

AAUW of Virginia 2019 Conference

Saturday, April 6, 2019

With optional activities Friday evening April 5

Roanoke Valley



Make plans to attend the 2019 state conference at the Vinton War Memorial in the town of Vinton in the Roanoke Valley. The Roanoke Valley Branch and the Southwest District invite ALL MEMBERS. Attendance is sure to open your eyes to the work of AAUW beyond the branch level and increase your awareness of diversity in and out of AAUW.



Vinton War Memorial, located at 814 Washington Avenue, Vinton, Virginia, is a highly coveted landmark and event venue in the heart of Virginia's Blue Ridge. It sits atop a picturesque 11.5-acre park in Vinton, Virginia, and is fully accessible per ADA standards and has convenient, on-site parking for up to 200 vehicles. The venue is a short drive from downtown Roanoke and easily accessible via the Blue Ridge Parkway.

For those who wish to spend Friday night before the conference join us at the **Hampton Inn & Suites Roanoke Airport for special activities.**

5033 Valley View Blvd. North, Roanoke, Virginia, 24012

Make it a destination! Discover the Roanoke Valley area: Take a drive on the Blue Ridge Parkway. Shop at the markets and boutiques in Downtown Roanoke and Salem. Hike on a trail in the Blue Ridge Mountains. Go for a ride in America's East Coast Mountain Biking Capital. Discover wildlife while kayaking on the Upper James River Water Trail. Dine at a local restaurant and enjoy fresh, amazingly prepared ingredients, or sample the craft beverage scene.



Overview of the Program

FRIDAY EVENING, APRIL 5, 7:30 PM to 9:00 PM

Activities at The Hampton Inn & Suites Roanoke Airport

Cartoons and Stereotypes: Enjoy an evening of cartoons and other videos with a look at what subtle or not so subtle messages are being sent to our children and grandchildren about stereotypes.

Snacks and conversation with other AAUW members. Pick up your conference packet and name tag for Saturday.

SATURDAY, APRIL 6 – Vinton War Memorial

Conference Registration begins at 8:30 AM at the Vinton War Memorial.

Conference begins at 9:00 AM

Coffee and pastries available during registration.

- Opening Speaker - **Idella Glenn**, Special Advisor on Inclusivity and Diversity, Hollins University
- Business Meeting

Buffet Lunch

- Presentation on Unconscious Bias - Denise Murden
- Diversity Activities
 - a. Silent Interviews—Barbara Craig
 - b. DIE + K –Responding vs. Reacting—Terri Steffen and Laura Lee Whitten
 - c. Unearned Privilege Exercise—Idella Glenn and Marj Easterling

Conference Closes at 4:10 PM

Buffet Lunch:

Honey Barbecue Chicken Breast
Parsley Buttered Potatoes
House Salad (with fresh greens, candied pecans, Craisins, feta cheese and house-made balsamic vinaigrette)
Mixed Steamed Veggies
Dinner Rolls
Dessert Petit Fours
Sweet Tea
Lemonade



For those with food allergies or special food requests please indicate them on the registration form. Be specific so that the caterer can fulfill your needs.

After - Lunch Presentation

Unconscious Bias Presenter: Denise Murden

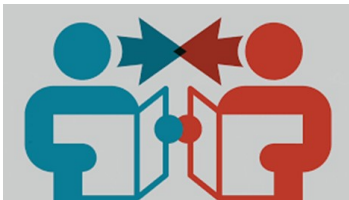
The implicit, or unconscious, bias that exists in all of us affects our understanding, actions and decisions in ways that we are unaware of. These biases have evolved from our need to sort and categorize in order to recognize what is and is not a danger but can stand in the way of developing new relationships and positively interacting with others. This presentation will allow participants to identify and define implicit bias; understand how it affects our personal perceptions, judgments and decision-making; and develop tools and methods for addressing personal biases. It includes non-threatening, interactive exercises and many examples of what implicit bias is. Participants should walk away with a fresh understanding of their own personal biases and how they can overcome them to establish relationships with people and groups different from themselves.



Have you done your homework?!
Before the conference, take the Implicit BiasTest (see page 7):
<https://implicit.harvard.edu/implicit/takeatest.html>

Description of Afternoon Diversity Activities/Workshops

Silent Interviews Presenter: Barbara Craig



This interactive pair activity raises our awareness of invisible differences and demonstrates how we can misunderstand or judge others by making assumptions about them based only on what we can see. Participants are given a list of questions to answer about their partner – but they must each write down their best guess without talking to each other.

