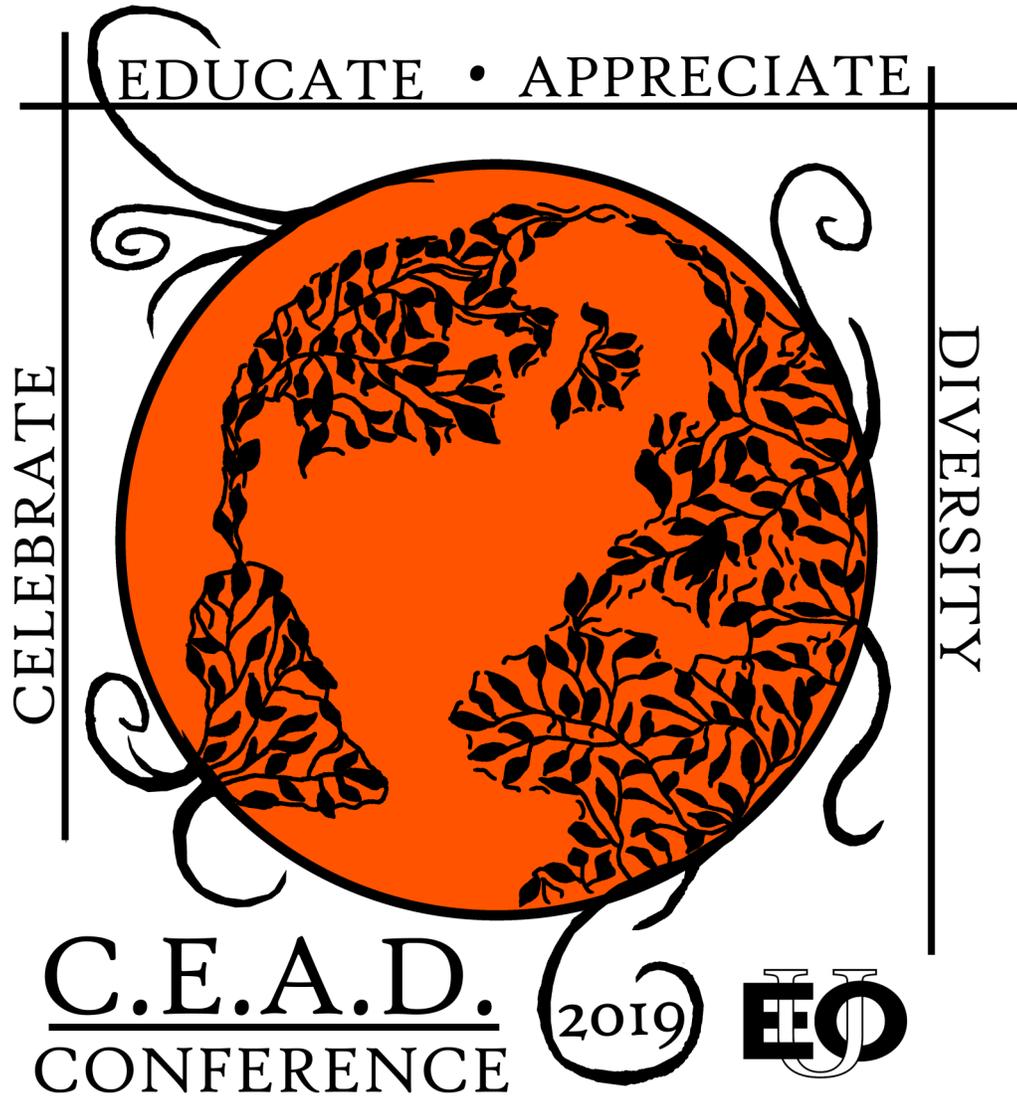


# Eastern Oregon University

*presents*



**Saturday, February 16, 2019**

**Badgley Hall**

**8:30am - 2:00pm**

# COMMUNITY AGREEMENTS

1. **Assume Best Intentions, but acknowledge impact.** We are all here to learn and individuals are using the best terminology they know, based on the diversity spectrum they are at.
2. **Strive for intellectual humility.** Engage openly and honestly. Practice authenticity as much as possible.
3. **Use I Statements.** Use “I feel, I think” and speak to your personal experience instead of generalizing or assuming that everyone thinks the way you do.
4. **People First Language.** Name the person before the descriptor, i.e. people of color, people with disabilities, etc. We do this in order to emphasize that we are all people first.
5. **Mistakes are Awesome, When You Learn from Them.** Mistakes show us what we need to learn. Take this training as a learning experience and challenge yourself to learn things you may have never known before.
6. **Notice your own defensive reactions** and attempt to use these reactions as entry points for gaining a deeper self-knowledge and understanding. Learning and growing is inherently an uncomfortable process, whether it is muscles growing, learning organic chemistry, or growing in our social justice consciousness. We are learning to swim upstream with racial justice work and we need to recognize that new muscles will be developed.
7. **Vocabulary Breaks.** Trainings serve as a personal & professional learning experience and we want to make sure that everyone has the same understanding of terms and acronyms. If you think we should break down a word, phrase, or acronym, ask the presenter for clarification.
