

The South Florida Diversity Alliance Presents...

2009 DIVERSITY SUMMIT

Awakening hearts. Engaging minds. Inciting action.



November 7, 2009 • 10:00 a.m.– 5:00 p.m.
Nova Southeastern University's Main Campus,
Carl DeSantis Building



PROGRAM:

- 9:00–10:00 a.m. Registration
10:00–10:15 a.m. Welcome and opening
10:20–10:50 a.m. Dr. Phillip Bowman, Keynote Speaker
11:00–11:50 a.m. Breakout Session A
- **Struggling with Race**, Mildred Duprey de Robles—Room 1049
 - **Pray the Devil Back to Hell**, Luz VanMeek, Maria Santamarina, and Laura Finley—Room 1048
 - **Can Music Make Me Do Things?** Kennedy Achille—Room 1133
 - **Transgendered Youth**, Julie Ann Powell and Dana Schulman—Room 1124
 - **The Institute for Race and Change—Talking About Race in a Hopeful Way**, Kitty Oliver—Room 2056
- Noon–12:50 p.m. Breakout Session B
- **Creating Social Change by Any Spiritual Means Necessary**, Debra Nixon—Room 2056
 - **Act Like a Man (or a Lady): Gender Identity Nonconformity and Homophobia**, Christine Donahue—Room 1124
 - **DAPA-Diversity and Personal Activism workshops**, Jack Bloomfield and Piero Falci—Room 1133
 - **Disability Sensitivity**, Shawn Friedkin—Room 1049
 - **Aligning Diversity**, Corporate Social Responsibility and Multi-Cultural Marketing, Roland A. Foulkes—Room 1048
- 1:00–1:45 p.m. Lunch and activity
1:50–2:40 p.m. Breakout Session C
- **Understanding Domestic Violence as a Global Human Rights Problem**, Laura Finley and Somy Ali—Room 1124
 - **So Are They or Aren't They? Black that is: African-American and Afro-Caribbean Experiences Juxtaposed**, Patricia Darlington—Room 1048
 - **Coming Out in College**, Devin Reaves—Room 1049
 - **Faces of Diversity**, Elizabeth Koenig and Michael Brochu—Room 2056
 - **Bowman Roundtable**, Ronald Foulkes and Phillip Bowman—Room 1133
- 2:50–3:40 p.m. Breakout Session D
- **Fostering Respect, Understanding and Inclusion of Lesbian, Gay, Bisexual, and Transgender (LGBT) Individuals**, Barbara Schoen and Anthony Foster—Room 2056
 - **Provide Culturally Competent Life Skills Training to Minorities & People with Disabilities**, Jennifer Sanchez—Room 1049
 - **Racial Profiling and Police Misconduct against People of Color**, Megan Barnes, Gianelli Latorre, Luisa Oviedo, Keisha Williams, and Erica Milkman, and Laura Finley—Room 1048
 - **Multiple spiritualities in early childhood education: Insights for transformation**, Lisandra Pedraza—Room 1124
 - **Onboarding for Diversity Awareness**, Sonia Smith—Room 1133
- 3:50–4:40 p.m. “Taking Action,” Terry Morrow
4:40 p.m. Closing: “Letter of Change,” Angie Freeman
4:50 p.m. Distribution of T-shirts

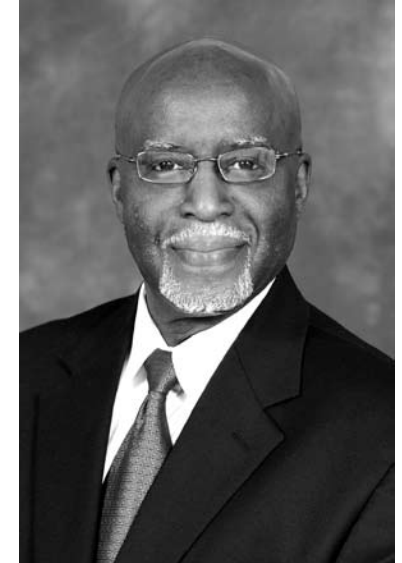
NOTE: Table for vendors and organizations are available from 9:00 a.m.–2:00 p.m.