DIE + K – Responding vs. Reacting Presenters: Terri Steffen and Laura Lee Whitten

Adapted from an exercise developed by Prof. Lee Knefelkamp of Teachers College, Columbia University, this group activity highlights how the same event or action can elicit multiple, simultaneous, and often competing interpretations from those present or involved, and suggests one way to suspend judgment before we respond. Pairs of participants discuss their reactions to either paper copies of photographs, or visual images projected on a screen. The activity is then debriefed with the whole group.



Unearned Privilege Exercise/Privilege Walk Presenters: Idella Glenn and Marj Easterling



Based on the work of Peggy McIntosh (Wellesley College Centers for Women) on white privilege, this activity raises awareness of how a group's socioeconomic privilege or disadvantage can affect the life experiences of its members. This exercise can be done as an individual 'quiz' or as a group exercise (walk), both debriefed afterwards by the whole group.

Opening Speaker and Group Presenter

IDELLA GLENN



Special Advisor on Inclusivity and Diversity, Hollins University

Idella Glenn is a seasoned professional committed to inclusive excellence, student success, and creating welcoming campus environments for all constituents. Glenn is a collaborative leader with over 25 years of higher education experience – the last 20 years focused on leading diversity and inclusion initiatives. She is currently serving as special advisor on inclusivity and diversity at Hollins University in Roanoke, VA. Before coming to Hollins, she served as Virginia Commonwealth University's (VCU) director for diversity education and retention initiatives within the Division of Inclusive Excellence.

Prior to VCU, Glenn spent 18 years at Furman University serving as assistant vice president for student development, assistant dean for diversity and inclusion, and director of multicultural affairs. Prior to Furman, she served as the records manager (registrar) at Spartanburg Community College.

Glenn earned a bachelor's degree in computer science/math from Furman University, and a master's in higher education administration from the University of South Carolina. She earned a Ph.D. in educational leadership from Clemson University in 2008.

Glenn has earned designation as a Certified Diversity Professional (CDP) through the Institute for Diversity Certification and is a qualified administrator of the Intercultural Development Inventory. She is a graduate of the Riley Institute Diversity Leadership Academy, Class 2.

Glenn is a member of the National Coalition Building Institute Board of Directors. She serves on the National Advisory Council of the National Conference on Race and Ethnicity. Glenn also served as president of the South Carolina Professional Association for Access and Equity from 2002 to 2004 and is a graduate of Leadership Greenville, class 28.

Idella is a member of the AAUW Roanoke Valley Branch.

DENISE MURDEN



Denise is a retired federal civil service employee with more than 40 years of public administration and non-profit work experience. She served as a public affairs officer, management analyst, and internal performance consultant, working assignments both in the United States and Europe. Denise holds a master's degree in management and has been recognized for her expertise in leadership, diversity, and organizational effectiveness. She was inducted into the Phi Kappa Phi Honor Society and is a recipient of numerous Department of Defense and U.S. Coast Guard performance awards and has been widely published. In October 2014, she was awarded the Department of Homeland Security's Secretary's Award for Outstanding Achievement in Diversity Management and upon retirement, the U.S. Coast Guard Commandant's Distinguished Career Service Award. She lives with her

husband, Mike, in Suffolk, VA, and enjoys writing, volunteer work and community advocacy.

Denise is program co-chair for the AAUW Suffolk Branch.

Workshop Presenters

BARBARA CRAIG



Barbara Craig retired in 2010 from a 20-year career in higher education, teaching English and linguistics in both the United States and 5 years at a university in Taiwan. After returning from Taiwan, Barbara spent 8 years as Director of Assessment and Diversity at Georgetown University's center for teaching excellence, where she designed and facilitated faculty programs on inclusive teaching approaches and respect for student diversity. As a founding member of Georgetown's Diversity Action Council and chair of its assessment committee, she helped document and evaluate the campus climate for diversity and worked with academic departments to support and increase diversity awareness and cultural competence. A Roanoke Valley **AAUW member**, she has served as International Chair, is currently Diversity Chair, and leads the branch's Diversity Interest Group.

A Baha'i for over 40 years, Barbara values the strong and enduring friendships she has made with diverse members of her faith community.