8. **Take Care of Yourself.** There might be times during the conference when issues come up for you. Be sure to take a moment when you need it, breathe, get some air, get water if needed or take time to gather yourself before coming back to the group/classroom.
9. **Share Lessons Not Details.** We might use examples from our own experiences during our time together. While it’s okay to reference or talk about these experiences outside of this space, it’s not okay to use names or share anyone’s personal information without their explicit consent.
10. **Avoid using ableist language.** Be aware of the language you use. Use inclusive language that doesn’t discriminate against those with a physical and/or mental condition.
11. **Use Gender Pronouns** (she, he, ze, etc.) for someone if they state their preference.
12. **Avoid Gendered language.** Use words like: you all, everyone, y’all, people, folks, fam instead of “you guys”.
13. **Share the Air.** Practice equity by sharing the space. If you usually answer questions or speak, allow others who have not spoken to participate.
14. **E.L.M.O. “Enough, Let’s Move On”.** If we are talking about a subject in repetition or if someone is reiterating something that has already been said, address it and move the conversation forward.
15. **Expect Unfinished Business.** There will be many instances where in-depth conversations will flourish that won’t be finished in the amount of time allotted. We invite you to take these conversations back to campus and use the time outside of the conference to continue having these dialogues.

# Schedule-At-A-Glance

8:30 am - 9:00 am	Check-In & Coffee Hour	Badgley Lobby
9:00 am - 10:00 am	Opening Keynote Speaker	Huber Auditorium
10:00 am - 11:30 am	Workshop Session 1	BH 142, 144, 146, 148
11:30 am - 12:00 pm	Lunch Served	
12:00 pm - 1:30 pm	Workshop Session 2	BH 142, 144, 146, 148
1:35 pm - 2:00 pm	Closing Remarks	Huber Auditorium

