

# Diversity Challenge

Intersections of Race or Ethnic Culture with  
Gender or Sexual Orientation

October 28-29, 2011

2011



## Diversity Challenge Program Outline

### FRIDAY, OCTOBER 28, 2011

8:15am-9:00am	REGISTRATION & CONTINENTAL BREAKFAST <i>Murray Room, Yawkey Center</i>
9:00am-9:15am	WELCOME/ANNOUNCEMENTS <i>Murray Room, Yawkey Center</i>
9:30am-11:00am	CONCURRENT SESSION I
11:00am-11:10am	BREAK
11:10am-11:15am	OPENING REMARKS <b>MAUREEN KENNY, PH.D.</b> INTERIM DEAN BOSTON COLLEGE, LYNCH SCHOOL OF EDUCATION <i>Murray Room, Yawkey Center</i>
11:15am-12:45pm	INVITED PANEL <sup>*(1.5 CEs)</sup> <b>UNDERSTANDING THE COMPLEXITY OF INTERSECTIONALITY IN LEADERSHIP AND RESEARCH</b> <b>JEAN LAU CHIN, ED.D., &amp; V. PAUL POTEAT, PH.D.</b> <i>Murray Room, Yawkey Center</i>
12:45pm-1:45pm	POSTER SESSION I LUNCHEON <i>Murray Room, Yawkey Center</i>
2:00pm-3:30pm	CONCURRENT SESSION II
3:30pm-3:45pm	BREAK
3:45pm-5:15pm	INVITED SPEAKER <sup>*(1.5 CEs)</sup> <b>DOING PSYCHOTHERAPY WITH WOMEN OF COLOR</b> <b>BEVERLY GREENE, PH.D., &amp; LEYLA PEREZ-GUALDRON, PH.D.</b> <i>Murray Room, Yawkey Center</i>

**\*These programs are co-sponsored by the Massachusetts Psychological Association (MPA), the Collaborative of the National Association of Social Workers (NASW), the MMCEP and the Institute for the Study and Promotion of Race and Culture (ISPRC) at the Carolyn A. and Peter S. Lynch School of Education at Boston College and approved as a Continuing Education Course for Licensed Mental Health Counselors. MPA is approved by the American Psychological Association to offer Continuing Education (CE) for psychologists. MPA maintains responsibility for the program. Attendees of this program will be awarded credits.**

## Diversity Challenge Program Outline

### SATURDAY, OCTOBER 29, 2011

8:15am-9:00am	REGISTRATION & CONTINENTAL BREAKFAST <i>Murray Room, Yawkey Center</i>
9:00am-9:15am	WELCOME/ANNOUNCEMENTS <i>Murray Room, Yawkey Center</i>
9:30am-11:00am	CONCURRENT SESSION III
11:00am-11:10am	BREAK
11:10am-11:15am	REMARKS <i>Murray Room, Yawkey Center</i>
11:15am-12:45pm	INVITED PANEL <sup>*(1.5 CEs)</sup> <b>EXPLORING RACE AND GENDER: APPLICATIONS TO MANAGING MULTIPLE IDENTITIES IN MENTAL HEALTH</b> <b>LUIS APONTE-PARES, PH.D., &amp; Y. JOEL WONG, PH.D.</b> <i>Murray Room, Yawkey Center</i>
12:45pm-1:45pm	POSTER SESSION II LUNCHEON <i>Murray Room, Yawkey Center</i>
2:00pm-3:30pm	CONCURRENT SESSION IV
3:30pm-3:45pm	BREAK
3:45pm-5:15pm	INVITED SPEAKER <sup>*(1.5 CEs)</sup> <b>WORKING WITH YOUTHS OF COLOR</b> <b>MARYAM JERNIGAN, PH.D, &amp; MICHAEL MOBLEY, PH.D.</b> <i>Murray Room, Yawkey Center</i>
5:30pm-7:00pm	CLOSING CELEBRATION AND CATERED RECEPTION Closing Remarks – <b>JANET E. HELMS, PH.D., &amp; GUERDA NICOLAS, PH.D.</b> <i>Murray Room, Yawkey Center</i>

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**DIVERSITY CHALLENGE 2011: FRIDAY SCHEDULE**