MARJ EASTERLING



Marj Easterling is the owner of Big Lick Screen Printing LLC, a startup creative design and screen printing studio. A gifted artist with a knack for subtle sarcasm, she was one of the cover features on the 2018 women's issue of *Roanoker* magazine and a silver winner for the 2018 VA Gauntlet small business competition.

As an **AAUW member** and a SWAM (Small, Women, and Minority certified business owner), she is focused on empowering other female entrepreneurs while she grows her family business with her two sons. With an eclectic education, extensive travel adventures and her 12 yr experience as a registered dental hygienist, she brings a unique perspective to any project. In her spare time, she blogs, vends horror conventions, plays with her grand babies, and home schools her youngest son. She also trains Kempo karate, and miraculously earned her black belt in Hawaii this past September.

TERRI STEFFEN



Terri Steffen received her B.A. in Liberal Arts (Spanish) from Arizona State University and her M.Ed. (Curriculum and Instruction) from Mississippi State University. She was a K-12 public school teacher for 38 years in Arizona, Louisiana, Mississippi, and Virginia. She also taught Spanish and English as a Second Language to adult learners in Tucson, Arizona, was the Jackson Municipal Separate School District's co-chair of the Mississippi Writing/Thinking Project, and served as the Reading Coordinator and the English Department Chair at a middle school in Roanoke, Virginia.

LAURA LEE WHITTEN



Laura Lee Whitten is Assistant Professor for Nursing at Jefferson College of Health Sciences (JCHS)-Radford with focus on Motivational Interviewing, Psychiatric Nursing and implemented Screening, Brief Interviewing & Referral for Treatment (SBIRT) for substance abuse for nursing programs. She has been an advocate for nontraditional students, an advisor for Veterans- BS Nursing program and diversity inclusion in academia. Laura has a 10-year history of hospice and mental health care delivery and advocacy. She is past chair of the Virginia League for Nursing and will complete a Doctor of Nurse Practitioner (DNP) in May 2019. She moved to Virginia from Massachusetts in 2012, and is a new Roanoke Valley **AAUW member**.

Hotel Arrangements for Friday, April 5, 2019



For those who wish to spend Friday night before the conference,
join us at the

Hampton Inn and Suites, Roanoke Airport
5033 Valley View Blvd. North, Roanoke, Virginia, 24012

A special group rate is being offered for our conference: **\$109.00+ tax per room.**

Reservations: 1-540-366-6300 or toll free at 1-800-560-7809

(Please mention the AAUW State Conference.)

The last day for the group rate is March 10, 2019.

Free parking Complimentary Hot Breakfast Buffet Complimentary newspaper 42-inch flat-panel TV.

Microwave, refrigerator and coffeemaker in every room. Free internet access in every room.

Free large fitness center and a heated indoor saline swimming pool.

Walking distance to shopping and restaurants. Hotel is located in Valley View Mall complex.

Business Center open 24 hours a day. Hilton Honors Points/Bonus Points for every dollar spent.

MUGS FOR SALE!

We are pleased to announce that we will have terrific looking, 16 oz. ceramic mugs (pictured here) for sale at the 2019 Conference! The mugs make great gifts for branch members or speakers. Profits from the sale of mugs will go to the AAUW Fund.

You can pre-order mugs on your Conference Registration Form, found on page 8.



Activities at The Hampton Inn & Suites Roanoke Airport

FRIDAY EVENING, APRIL 5, 7:30 PM to 9:00 PM

CARTOONS AND STEREOTYPES: Enjoy an evening of cartoons and other videos with a look at what subtle or not so subtle messages are being sent to our children and grandchildren about stereotypes.

Enjoy snacks and conversation with other AAUW members.

Pick up your conference packet and name tag for Saturday.



Conference Details at a Glance

CONFERENCE REGISTRATION Includes Saturday morning coffee/tea/Danish and lunch.

- Received by March 15, 2019: **\$50**
- Received after March 15, 2019: **\$55**
- Students: \$20
- No refunds after April 1, 2019



HOW TO REGISTER

- Registration can be completed **online** on the AAUW of VA website: <https://aauw-va.aauw.net/>
Select CONFERENCE from the navigation bar at the top of homepage.
- Registration can also be done **by mail** with payment by check. Send Registration Form and check payable to AAUW-VA to:

Judy Goodwin, 3132 Clayview Circle, Salem, VA 24153 ATTN: AAUW Conference

DIRECTIONS

Hampton Inn & Suites Roanoke Airport

Reservations: 1-540-366-6300 or toll free at 1-800-560-7809 (Mention AAUW)

Last date for group rate is March 10, 2019.