## Session 1 10:00 am - 11:30 am

### **Everyone Can Be a Leader: Exploring Nontraditional Community Leadership**

*Presenter: Pepe Moscoso*

Badgley Hall Room 142

### **From Whitetopia to Northwest Nice: Power, Privilege and Racial Diversity in Oregon**

*Presenter: Dr. Emily Drew*

Badgley Hall Room 144

### **Microaggressions and Interrupting Oppressive Language**

*Presenter: Josh Todd & Mila Buckland*

Badgley Hall Room 146

### **From Tacos to Telecommunications: Latino Entrepreneurs in the American Economy**

*Presenter: Dr. Gilbert Mireles*

Badgley Hall Room 148

## Session 2 12:00pm - 1:30pm

### **Everyone Can Be a Leader: Exploring Nontraditional Community Leadership**

*Presenter: Pepe Moscoso*

Badgley Hall Room 142

### **Everything Goes Better with Whiteness: White Privilege in Everyday Life**

*Presenter: Dr. Emily Drew*

Badgley Hall Room 144

### **The Equity and Empowerment Lens 101**

*Presenter: Josh Todd & Mila Buckland*

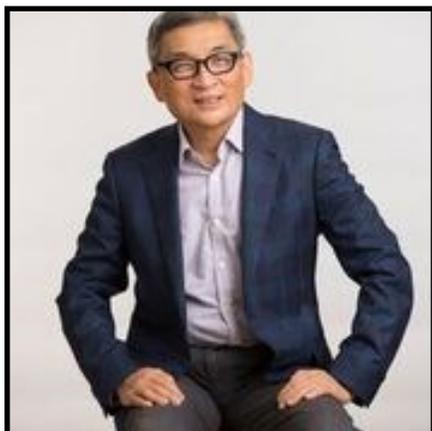
Badgley Hall Room 146

### **Mountie Allies Training 101**

*Presenters: Sarah Fischer and Rafael Norwood*

Badgley Hall Room 148

# KEYNOTE SPEAKERS



**BILL IMADA**

Bill Imada is the Founder, Chairman, and Chief Connectivity Officer of IW Group, a minority-owned and operated communications firm based in Los Angeles. For nearly three decades, Bill and his company have served as advisors and specialists in the growing multicultural markets in the United States and abroad. IW Group, which also has offices in New York and San Francisco, currently works with some of the top domestic and international brands, including Bank of the West/PNP Paribas, Coca-Cola, Lexus, McDonald's, Walmart Stores, Walt Disney, Warner Bros, Wells Fargo, and many others. Bill's extensive knowledge and expertise includes crisis management, ethnic marketing, multicultural media relations, generational marketing, partnership marketing and trans-cultural training. He is active in several communities and is responsible for co-founding three unique National organizations. More than a decade ago, he helped establish the Asian & Pacific Islander American Scholarship Fund (APIASF), a national organization devoted to providing educational opportunities for historically disadvantaged students. Bill later co-founded the Asian & Pacific Islander American Chamber of Commerce and Entrepreneurship (National ACE),

which advocates for the needs, interests and aspirations of small business owners, entrepreneurs and corporate leaders of Asian American, Native Hawaiian and Pacific Islander American heritage. Most recently, Bill co-founded the National Millennial Community, a social movement to effectively "change the conversation" about Millennials in the U.S. and abroad. Bill also serves on a wide array of boards and advisory councils. He currently serves on the boards of directors for Advertising Educational Foundation, Center for Asian American Media, Coalition for Asian Pacifics in Entertainment, National ACE, PBS, and the PBS Foundation. He also serves in an advisory capacity for Nielsen, University of Florida, University of Southern California, and Western Connecticut State University. Bill was appointed by President Barack Obama to serve as a member of the President's Advisory Commission on Asian Americans and Pacific Islanders. Bill is a graduate of California State University, Northridge; and graduated from CORO Foundation's Asian Fellows Program, and earned an AMBEP certificate from the Tuck School of Business. He has received numerous awards and recognitions including: Ad Color, an organization that focuses on advancing professionals of color within the advertising and marketing fields had bestowed him with its Lifetime Achievement Award; he was also named Distinguished Alumni of the Year by California State University, Northridge; and is being recognized by the advertising industry with its Sizzle Award. Last year, Bill received an honorary doctorate from Anaheim University for his contributions in Multicultural marketing and public relations.

## Schedule-At-A-Glance

<b>8:30am - 9:00am</b>	<b>Check-In &amp; Coffee Hour</b>	<b>Badgley Lobby</b>
<b>9:00am - 10:00am</b>	<b>Opening Keynote Speaker</b>	<b>Huber Auditorium</b>
<b>10:00am - 11:30am</b>	<b>Workshop Session 1</b>	<b>BH 142, 144, 146, 148</b>
<b>11:30am - 12:00pm</b>	<b>Lunch Service</b>	<b>Huber Foyer</b>
<b>12:05pm - 1:35pm</b>	<b>Workshop Session 2</b>	<b>BH 142, 144, 146, 148</b>
<b>1:40pm - 2:00pm</b>	<b>Closing Session</b>	<b>Huber Auditorium</b>

# WORKSHOP PRESENTERS

Dr. Emily Drew is an Associate Professor of Sociology and Ethnic Studies at Willamette University, where she teaches courses about racism, white supremacy, immigration, and social change. Her research agenda revolves around understanding how race and racism get institutionalized, with the goal of helping to illuminate more effective strategies for interrupting systemic inequality. Drew's most recent writing was published in the book "Living with Class", with recent research published in the Journal of Urban Affairs and the Journal of Tourism and Cultural Change. She currently works with an Oregon coalition for immigrant rights, and is in the process of publishing new research about mixed-status Latino families living "Under One Roof." With colleagues, Drew has also developed the "Anti Racism Across the Pedagogy" workshop for faculty from all disciplines who are interested in making racial equity and inclusion an essential—not extra—component of their course content and teaching methods. During her two decades of practicing critical pedagogy, Drew has received several teaching awards in recognition of her efforts to build inclusive classrooms and equip students to be effective contributors to efforts for social justice.