- 8:15am-9:00am**                      **Registration and Continental Breakfast**  
**Murray Room, Yawkey Center**
- 9:00am-9:15am**                      **Welcome/Announcements**
- 9:30am-11:00am**                      *Concurrent Session I*

**INDIVIDUAL PRESENTATIONS**

<b>Understanding, Healing, and Connecting Women: Culturally Informed Approaches to Trauma</b>	
9:30-11:00am	1A. Fonseca, Margaret – New Beginnings Coaching  <i>Domestic Violence and the Battered Woman</i>
	1B. Hill, Nicholle – Howard University  <i>Intimate Partner Violence among African American Lesbians: The Role of Intersecting Identities</i>
	1C. Draper, Terri; & Wong, Chelsea – Pacific University  <i>The Healing Circle: An Intergenerational Group Therapy Approach</i>

<b>Analyze This: Challenging the Status Quo through Methodology</b>	
9:30-11:00am	2A. Lanehart, Sonja – University of Texas  <i>The Case for Intersectionality in Sociolinguistics Research</i>
	2B. Graziano, Matthew – New York University  <i>An American Experience: The Intersection of Infertility and Marriage Equality</i>

<b>Diversity Dialogue and Cultural Competence as a Vehicle for Enhancing Teaching and Clinical Practice</b>	
9:30-11:00am	<p>3A. Chiao, Hung – University of Missouri</p> <p><i>Teaching American Diversity as an International, Bisexual, Graduate Instructor: Challenges and Gains</i></p>
	<p>3B. Parekh, Ranna; &amp; Washington, Deborah – Massachusetts General Hospital</p> <p><i>Engaging Mental Health Practitioners at College Health Services in Diversity Dialogues</i></p>
	<p>3C. Yakunina, Elena – University of Akron; Obert, Laura – Auburn University; Sangmoon, Kim – Syracuse University</p> <p><i>Counseling LGBQ International Students: Intersecting Aspects of Diversity</i></p>

<b>Higher Learning: Racial and Gender Experiences of College Students in Academia</b>	
9:30-11:00am	<p>4A. Gokhale, Anu – Illinois State University</p> <p><i>Maintaining Racial and Sexual Identity while Overcoming Barriers in STEM</i></p>
	<p>4B. Bert, Shannon – University of Oklahoma</p> <p><i>How Gender and Race Influence Multiracial Students' Identity and Adjustment</i></p>
	<p>4C. Adserias, Ryan – University of Wisconsin</p> <p><i>Campus Climate Issues for Queer Students of Color</i></p>

<b>Outside In: Multiple Perspectives on Coping and Socialization</b>	
9:30-11:00am	<p>5A. Inman, Arpana – Lehigh University; Tummala-Narra, Usha – Boston College; &amp; Davidson, Anju Kaduvettoor – Loyola University, Maryland</p> <p style="text-align: center;"><i>Role of Race and Racism in Asian Indian Lives</i></p>
	<p>5B. Williams, Joanna Lee; Durkee, Miles; Francois, Amir; Nichols, Tanya – University of Virginia</p> <p style="text-align: center;"><i>Gender Variation in the Intersection of Social Identities among Black College Students</i></p>
	<p>5C. Follins, Lourdes Dolores – City University of New York</p> <p style="text-align: center;"><i>Relationships Between Self-Esteem, Discrimination, and Decision Making in Young Black and Latino Gay Men</i></p>

## STRUCTURED DISCUSSIONS

<b>Do You See Me? – Understanding Challenges and Stereotypes Clients Face in Therapeutic Contexts</b>	
9:30-11:00am	<p>1. Rangel, Rebecca; &amp; Lyons, Jill – Columbia University</p> <p style="text-align: center;"><i>Intersections of Socioeconomic Status, Gender, &amp; Race When Working with Clients of Color</i></p> <p>2. Lawson, Jasper – Private Practice</p> <p style="text-align: center;"><i>Doing Psychotherapy with Gay Men of African Descent</i></p>