Directions: I-81 to Exit 143 (I- 581). Exit From I- 581 North - Take exit 3E for VA-101 E/Hershberger Rd toward Airport for 0.3 miles. Merge onto VA-101 E/Hershberger Rd NW. Take a slight right at the Green highway sign reading "Shopping Center." Destination will be on the left.

Vinton War Memorial

Directions: I-81 to Exit 143 (I- 581 S). Take I-581 south to Route 460 East/Orange Avenue (Exit 4E). At fifth stoplight, turn right on Gus W. Nicks Boulevard. Go 1.4 miles - the Vinton War Memorial is on the left.



Before You Attend: Conference Homework!

After lunch at the Conference, **Denise Murden** will speak about the **Implicit Association Test**.

The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about. For example, you may believe that women and men should be equally associated with science, but your automatic associations could show that you (like many others) associate men with science more than you associate women with science. (<https://implicit.harvard.edu/implicit/education.html>)

Denise's presentation is enhanced when participants have taken at least one Implicit Association Test, which are available on-line (no cost) at <https://implicit.harvard.edu/implicit/takeatest.html>.

Results are completely confidential and will not be shared. It generally takes 10 minutes or so for each test.

More information is provided at the link.

DO YOUR HOMEWORK, PLEASE!

2019 AAUW of Virginia State Conference

Saturday, April 6, 2019 – with optional activities Friday evening, April 5, 2019

Online Registration available <https://aauw-va.aauw.net/>



NAME: _____ EMAIL: _____

First/Last Preferred Name for Badge: _____

AFFILIATION WITH AAUW: Your Branch Affiliation _____ OR

National Member ___ OR Young Women's Task Force ___ OR College/University Student ___

STREET ADDRESS: _____ City _____

State _____ Zip Code _____ PHONE: Home (____) _____ Cell (____) _____

CHECK ALL THAT APPLY: ___ Student ___ First time Attendee ___ Current Branch President ___ Current State Board Member
___ Past State President ___ Presenter ___ Branch Member ___ None of the above

CONFERENCE REGISTRATION (Includes Saturday Morning Coffee/Tea/Danish and Lunch)

Received by March 15, 2019: \$50 Received after March 15, 2019: \$55 \$ _____

NO REFUNDS AFTER APRIL 1, 2019

CONFERENCE REGISTRATION: STUDENT (includes Sat. Lunch) \$20 \$ _____

List your 2 or 4 year college/university: _____

AAUW MUG ORDER: Mugs are \$10

Number of Mugs: _____ X \$10 \$ _____

TOTAL DUE: \$ _____

FRIDAY EVENING ACTIVITIES:

_____ I plan to arrive on Friday evening and will participate in the Friday evening activities at the Hampton Inn & Suites Roanoke Airport, 5033 Valley View Blvd. North, Roanoke, Virginia, 24012

LUNCH MENU: Buffet with honey barbecue chicken breast, parsley buttered potatoes, house salad with fresh greens, candied pecans, Craisins, feta cheese and house made balsamic vinaigrette, mixed steamed vegetable, dinner rolls, and for dessert petit fours. Tea and Lemonade. **DIETARY AND OTHER SPECIAL NEEDS (PLEASE BE SPECIFIC):** _____

WORKSHOP CHOICES: (Choose one per session. See descriptions page 3.)

Session 1: 2:00 to 2:45 PM (choose one):

_____ Silent Interviews

_____ DIE + K – Responding vs. Reacting

_____ Unearned Privilege Exercise/Privilege Walk

Session 2: 2:55 to 3:40 PM (choose one):

_____ Silent Interviews

_____ DIE + K – Responding vs. Reacting

_____ Unearned Privilege Exercise/Privilege Walk

Send check payable to AAUW-VA to:

Judy Goodwin

3132 Clayview Circle, Salem, VA 24153

ATTN: AAUW Conference.

If you have questions or need additional information, please contact Helen Ruth Burch hrburch@aol.com or 540/797-2760.

NO REFUNDS AFTER APRIL 1, 2019