**Dr. Emily Drew**



**Dr. Gilbert Mireles**

Dr. Gilbert Mireles received a B.A. from Swarthmore College and an M.A., M.Phil., and Ph.D. from Yale University. He has been teaching at Whitman College since 2003. During his time at the College, he has taught courses in social stratification, social movements, economic sociology, race and ethnicity, crime and delinquency, and introductory sociology. Professor Mireles' research is broadly focused on the socio-political integration of immigrant communities into U.S. society. His book, "Continuing La Causa: Organizing Labor in California's Strawberry Fields" (Lynne Rienner/First Forum Press) was published in 2013. His current research is a comparative examination of social and political attitudes and behaviors among different segments of the Latino middle class in two majority-minority communities in California and Washington State. Mireles was a member of the Washington State Commission on Hispanic Affairs from 2008 to 2012. While on the Commission, Mireles edited the 2009 Washington State Hispanic Assessment Report. He has also been involved with the State of the State for Washington Latinos Project at Whitman College, and was a member of the Walla Walla County Housing Commission from 2010-2013.

Pepe Moscoso is a Portland-based community arts producer and visual artist. His work explores inclusion, personal narrative, identity, diversity, and storytelling in a variety of forms. His interest in visual art is born of a desire to transmit and show his way of seeing the world. He coordinates "Lente Móvil", a multimedia art project that interweaves art and storytelling to examine the importance of cultural identity as it affects personal growth and collective strength for the Latino community in the U.S.



**Pepe Moscoso**

# WORKSHOP PRESENTERS



**Josh Todd**

Executive Director, Joshua Todd joined Campus Compact of Oregon six years ago as the organization's 6th Executive Director and identifies as a white, queer father who grew up poor in a predominantly black and Latinx community and learned he was white at an early age. Josh uses he/him/his pronouns and holds a Master's degree in Public Affairs with a concentration in public administration and policy analysis from the University of Wisconsin-Madison and a Bachelor of Social Work degree from Aurora University in Illinois. His professional career began as an AmeriCorps member with the Bay Area Youth Agency Consortium where he conducted street outreach, HIV education and testing, and ran peer education groups for students in Marin County. He has worked for the City & County of San Francisco Youth Commission and moved to Portland, OR in 2002 where he was Multnomah County's Youth Development Coordinator and then Director of the Commission on Children, Families & Community. With a background in youth and community development and organizational change related to racial

justice and equity, at Campus Compact Josh has deepened expertise in equity focused organizational change and transformation as well as collective systems organizing among networks of partners. Josh has a daughter who just started college and a son who is a Junior at Franklin High School. Josh is actively working on his own antiblackness, internalized white superiority, and learning how to decenter whiteness especially when you hold positional authority that centers you automatically.

Mila Buckland, Curriculum & Training Manager, (she/her) is a first-generation college graduate, second-generation immigrant who grew up in North Portland, Oregon. She received a Women, Gender and Sexualities degree from Portland State University, and was a four-term AmeriCorps Member before serving as the Curriculum and Training Manager at Campus Compact of Oregon. In this role, Mila supports all of Campus Compact's Racial Equity Across College and High School (REACH) efforts: REACH is Campus Compact's strategic initiative to build a statewide coalition and movement for racial justice in higher education across college and high school. Mila's expertise / work is in creating healing processes and incorporating an intentional racial justice lens into the planning of all meetings / engagements / interactions. Mila is on her own wellness journey. In her own growth process, Mila is working to further understand her racial and cultural history, how to cultivate true learning spaces of belonging for all, and how to move from trauma-informed care to healing-centered engagement in all aspects of her work and life.