**Separations and Connections in the Church and Military**

9:30-11:00am	<p>1. Burkley, Drew; Haaz, Dawn; &amp; Otto, Allison – Chestnut Hill College</p> <p style="text-align: center;"><i>LGBT Individuals in Military Culture: Creating a "Do Ask, Do Tell" Environment</i></p> <p>2. Heard, Courtney – Texas A&amp;M University</p> <p style="text-align: center;"><i>Building Communities: Sexist and Homophobic Attitudes in the Black and Catholic Churches</i></p>
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**Creation and Maintenance of Stigma and Privilege in Multiple Contexts**

9:30-11:00am	<p>1. Wailes, Danica; White, Mandy; &amp; Price, Katie – Forest Institute</p> <p style="text-align: center;"><i>Social Media Used as a Platform to Perpetuate Individuals' Privilege</i></p> <p>2. Van Engen, Dagmar; Avedano, Angelina; &amp; Kasabian, Meredith – Boston College</p> <p style="text-align: center;"><i>Narrating Race, Gender, and Sexuality</i></p>
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**WORKSHOPS**

9:30-11:00am	<p>Ahmed, Sasha; Taylor, Crystal; &amp; Tancer, Brooke – Chestnut Hill College</p> <p style="text-align: center;"><i>Conducting Therapy with Gay or Bisexual Latino Males</i></p> <p>The purpose of this presentation is to provide information for providing mental health treatment to Latino gay and bisexual males. A current literature review will aid in conceptualization of this client population, highlight potential dilemmas they may face, and offer treatment considerations for clinical application.</p>
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9:30-11:00am	<p>Goodman, Diane J. - SUNY New Platz; &amp; Jackson III, Bailey – University of Massachusetts</p> <p style="text-align: center;"><i>Teaching about Racial Identity from an Intersectional Perspective</i></p> <p>This workshop will present a framework of four pedagogical approaches to teaching about racial identity from an intersectional perspective which moves from a single focus on race towards a multidimensional integration of other social identities. Participants will experience and learn about activities within the different approaches.</p>
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9:30-11:00am	<p>Lykes, M. Brinton – Boston College; Francis, Luanne - New Orleans Faith Health Alliance; &amp; Scheib, Holly – Tulane University School of Public Health</p> <p style="text-align: center;"><i>Two Communities, One Voice: Health Risks and Promotion in Post-Katrina New Orleans through the lens of Participatory Action Research and PhotoVoice*</i></p> <p>This participatory workshop was designed and will be facilitated by M. Brinton Lykes and New Orleans-based collaborators Luanne Francis and Holly Scheib. We will explore some of the psychosocial effects of Hurricane Katrina as experienced and documented by African American and Latina community-based health promoters and the praxis they co-created as one response to this “social suffering.” Participants will have an opportunity to engage in a mini-exercise to better understand how participatory action research and photography serve as resources for excavating root causes underlying the widespread effects of Katrina on African American and Latino communities – and how community-based women health promoters’ praxis contributed to building cross-community women’s leadership in Katrina’s wake.</p> <p style="text-align: right;"><b>*CEs offered (1.5)</b></p>
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**11:00am-11:10am**

**BREAK**

**11:10am-11:15am**

**Welcoming Remarks**

**INVITED PANEL**

**11:15am-12:45pm**

**Jean Lau Chin, Ed.D. – Adelphi University  
V. Paul Poteat, Ph.D. – Boston College**

*Understanding the Complexity of Intersectionality in Leadership and Resesarch\**

**\*CEs offered (1.5)**

## POSTER SESSION I LUNCHEON

12:45pm-1:45pm

MURRAY ROOM

YAWKEY CENTER

Austin, Makini – Mercer University

*T.A.G. Talkin' About Girls: An Intervention Model to Foster Positive Identity Development among Girls of Color*

Bell, Tyronn – University of Indianapolis

*African American Men who Have Sex with Men: Using Motivational Interviewing to Reduce Risky Behaviors*

Collado, Betty – Columbia University

*Integrating Spirituality in Counseling as a Multicultural Competency*

Collins, Dana – Boston College

*Number of Years Mothers have Lived in the US and Racial Group Membership as Predictors of Adolescent Racial Identity Conformity*

Donalds, Rachael; & Demick, Jack – Brown University

*Oral Narratives Related to Race: Assessing Identities and Individual Differences*

Halburian, Beth – Private Practice

*A Training Program for First-Responders for Same-Sex Domestic Violence Incidents*