DR. PHILLIP BOWMAN KEYNOTE SPEAKER

Since September 2006, Phillip J. Bowman has been the founding director of the National Center for Institutional Diversity (NCID) at the University of Michigan. In addition, he is a professor in the Center for the Study of Higher and Postsecondary Education; he holds a faculty appointment in the Taubman College of Architecture and Urban Planning; and he serves as faculty associate in the Center for the Study of Group Dynamics at the Institute for Social Research and as Research Affiliate with the National Poverty Center at the Gerald Ford School of Public Policy.

Professor Bowman is a social psychologist with a strong interest in cultural diversity issues in research methodology, higher education, and pressing public policy challenges, including health disparities, urban poverty, family distress, joblessness, and affirmative action. Prior to his directorship at the NCID, Professor Bowman was the director of the Institute for Research on Race and Public Policy (IRRPP) as well as professor of African American Studies, Urban Planning, and Policy at the University of Illinois at Chicago (UIC).

He received his Ph.D. in Social Psychology from the University of Michigan, where he directed a post-doctoral training program in survey research methodology and helped to develop a series of landmark national studies at the Institute for Social Research on African American life. He serves on advisory boards for the Inter-University Consortium for Political and Social Research, the Centers for Disease Control and Prevention, Program for Research on Black Americans, and other national organizations. Professor Bowman is also an active national and international lecturer and consultant on race, ethnicity, and public policy issues.



BREAKOUT SESSION A

A Struggle with Race by Mildred I. Duprey de Robles

A Struggle with Race—Through active learning, participants will be encouraged to accept the challenge to go beyond the dynamics of a debate and enter the provoking exploration of a struggle with race by willingly attempting to transform tension and static in a room by saying what they really feel about race and how they are willing to engage in drafting unprecedented resolutions to help reflect the community's courageous leadership through commitment, partnership, and increased sense of accountability .

Pray the Devil Back to Hell by Luz Van Meek, Ph.D., CFLE; Maria E. Santamarina, J.D.; and Laura Finley, Ph.D.

Sponsored by United Nations Development for Women (UNIFEM)

The award-winning documentary *Pray the Devil Back to Hell* chronicles the remarkable story of the courageous Liberian women, led by Leymah Gbowee, who came together to end a bloody civil war and bring peace to their shattered country. The film shows us how Ms. Gbowee not only rallied the women at her Lutheran church to pray for peace, but organized them into a full-blown, all-women peace initiative that spread to other Christian churches and then to women of the Muslim faith.

Can Music Make Me Do Things? by Kennedy Achille, M.A.

Can music affect the things we do as human beings? Or rather does it control or emotions? Music is a connection of mind, body, and spirit, and we must embrace this phenomenon of beauty. How are we to interpret this invisible friend of ours you may ask? Music takes on many forms from all diversities of the world. It is our responsibility to hear what music is trying to tell us and not receive mixed messages. Music can be seen as a mythical creature that is untamed, free of having a master since the beginning of time. It can be said that music has no intention of having any limitations; we must still now and forever attempt to understand its determination.

Transgender Youth by Julie Ann Powell and Dana Schulman

Would you like to know more about transgender youth? This session will focus on what it means to be transgender, facts about transgender students in Florida's schools and the current state of bullying prevention programs in Florida. Recent research and statistics regarding transgender youth will be discussed. Participants will benefit by gaining strategies of effectively engaging with transgender youth, tools to enhance personal growth, and methods of preventing bullying and harassment for this population.

The Institute for Race and Change—Talking About Race in a Hopeful Way by Kitty Oliver, Ph.D.