**Mila Buckland**

**Your feedback is important to us!  
Please fill out your conference evaluations and turn them in.**

# WORKSHOP DESCRIPTIONS

## **Everyone Can Be a Leader: Exploring Nontraditional Community Leadership**

**Pepe Moscoso**

Popular understandings of leadership tell us that leaders look a certain way: they are in charge. They possess outward strength. They are extroverted and act pragmatically rather than emotionally. Perhaps most important, leaders are people in positions of authority and power. Join facilitator Pepe Moscoso for a conversation that explores an alternative view of leadership and asks, When are we leaders in our communities? How can our unique senses of self contribute to our roles as leaders? What do we have to offer that is needed? Participants will have the chance to ask these questions of themselves and to explore with their friends and neighbors what makes a great leader in their communities.

## **From Whitetopia to Northwest Nice: Power, Privilege and Racial Diversity in Oregon**

**Dr. Emily Drew**

This workshop is designed to examine some of the ways Oregon's history has been one of exclusion, exploitation, and disempowerment of communities of color, while simultaneously providing boosts and power for white society. We will then explore how this history has shaped a specific set of challenges for Oregon communities today.

## **Microaggressions and Interrupting Oppressive Language**

**Josh Todd & Mila Buckland**

Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults towards members of marginalized groups. This interactive workshop allows participants to practice identifying and responding to microaggressions, in order to interrupt the oppressive language that we use on a daily basis.

## **From Tacos to Telecommunications: Latino Entrepreneurs in the American Economy**

**Dr. Gilbert Mireles**

This workshop provides an introduction to the contributions that Latinos make to the American economy as business owners. We will explore the history of Latino business ownership and discuss the current status of Latino entrepreneurship in the country with a focus on the inland Northwest. We will also address common misconceptions of Latino business and examine the challenges as well as opportunities available to Latino entrepreneurs in the country.

## **Everything Goes Better with Whiteness: White Privilege in Everyday Life**

**Dr. Emily Drew**

In this session, participants will critically analyze "white privilege" in contemporary U.S. society. Through exercise and discussion, we will consider the ways in which structured privileges afforded on the basis of skin color are everyday, unearned, and usually denied/evaded by those who receive them. Finally, we will examine the central role of white privilege in perpetuating systemic racism today.

## **Mountie Allies Training 101**

**Sarah Fischer & Rafael Norwood**

The Mountie Allies Training 101 is program committed to help individuals to provide safe, non-judgmental, welcoming, and inclusive environment for members of the lesbian, gay, bisexual, transgender and queer (LGBTQ+) community. The training covers how to be an ally, common LGBTQ+ terminology, understanding the Coming Out process and the Gingerbread activity.

## **The Equity and Empowerment Lens 101**

**Josh Todd & Mila Buckland**

The Multnomah County Equity and Empowerment Lens (with a racial justice focus) is a transformative quality improvement tool used to improve planning, decision-making, and resource allocation leading to more racially equitable policies and programs. At its core, it is a set of principles, reflective questions, and processes that focuses at the individual, institutional, and systemic levels. This workshop will introduce you to the Lens, how it is used, and lead your group through an application of its tools.

# SAVE THE DATES



**EASTERN OREGON UNIVERSITY**  
**32nd International Dinner and Show**

Friday  
 February 22, 2019  
 Dinner at 5:30pm  
 Hoke 339  
 Show at 7:00pm  
 McKenzie Theatre

**SHOE DRIVE**  
 Share your soles and help keep a dream alive

**FEBRUARY 11 - APRIL 30, 2019**  
 QUINN COLISEUM, HOKE 2ND FLOOR  
 EASTERN OREGON UNIVERSITY

**Island Magic Lu'au & Show**  
*Save the Date*  
 Saturday  
 April 13, 2019

**EASTERN OREGON UNIVERSITY**  
**FAMILY WEEKEND 2019**  
 April 12 - 13  
 Enjoy EO.  
 Explore La Grande.  
 Stay Connected.  
[eou.edu/family-weekend](http://eou.edu/family-weekend)

For more information  
 Call Peter Eke at 470-232-6666 or email [peke@eou.edu](mailto:peke@eou.edu) or donate to  
<https://www.gofundme.com/dreamerswithoutboundaries>

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# THANK YOU!!!

**Thank you for attending the 2019 CEAD Conference!  
We look forward to seeing you again next year!**



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