Liu, Tao; Tummala-Narra, Usha; & Zhushan, "Mandy" Li – Boston College

*Gender and Ethnic Differences in Exposure to Violence and its Impact on Emotional Well-being of Adolescents*

McDonald, Erin; & Boc, Cesar – Boston College

*The Post-Deportation Human Rights Project (PDHRP): Community-University Transnational Action Research Partnership*

Reinders, Rachel; Lira, Ernesto; & Rodriguez, Karime – University of Wisconsin

*Un Nuevo Amanecer (A New Dawn)*

Worden, Lisa; & Shrader, Adrienne – Drake University

*Cultural Relativism: Gender Expression, Sexuality, and the DSM*

Yakunina, Elena – University of Akron; Kim, Sangmoon – Syracuse University; & Obert, Laura – Auburn University

*Culture, Gender, and Oppression: The Lives of Immigrant and Refugee Women*

2:00pm-3:30pm

*Concurrent Session II*

**INDIVIDUAL PRESENTATIONS**

<b>Resisting the Norms through Social Policies and Practices</b>	
2:00-3:30pm	<p>1A. Foust, Monica – University of Michigan</p> <p style="text-align: center;"><i>Don't Let Them Turn You Out: Messages About Homosexuality and Bisexuality</i></p>
	<p>1B. Deguchi, Makiko – Kobe College; &amp; Tomioka, Michiko – Ryukoku University</p> <p style="text-align: center;"><i>Examining Dominant Identity: A Qualitative Analysis of Human Rights Activists in Japan</i></p>
	<p>1C. Ngo, Hang – The Wright Institute</p> <p style="text-align: center;"><i>Reconciling and Integrating Queer and Ethnic Identities among Immigrant Queer Chinese Americans</i></p>

<b>Media as a Medium to Understanding Societal Portrayals of Oppression</b>	
2:00-3:30pm	<p>2A. Shield, Andrew – CUNY Graduate Center</p> <p style="text-align: center;"><i>Moroccan Perceptions of Dutch Homosexuality: 1964-1979 and Beyond</i></p>
	<p>2B. Couture, Lise; Barlow; Nguyen, Johnny; Ronayne, Michelle– Nashua Community College</p> <p style="text-align: center;"><i>E-Hate: Exploring Racism, Classism and Sexism on the Internet</i></p>
	<p>2C. Nguyen, Johnny; Ronayne, Michelle– Nashua Community College</p> <p style="text-align: center;"><i>More Yin than Yang: Asians in Film</i></p>

<b>A Journey through Black Womanhood and Relationships</b>	
2:00-3:30pm	<p>3A. Williams, Wendi – Long Island University</p> <p style="text-align: center;"><i>In Her Own Words: Black/African Women Talk Gender, Racial/Ethnic and Sexual Identities</i></p>
	<p>3B. Reed, Sarah – Michigan State</p> <p style="text-align: center;"><i>The Pregnancy Experiences of Young Black Lesbians</i></p>
	<p>3C. Harris, Kayla – Pennsylvania State University</p> <p style="text-align: center;"><i>The Color of Sexuality: Exploring the Experience of African American LGB Women</i></p>

<b>Development of Multiple Identities Across the Lifespan</b>	
2:00-3:30pm	<p>4A. Jimenez, Monique – Carlos Albizu University</p> <p style="text-align: center;"><i>The Coming Out of Gay and Lesbian Adolescents in the Latino Community: Strengthening Self-Identity in Group Therapy</i></p>
	<p>4B. Winiarski, Anne; &amp; Katz, Phyllis – Emory University</p> <p style="text-align: center;"><i>The Development of Racial and Gender Identities in Children: Intersections and Implications</i></p>
	<p>4C. McIntyre, Shannon; Antonucci, Erica; &amp; Haden, Sara – Long Island University</p> <p style="text-align: center;"><i>Identity Formation and Psychological Distress in Minorities with Concealable and Non-concealable Stigmas</i></p>

<b>Skills and Techniques: Narrative and Multicultural Therapeutic Approaches</b>	
2:00-3:30pm	5A. Mendez, Kelley Haynes – Argosy University  <i>Narrative Practice with African American Women</i>
	5B. Ford, Demetrius; Barlow, LaSonia; Thomas, Quinn; Black, Ramon – Michigan School of Professional Psychology  <i>Multicultural Counseling Therapy</i>