This presentation chronicles the development of the Institute for Race and Change as a new initiative to foster non-confrontational, productive, intergenerational communication on race relations across cultures in innovative ways. The uniqueness of the Institute is that it engages white people and people of color in the sharing of their race relations stories—and the listening—in a way that “white privilege,” as well as minority concerns, can be addressed. The Institute creates an environment where people can talk about race publicly in a potentially healing way.

BREAKOUT SESSION B

So Are They or Aren't They? Black that is: African-American and Afro-Caribbean Experiences Juxtaposed by Patricia S. E. Darlington, Ph.D.

United States immigrants who are descendants of Africans who were enslaved in the Caribbean during the age of imperialism often find it difficult to relate to their African American counterparts. This inability to relate has resulted in an unexplained and often hidden conflict between the two groups—that is, hidden from the general American population, but very evident within the groups being examined. It is suggested in this paper that there are cultural and ideological distinctions between the Caribbean American and African American communities that can be explained by scrutinizing the very different patterns and conditions of their development from the time of slavery to the present, and that these distinctions could very well undergird the conflict between the two groups.

Act Like a Man (or a Lady) Gender Identity Nonconformity and Homophobia by Christine Donahue

In most cultures, men and women are considered naturally dissimilar. This has led to inequity between the sexes. Men have received societal privilege, so it has become critical for them to be as masculine as possible to continue to reap the benefits and for women to use femininity to attract the privileged males. While we may be born biologically male or female, society defines what is masculine and feminine. Because not everyone's personal definition of masculine or feminine is the same, it is difficult to measure up to the gender identity expectation of others. If our sexual orientation does not correspond to our gender identity, others view us even more critically. Therefore, what initially concerns a homophobe is what s/he actually sees—an individual who does not conform to the society's scripts of how the genders should appear and act.

Diversity and Personal Activism (DAPA) workshops by Jack Bloomfield and Piero Falci of One Planet United

Diversity is a reality in our society and is something desirable. Our unique programs increase respect for self and others, encourage open communication, reduce tensions, and promote the ability to solve conflicts when they arise. Our programs reduce prejudice, defend civil rights and human dignity, and promote equality of all people. Those who live in a consciousness of understanding and respect of others are a positive force for the betterment of the world. Our training programs and workshops bring this to the forefront.

Disability Sensitivity by Shawn Friedkin of Stand Amongst Friends

The Disability Sensitivity program was designed to be inclusive of most disabilities and is broken down to four main categories: visual impairment, hearing impairment, physical disability and cognitive disability. The presentation includes specific “life” examples that are often common to most individuals and also includes an opportunity for attendees to relate specific experiences, as well as a brief question-and-answer period. Upon completion of the presentation, attendees should expect to have specific answers to common problems that often cause discomfort when people with and without disabilities interact.

Aligning Diversity, Corporate Social Responsibility and Multi-Cultural Marketing by Roland A. Foulkes

The goal of this presentation is bring awareness of the BEST PRACTICES and related lessons of the private sector, corporate America, to local level, governmental, multi-billion-dollar organizations with respect to aligning diversity, corporate social responsibility and multi-cultural marketing, and why inclusion plus diversity are needed now more than ever.

BREAKOUT SESSION C

Surviving: Understanding Domestic Violence as a Global Human Rights Problem: by Laura Finley, Ph.D. and Somy Ali

Domestic violence is a tremendous social problem across the globe. Estimates are that as many as one-third of all women endure an abusive relationship. This presentation will begin with an overview of relevant human rights documents. Through discussion and PowerPoint slides, the session will highlight the scope and extent of domestic violence globally, as well as review its many forms, including honor killings and acid throwing. Attendees will be informed as well as inspired by these stories of atrocity and resilience.

Creating Social Change by Any Spiritual Means Necessary by Debra Nixon, Ph.D.