## **STRUCTURED DISCUSSIONS**

<b>Let's Talk: Ecological and Individual Differences</b>	
2:00-3:30pm	1. Carter, Robert T; Muchow, Carrie; Rangel, Rebecca; & Clayton, Karima Ann – Columbia University  <i>Evidence-Based Treatment and Prevention Interventions: Do they Address Racism and Discrimination?</i>
	2. Holmes, Erica; Parks, Carlton; Spears, Kenneth; & Davis, George – Alliant University  <i>Culturally-Focused Ecological Conceptual Framework for Therapeutic Work with African American Men Who Have Sex with Men (MSM)</i>

<b>Measuring and Conceptualizing Multiple Identities</b>	
2:00-3:30pm	1. Nsiah-Jefferson, Laurie – Brandeis University  <i>Developing a Measure of Gendered Racism and Generic Stress for Black Girls</i>
	2. Wijeyesinghe, Charmaine Lietzau – Private Practice; & Goodman, Diane J. – SUNY New Platz  <i>Integrating Intersectionality into Models of Social Identity: Examples, Promises, and Challenges</i>

## WORKSHOPS

2:00-3:30pm	<p>Parker, Robin; &amp; Chambers, Pamela Smith – Beyond Diversity Resource Center</p> <p style="text-align: center;"><i>Orangreenia: A Simulation on Intersecting Identities and Power</i></p> <p>Orangreenia is a simulation in which participants are challenged to make decisions about resources in a land where they are members of three clans, each with its own identity. Participants will investigate (1) the intersection of cultural identities, and (2) how dominant and subordinate identities may clash.</p>
2:00-3:30pm	<p>Wong, Herbert; &amp; Baima, Timothy – John F. Kennedy University</p> <p style="text-align: center;"><i>Models for Teaching Race, Ethnicity, Gender, and Sexual Orientation Intersections in the Classroom *</i></p> <p>Eight conceptual models currently used to teach the intersection of race, ethnicity, gender, sexual orientation, and other dimensions of diversity will be presented. The background and theories for the development of these models will be highlighted. Use of these models in undergraduate and graduate psychology curricula will be presented. Evidence-informed practices are emphasized in teaching diversity in college curricula today.</p> <p style="text-align: right;">* CEs offered (1.5)</p>
2:00-3:30pm	<p>McRae, Mary B.; Dias, Sandra – New York University</p> <p style="text-align: center;"><i>Group Dynamics: The Intersection of Race and Gender in Group Life</i></p> <p>Group Dynamics: The Intersection of Race and Gender in Group Life will showcase a vignette of a video of a small study group. The vignette demonstrates the group and intergroup dynamics that surface around the intersectionality of race and gender and the roles that get enacted due to the dynamics.</p>

**3:30pm-3:45pm**

**BREAK**

**INVITED PANEL**

**3:45pm-5:15pm**

**Beverly Greene, Ph.D. – St. John’s University**  
**Leyla Perez-Gualdron, Ph.D. – University of San Francisco**

*Doing Psychotherapy with Women of Color\**

\*CEs offered (1.5)



## DIVERSITY CHALLENGE 2011: SATURDAY SCHEDULE

- 8:15am-9:00am**                      **Registration and Continental Breakfast**  
**Murray Room, Yawkey Center**
- 9:00am-9:15am**                      **Welcome / Announcements**
- 9:30am-11:00am**                      ***Concurrent Session III***

### INDIVIDUAL PRESENTATIONS

<b>Many Faces of Relational Stress: Cultural and Social Pressures in Relationships</b>	
9:30-11:00am	1A. Butay, Elinor Marie; & Burns-Glover, Alyson – Pacific University  <i>Aloha Wau Ia 'Oe: Influences of Gender and Culture on Inter-ethnic Dating</i>
	1B. Bratica, Robyn; & Rogers, Laura – University of Rhode Island  <i>Bullying and Relational Aggression among Ethnically Diverse Gay Male Youth</i>
	1C. Lamberghini-West, Alicia – Forest Institute  <i>International and Cultural Study of Pressures in Latino Women</i>

**Uncovering Stories: Using Qualitative Methods in Research and Clinical Settings**

9:30-11:00am	2A. Kumar, Ekta; & Poulakis, Mixalis – University of Indianapolis  <i>Uncovering an Invisible Population: South Asian Gay Men</i>
	2B. Gerrick, Alexandria – Chicago School of Professional Psychology  <i>Situational Racial and Ethnic Identity Development of Filipino-European American Females</i>
	2C. Bradford, Adam – Midwestern University  <i>Diversity in a Multidisciplinary Clinical Setting</i>

**How Can We Promote Positive Mental Health in Various Minority Populations?**

9:30-11:00am	3A. Sathasivam-Rueckert, Nina; Dancy, Brittany; Liu, Tao; Popat, Ami; & Tummala-Narra, Usha – Boston College  <i>Does Gender Matter? Depression &amp; Anxiety among Asian Immigrant Youth</i>
	3B. Mereish, Ethan – Boston College; & Bradford, Judith – The Fenway Institute  <i>Intersecting Identities and Health: Gender, Race, Sexual Orientation, and Substance Abuse</i>
	3C. Nappa, Alexa; Bluestein, Brooke; & Buchanan, NiCole T. – Michigan State University  <i>Weight Control Behaviors and Body Perception in Racial and Sexual Minority Men</i>

<b>Thou Shall Not Microaggress Me: Race, Religion, and Sexual Orientation</b>	
9:30-11:00am	<p>4A. Lassiter, Jonathan Mathias – California School of Professional Psychology</p> <p style="text-align: center;"><i>Go Tell It On the Mountain: African American Same Gender Loving Men, Religion, and Health</i></p>
	<p>4B. Nadal, Kevin; Davidoff, Kristin; Wong, Yinglee; &amp; Griffin, Kate – John Jay College of Criminal Justice</p> <p style="text-align: center;"><i>Intersectional Identities and Microaggressions: Influences of Race, Gender, Sexual Orientation, and Religion</i></p>
	<p>4C. Maclin, Vickey; &amp; Zaher, Mary – Regent University</p> <p style="text-align: center;"><i>Sexual and Racial Identity, Orientation, Religiosity, and Mental Health</i></p>

## STRUCTURED DISCUSSIONS

<b>A Paradigm Shift in Thinking: Creating Privilege Awareness</b>	
9:30-11:00am	<p>1. Jun, Heesoon – Evergreen State College</p> <p style="text-align: center;"><i>A Shift in Thinking: An Understanding of Multiple Identities and their Intersections</i></p> <p>2. Thomas, Anita Jones; Gihane, Jeremie-Brink; Barrie, Rabiatur; &amp; Hewitt, Amber – Loyola University</p> <p style="text-align: center;"><i>Critical Consciousness Processes</i></p>

<b>Invisible Minorities' Experiences of Ageism, Heterosexism, and Racism</b>	
9:30-11:00am	<p>1. Lim, Zeb – University of Kansas; &amp; Tu, Ming-Che – Columbia University</p> <p style="text-align: center;"><i>Male Psychologists of Color - Seeking Mentoring and Support as Invisible Minority</i></p> <p>2. Cooper, Marty Aaron; Berhe, Zemed; &amp; Palmer, Laura – Seton Hall University</p> <p style="text-align: center;"><i>Ageism and the Intersections of Race within Lesbian, Gay, and Bisexual Individuals</i></p>