The nonaligned presentation/discussion is designed to invite participants to consider the use of spiritual ideas and traditions in creating or influencing personal and social change. Spirituality (accordingly) is the acknowledgment and employment of individual and collective faith systems to enhance the quality of life, personally or interpersonally.

Coming Out in College by Devin Reaves

This panel discussion is designed to educate those who attend regarding what young men and women experience when coming out. Coming out is a continual process. A person does not come out just once. He or she must continue to come out to new individuals in their life as time progresses. Attendees will learn what the issues are for these young men and women as they navigate a life of homosexuality.

Faces of Diversity by Rosario Elizabeth Koenig, MS and Michael Brochu, M.S.

When talking about diversity what comes to mind is race or cultural differences in our societies. This can be described as “groups of people sharing similar values, rituals, customs, traditions, language, folklore and art that have developed a sense of unity and identity” (Board of Education Affairs, 1998). However, in this presentation, we would like to bring awareness of diversity inclusive of disabilities. People with disabilities also share common language and common struggles, just as minority populations do. The passage of the Americans with Disabilities Act in 1990 was incorporated to prevent discrimination against individuals with disabilities; yet, our society impulsive reaction is to label and make assumptions that hinder the possibilities of the individual. An important concern is that the disability that may not only be visible as in Tourette Syndrome, but learning disabilities as Attention Deficit Disorder, Attention deficit disorder with hyperactivity, dyslexia, epilepsy, hearing loss, dyscalcula. It is our mission to question these assumptions and celebrate the strengths these individuals have to successfully overcome their disability. Thus, we hope to provide insight and foster a more open and accepting attitude in our community. “Inclusion makes our community stronger and knowledge is power for a greater tomorrow” (Brochu, 2009).

BREAKOUT SESSION D

Fostering Respect, Understanding and Inclusion of Lesbian, Gay, Bisexual, and Transgender (LGBT) Individuals by Barbara Schoen, M.A., CRC and Anthony Foster, B.S.

This session will discuss the inequalities encountered by lesbian, gay, bisexual, and transgender (LGBT) individuals and explore methods to create an environment of inclusion and acceptance at an individual and community level. Participants will have the opportunity to participate in an interactive session that will examine identities, societal forces and ally development. Tools and techniques will be provided.

Provide Culturally Competent Life Skills Training to Minorities & People with Disabilities by Jennifer Sanchez, B.A.

This session will provide an overview of culturally diverse individuals with cognitive, emotional, behavioral, and physical disabilities. Some of the minority populations to be addressed are African-Americans, Hispanics, American-Indians, Asians, and Appalachians. The focus will be on the life skills training they require which are specific to their culture/ disability, the techniques to be used throughout facilities, and ways to be competent/ sensitive when working with said individuals. Issues to be discussed are basic life skills adapted across cultures. Facilities mentioned will include but not be limited to: schools, hospitals, counseling centers, group homes, and independent living centers. Training will include an overview of the unique or particular skills important in gaining the trust of these marginalized individuals.

Racial Profiling and Police Misconduct Against People of Color by Megan Barnes, Gianelli Latorre, Luisa Oviedo, Keisha Williams, and Erica Milkman, and Laura Finley, Ph.D.

In July 2009, Harvard University Professor Henry Louis Gates, Jr. locked himself out of his home in Boston. Police responded to a call about a potential breaking and entering. The result was Gates' arrest. Gates maintained he was a victim of racial profiling, while the officers involved claimed his belligerence led to his arrest for disorderly conduct. President Barack Obama, while admitting he did not have all the facts, publicly condemned the officers for acting “stupidly” and acknowledged the long history of racial profiling in the U.S. He later apologized for his comments, and invited Professor Gates and Sergeant James Crowley to the White House for a discussion that has been dubbed “the beer summit.” The Gates debacle called attention to a major problem in the U.S.: police behavior towards people of color. Studies have repeatedly affirmed that people of color are more likely to be stopped by police, and once stopped, more often searched. Using video clips and a visual display, this session will examine the issues of racial profiling and police misconduct against people of color. It will provide attendees with factual information about the profiling and police misconduct, including statistics, case studies, effectiveness, and improvement efforts. Attendees will have the opportunity to share their thoughts about the issue as well as to offer suggestions for social change.