**SYMPOSIA**

<p>9:30-11:00am</p>	<p><i>Coming Out or Staying In: Disclosure and Dimensions of Identity in Therapy</i></p> <p><i>Presenters:</i> Baumann, Elizabeth Freidan; Cione, Gabrielle; Mangan, Alice; Pervil, Ian; &amp; Williams, Kate – City University of New York</p> <p><i>Discussant:</i> Conklin, Carolyn – Cambridge Health Alliance</p> <p>This symposium focuses on a therapist’s decision to self-disclose his or her sexual orientation during long-term psychodynamically-oriented treatments at a community-based clinic in New York City. Invisible and visible aspects of minority identity and accompanying dimensions of power and privilege which impact decisions surrounding self-disclosure of sexual orientation are addressed.</p>
<p>9:30-11:00am</p>	<p><i>Struggles of Binational Same-Sex Families</i></p> <p><i>Chair:</i> Starr, Theri – Argosy University</p> <p><i>Presenters:</i> Nunn, Lisa– University of San Diego; Plummer, Thomas - Immigration Equality; Gatto, Marina – COLAGE; &amp; Rajan, Ranjani - Hawaii State Department of Health</p> <p>Approximately 36,000 binational same-sex couples live in the US; for approximately 60% of these couples, one or both partners is from a racial minority (Gates, n.d). Research exploring the impact of multiple intersecting minority statuses on LGBT populations suggests that the negative toll can be cumulative (Cahill, 2009; Harley, Nowak, Gassaway, &amp; Savage, 2002). This is true for binational same-sex couples, for whom the familial, financial, and professional instabilities caused by a lack of legal protection resulting from being LGBT, is compounded by the absence of same-sex recognition in immigration law (Human Rights Watch/Immigration Equality, 2006). The panelists creatively combine their own stories with expertise in psychology, sociology, public health, and law to facilitate a rich and much needed discussion on the topic.</p>

<p>9:30-11:00am</p>	<p><i>Unlearning our Lessons: White Psychology Trainee Group Investigates Privilege, Identity and Justice</i></p> <p><i>Presenters:</i> Neale, Benjamin; Diamond, Lele; &amp; Hawkey, David – California School of Professional Psychology</p> <p><i>Discussant:</i> Connor, Michael – California School of Professional Psychology</p> <p>The number of White psychotherapists working with African American clients is currently at a critical point. This symposium will advance the discourse by building upon the experience of three White clinical psychology doctoral students’ processes of unlearning White-centric racial biases. It will explore the impact of new racial consciousness on their clinical practice. Given these individuals’ disparate genders and sexual orientations, each presenter will describe a unique process of navigating these social identity group intersections, and maintaining empathy and avoiding collusion with negative racial scripts (Williams, 2007).</p>
<p>9:30-11:00am</p>	<p><i>Challenging the Status Quo: Illuminating Experiences of an Institutional Climate for Diversity</i></p> <p><i>Chairs:</i> Carter, Robert T.; &amp; Oyler, Celia – Columbia University</p> <p><i>Presenters:</i> McIntosh, Keisha; Schlessinger, Sarah; Caraballo, Limarys; &amp; Smith, Sydney – Columbia University</p> <p>Despite the prevalence of diversity initiatives/policies in academic institutions, ongoing strains in intergroup relations, incidents of intolerance, and disproportionate rates of academic failure and attrition among underrepresented groups underscore the need for comprehensive and nuanced understandings of climates in educational contexts.</p>

<p>9:30-11:00am</p>	<p><i>Identity at the crossroads: Understanding Perceptions of Race and the Development of Racial and Gendered Identity in Diverse Populations</i></p> <p><i>Chair:</i> Tawa, John – University of Massachusetts-Boston</p> <p><i>Presenters:</i> Tawa, John; Shanmugham, Uma – University of Massachusetts-Boston; Gupta, Manisha; Lickel, Brian – University of Massachusetts-Amherst; Jernigan, Maryam – Yale University; Perez-Gualdron, Leyla – University of San Francisco; &amp; Harris, Alesha – Boston College</p> <p><i>Discussant:</i> Tauriac, Jesse – HORIZON Center, University of Massachusetts- Boston</p> <p>In this symposium, we compare differences in understandings of race-based concepts across multiple sociocultural groups, offer a strengths-based exploration of racial and gender identity development in Black girls, and explore the development of resistance to systemic racial and gender oppression and social justice orientation in Latino/a students.</p>
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**WORKSHOPS**