Multiple Spiritualities in Early Childhood Education: Insights for Transformation by Lisandra Pedraza, Ph.D.

The Onboarding for Diversity Awareness segment provides suggested activities for assimilating into a diverse culture. The session will provide participants with an understanding about the importance of promoting diversity awareness to increase engagement, while enhancing professional opportunities with customers, clients, and business partners. Through interaction and preparation, participants will walk away with ideas for creating better organizational synergy by appreciating differences.

PRESENTERS

Anthony G. Foster is a third year master's degree candidate at Florida Atlantic University. During the fall of 2009, he will earn a dual master's degree in Counselor Rehabilitation and Mental Health. He is currently a Substance Abuse Therapist at the Beachcomber Family Center for Addiction Recovery in Delray Beach, Florida. As a recovering alcoholic, he frequently speaks at national and international conferences, various jails and rehabilitation centers on behalf of the Broward County (Florida) Jails and Institutions Committee. Additionally, he frequently writes on the subjects of sobriety, homelessness and domestic abuse. Prior to his current career, he was an executive for several major restaurant chains over the past twenty-plus years.

Barbara A. Schoen, M.A., CRC, is a visiting professor at Florida Atlantic University and a doctoral candidate in rehabilitation counseling education at Michigan State University. She served as a NIDDR funded research fellow in the Department of Physical Medicine and Rehabilitation (PM&R) at the University of Michigan from 2003-2005. She was a co-principal investigator of a rural health outreach program grant funded through the Christopher Reeves Paralysis Foundation and co-investigator of a NIDDR-funded study on women with SCI. As an instructor, researcher and woman with quadriplegia, Ms. Schoen has written numerous articles and presented at local, national and international conferences on topics aimed at strengthening the networking, socialization and empowerment skills of individuals with disabilities and other marginalized populations. She currently teaches master's-level courses in rehabilitation and multicultural counseling at FAU and serves on boards and committees bringing expertise in the support and services needed for maximizing independence and quality of life for people with disability.

Dana Schulman graduated with a Bachelor of Science in Psychology from Nova Southeastern University. She has a Master of Science in Criminal Justice with a specialty in Behavioral Sciences also from Nova Southeastern University and is currently a school counseling master's student at Florida Atlantic University. Dana has an interest in transgender youth, forensic sciences, cyber-bullying, and crisis-intervention programs in the school system.

Debra Nixon, Ph.D. received her bachelor's degree from the University of Texas, in Psychology. She graduated from the Texas Women's University, with a master's degree in Educational Psychology. Because of her beliefs in the healing affects of spiritually, she attended Southwestern Baptist Theological Seminary, Fort Worth, Texas and the Interdominational Theological Center in Atlanta, GA. She later received a Doctorate of Philosophy from Nova Southeastern University in Family Therapy. Her professional experience includes working with community-based organizations and church outreach ministries, with emphasis on assisting families, couples, and young people. Dr. Nixon's passion is working with young Black females; she founded a local organization for high school girls, Black Girlz Rule — a self-empowerment group for girls ages 14-18. She believes that low self esteem is not the problem of young women, but rather of the low expectations of adult leaders. Dr. Nixon is an assistant professor in Marriage and Family Therapy at Nova Southeastern School of Humanities and Social Sciences, an ordained minister, and a licensed marriage and family therapist.

Devin Reaves is a junior human service major at Lynn University. He has been the president of the Gay Straight Alliance at Lynn since its rebirth in the spring of 2009. Lynn University's Gay Straight Alliance has put on several events on campus and has volunteered at pride events in Palm Beach County. The mission of the Gay Straight Alliance at Lynn is to work together on our campus to provide a safe place for all our GLBT members and to provide service in our community through volunteering and spreading a message of tolerance and acceptance.

Jack Bloomfield was born in Connecticut and raised in New York. He is the co-founder and executive director of One Planet United, a non profit humanitarian organization that seeks to bring unity and understanding to all people. As a result of his work for humanitarian causes, he was recognized as a "Hero of Humanity" by the Art of Living Foundation. Mr. Bloomfield writes a monthly column titled "One Planet United" that appears in various newspapers and magazines, and he is the author of two books, *One Planet United – The Problem, The Solution and A Plan of*

Action and Celebrating Humanity: Reflections, Insights and Hope for a United Planet. He is one of the creators of DAPA - Diversity and Personal Activism, a series of diversity, cultural competency, sensitivity and civic engagement workshops. He is a trained hospice volunteer, and he serves on the Coral Springs Interfaith Committee.

Jennifer Sanchez is a third-year master's candidate at Florida Atlantic University. During the spring of 2010, she will earn a dual master's degree in Counselor Education Rehabilitation and Mental Health Counseling. Sanchez has a Bachelor of Arts degree in Psychology. She is currently a life skill teacher for students with cognitive impairments including Autism and Traumatic Brain Injury. Sanchez also works as an intake specialist and is currently completing an internship at a mental health acute psychiatric stabilization facility. As an instructor Sanchez is responsible for teaching life skills to a culturally diverse population and has developed programs to administer life skill training

Julie Powell graduated with a Bachelor of Arts in Psychology from Florida Atlantic University in 2008. She is currently a school counseling master's student at Florida Atlantic University. Her research interests include transgender youth interventions, bullying prevention programs and interventions that produce gains in academic achievement.

Kennedy Achille is a professor of Psychology at American InterContinental University in Weston, Florida. Mr. Achille has a bachelor's degree in Music Education and a master's degree in Student Behavior. The influence of music on society has always been a subject of interest to Mr. Achille. "There are many reasons as to why people do the things we do; could music have anything to do with that?" Mr. Achille has challenged the minds of young people nationwide, with presentations that build awareness of the impact of music.

Kitty Oliver, Ph.D. is a veteran journalist, author, television producer, and oral historian who has assembled an historical archive of more than 125 cross-cultural oral histories on race relations experiences — the only one of its kind in the U.S. As a professor at Florida Atlantic University, she trained and supervised students in oral history collection and writing, conducted community outreach workshops, and produced a Webcast radio program, *Voices of Race and Change*. Her TV series on WBEC-TV, *Crossing Cultures, Changing Lives*, is currently airing in Florida and is marketed nationally. She is director of the Institute for Race and Change that is being launched in the School of Communication and Multimedia Studies at FAU.

Laura Finley, Ph.D. earned her doctorate degree in sociology from Western Michigan University in 2002. Since then, she has taught sociology, criminology, women's studies, and education at several colleges and universities in Michigan, Colorado, and Florida. She is currently assistant professor of Sociology and Criminology at Barry University. In addition, she has provided training and directed social change and prevention programs for a domestic violence agency in Florida. In 2008, Dr. Finley started the Center for Living and Teaching Peace, which provides training, education, curricula, and events related to peace and social justice. She also serves on the Board of Directors of No More Tears, a non-profit organization devoted to providing individualized assistance to victims of domestic violence and their children.

Lisandra Pedraza, Ph.D. is auxiliary professor at the University of Puerto Rico, Río Piedras Campus, and Coordinator of the Early Childhood Education Program, in the Graduate School. She is currently teaching courses related to early childhood education and mentoring students as they work on thesis and projects. She has worked as coordinator of a university laboratory pre-school, as a student teacher supervisor and coordinator in a student teacher undergraduate program, as well as an early childhood education teacher in Puerto Rico and Ghana. She received her bachelor's and master's degrees at the University of Puerto Rico and her doctorate at Ohio State University. Her fields of study include early childhood education, multicultural education, and qualitative research. Her course and her research are oriented to peace, social justice, and sustainability issues.

Luz Van Meek, Ph.D., CFLE, holds the degree of Developmental Psychologist from Florida International University and is certified by the National Council of Family Relations on parenting education. She works at the Children's Services Council of Palm Beach County where she is a research and evaluation analyst. In addition to working in areas including, but not limited to youth development, mentoring, and parenting, Dr. Van Meek lectures on topics such as brain development, cognition, violence prevention, moral development and emotional intelligence. She is the Founder and President of the East Florida Chapter of the United States National Committee (USNC) for UNIFEM. Dr. Van Meek was past national chair for nominations and is a member of the National Membership Committee for USNC.

Maria E. Santamarina J.D., is the diversity officer for Florida Atlantic University, where she also teaches Intercultural Communication and other courses in the Intercultural Communication Sequence. She also directs the Intercultural Communication Internship where students are placed at different organizations throughout South Florida that specialize in marginalized populations and diversity issues to expand learning beyond traditional classroom boundaries. Santamarina is a licensed attorney in Florida and is a member of the Florida Bar.

Mildred I. Duprey de Robles is a conciliator specialist in the Department of Justice Community Relations Service's Field Office in Miami, Florida. She has practiced in the area of human relations and conflict resolution for the past 29 years. She is a retired U.S. Air Force officer and a court-certified mediator for workplace, equal opportunity, family, and special education matters.

Patricia S. E. Darlington, Ph.D., is an associate professor of Intercultural Communication at Florida Atlantic University in Boca Raton, Florida, where she also serves as director of the Intercultural Communication Program. She received a master's degree in Mass Communication and Public Relations, and a doctorate in Communication and Cognitive Psychology from the University of Florida, Gainesville, Florida. Dr. Darlington is the co-founder of the Florida Intercultural Communication Association (FICA), an undergraduate and graduate intercultural conference, which held its third annual conference in April of 2009 at Florida Atlantic University. Dr. Darlington is the founder of the not-for-profit organization Life Skills Academy, Inc., which is dedicated to the personal and social development of youth in order to create competent, effective, productive, global citizens. She is also the president of Life Skills Training and Consulting, Inc, which provides services for corporations.

Piero Falci studied Business Administration and Urban and Regional Economics in Brazil (where he was born); Economic Development and Planning in Italy; and Public Administration in Japan. He has an extensive professional record as a successful international executive, having conducted business in many foreign countries for large multinational corporations. With a great passion for peace and unity, Mr. Falci dedicates himself to disseminate a greater understanding of themes such as human rights, civil rights, peace and nonviolence. He is one of the creators of Diversity and Personal Activism (DAPA), a series of trainings designed to promote respectful human interaction and peaceful coexistence.

Roland Alexander Foulkes is a native of Fort Lauderdale and a graduate of the Pine Crest Preparatory School, Cornell University, and the University of California-Berkeley. Locally, Foulkes is both the founder and chief strategist for ONE BROWARD (the Social/Cultural/Political/Economic Change Initiative), Diversity Committee Chair (School Board of Broward County), Hiring Practices and Procedures Committee Chair (Broward Sheriff's Office Council for Diversity and Equal Opportunity), Multi-Ethnic Advisory Board/Diversity Advisory Council Past Chair (Broward County Commission), and a Cultural Competence Diversity Inclusion and Equity Consultant and Trainer for the National Center for Cultural Competency (Georgetown University), among numerous other organizations.

Shawn Friedkin is president of Stand Among Friends (SAF), a Florida based not-for-profit company which he founded in 1997. Mr. Friedkin graduated from Syracuse University in 1986 with degrees in finance and marketing. He has worked in executive positions in real-estate development, manufacturing, tele-communications and finance. In 1992, Mr. Friedkin was involved in an auto accident that left him paralyzed from the chest down. His life experiences of dealing with a spinal cord injury led him to found SAF, which opened the Center for the Study of Neurological Disabilities at Florida Atlantic University in Boca Raton in 2006. SAF promotes opportunities for people with disabilities to experience the highest degree of independence and success in their communities. Mr. Friedkin is a member of the United Spinal Association, the National Spinal Cord Injury Association, and the American Association of People with Disabilities (AAPD).

Somy Ali is originally from Karachi, Pakistan. She is actress and model who moved to Bombay, India, where she worked in 10 Hindi films and several commercials. She then moved to the United States to obtain a degree in psychology. She attended the Nova Southeastern University and in three years graduated with her bachelor's degree in psychology. She then obtained a degree in film making, direction, script writing, and editing from the New York Film Academy and a degree in broadcast journalism from the Connecticut School of Broadcasting. More recently, Somy founded a socially conscious clothing line, So-Me Designs, and No More Tears, a 501c3 non-profit organization devoted to assisting victims of domestic violence.

Sonia L. Smith, M.B.A. currently serves as the executive director of training at the Fischler School of Education and Human Services at Nova Southeastern University. As executive director, Sonia oversees training and development activities for more than 400 full-time faculty, staff, and administrative employees. She has served at the university for 13 years. Sonia is also a songwriter, who has owned and operated her own independent record label, and has served on various committees and boards, including the American Society of Training and Development. She is also an adjunct faculty and teaches college business and English courses. Additionally, Sonia is pursuing her doctorate in education, in Organizational Leadership, and she is a candidate for the 2010 graduating class.

Terry Morrow is currently the director of Student Leadership and Civic Engagement at Nova Southeastern University where she oversees the following areas: Leadership Development, Spiritual Life, Multicultural Affairs, Civic Engagement, International Student Affairs, and the Student Government Association. Ms. Morrow serves on the Florida Board of the National Association of Student Personnel Administrators as the co-chair of the Student Leadership Programs Knowledge Community and is the co-chair of the South Florida Diversity Alliance. Her passions include cultivating human potential, promoting inter-group dialogue, and fostering civic engagement. She has finished her Ph.D. coursework in Conflict Analysis and Resolution and believes that we must both cultivate individual and community strengths as well as collaboratively address the challenges that hinder our collective potential. She has lobbied for HR 808, a bill in Congress that will create a platform for peace in our communities, schools, families and world. She is also a founding member of a non-profit ministry to empower the Christian community to address domestic abuse in our churches and communities.

Diversity Summit 2009 is hosted by the South Florida Diversity Alliance, which seeks to unite and engage the diverse South Florida community to support and promote respect, inclusion, and social change. The South Florida Diversity Alliance is comprised of members from local universities, colleges, community organizations, and governmental agencies. Visit our Web site at www.nova.edu/studentleadership/ma/sfda.html.

**South Florida Diversity Alliance
wish to thank:**

**Dr. Phillip Bowman
Nova Southeastern University
Lynn University
Florida Atlantic University
No More Tears
NSU AAUW
Lynn University's Gay Straight Alliance
Toward A More Perfect Union
UNIFEM
International Committee of the Red Cross
All People's Day Diversity Festival
South Florida Holocaust Center
Word of Action
One Planet United
Women In Distress
Amnesty International
Safe School South Florida
Leadership Broward
VITAS Innovative Hospice Care of Broward County
Gay and Lesbian Community Center of South Florida
Chartwells
GSSA of NSU
Shark Pride Committee
Broward County Census 2010
Diversity Summit Volunteers**

Hawanya B. Miller, Diversity Summit chair, especially wishes to thank all members of the South Florida Diversity Alliance, Multicultural Affairs Programming of Nova Southeastern University, all presenters and volunteers, and Angie Freeman, graduate assistant for Multicultural Affairs of Nova Southeastern University.