<p>9:30-11:00am</p>	<p>Crary, Marcy; LaFarge, Vicki; &amp; Spelman, Duncan – Bentley University</p> <p><i>Pedagogical Strategies for Addressing Intersecting Identities in "Diversity in the Workplace" Courses</i></p> <p>This session explores pedagogical opportunities and challenges of addressing multiple, intersecting identities in diversity courses. We will share strategies and tools, based on 20 years' experience, that have helped students examine their multiple identities and the impact of context on the salience of any identity. We will consider ongoing quandaries.</p>
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9:30-11:00am	<p>Crane, Leilani Salvo – University of Pennsylvania</p> <p><i>Embodiment of Cultural Conflict: Asian American Women and Eating Disorders</i></p> <p>This workshop will explore the intersectionalities of race, culture, gender, national origin, and white American cultural norms in the conceptualization, development, maintenance, and treatment of eating disorders in Asian American women. Participants will be invited to share their experiences in treating individuals of color who struggle with eating disorders.</p>
9:30-11:00am	<p>McNickles, Joyce – Willis Center</p> <p><i>Interracial Marriage and Black Women's Racial Identity: Polyrhythmic Voices and Realities</i></p> <p>This session addresses the intersection of three identities: race, gender, and couple identity as experienced by Black women who are married to White men. Participants are introduced to the Exogamous Black Identity model (EBI) as a framework for understanding the ways in which gender and racial identities intersect with marital identity. Interviews were conducted with 10 heterosexual Black women who are married to White men.</p>
9:30-11:00am	<p>Kharrazi, Neda – PGSP-Stanford, Palo Alto University; &amp; Wrona, Pamela – University of the Pacific</p> <p><i>Exploring Intersecting Identities Across Contexts with the IIAC: A Practical Tool</i></p> <p>The IIAC, or Intersecting Identities Across Cultures tool, is a learning engagement designed to help mental health professionals and teachers promote dialogue and understanding about intersecting identities, as well as the role of context in multiple identities, in their work with their clients, students, and/or trainees.</p>

9:30-11:00am	<p>Short, Ellen – Long Island University</p> <p style="text-align: center;"><i>Curriculum Planning and Implementation in a Multicultural Counseling Course: Explorations of Intersectionality</i></p> <p>The purpose of this presentation is to focus on the impact of race and gender on delivering classroom and educational interventions, based on my experiences with planning and implementing a curriculum for a new course in our masters Counseling program. The course is: HDL: 659: Counseling in a Pluralistic Society, and is part of a new program curriculum that was implemented by our faculty and administration in the Fall of 2010. The presentation will focus on two assignments developed for this course that explore the students perspectives about the complexity of intersecting identities. A DVD entitled, "Toni Morrison Uncensored" will also be shown.</p>
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9:30-11:00am	<p>Westefeld, John – University of Iowa</p> <p style="text-align: center;"><i>Suicide Among African American Men and Women*</i></p> <p>This presentation will review the literature related to suicide among African Americans. Current prevalence data, causal theories, risk factors, protective factors, and prevention/intervention/postvention strategies will be examined. The presentation will be focused in particular on gender similarities/differences vis a vis suicide, and will also review some of the most pressing current issues related to this topic.</p> <p style="text-align: right;">*CEs offered (1.5)</p>
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**11:00am-11:10am      BREAK**

**11:10am-11:15am      Remarks**

<b>INVITED PANEL</b>	
<b>11:15am-12:45pm</b>	<p style="text-align: center;"><b>Luis Aponte-Pares, Ph.D. – University of Massachusetts-Boston</b> <b>Y. Joel Wong, Ph.D. – Indiana University</b></p> <p style="text-align: center;"><i>Exploring Race and Gender: Applications to Managing Multiple Identities in Mental Health*</i></p> <p style="text-align: right;">*CEs offered (1.5)</p>



## POSTER SESSION II LUNCHEON

12:45pm-1:45pm

MURRAY ROOM

YAWKEY CENTER

Borrelli, Amanda; & Price, Katie – Forest Institute

*In This Together? An Exploratory Analysis of Racial Identification and Homophobia*

Carter, Robert T.; Lyons, Jill; Sant-Barket, Sinead; Clayton, Karima Ann; & Harris, Keshia – Columbia University

*Effective Interventions to Reduce Recidivism: A Discussion including Limitations*

Cheng, Pei-Han; & Carter, Robert T.– Columbia University

*The Relationship between Racial Identity and Acculturation for Chinese and Korean Americans: A Criterion Profile Analysis*

Clayton, Karima Ann; Carter, Robert T.– Columbia University

*The Impact of Attitudes towards Prisoners on Counselor Trainees' Diagnostic Impression of Incarcerated Clients*

Hakak, Rashelle – Alliant International University

*The Importance of Jewish Adolescent Identity*

Lee, Julie; & Wells, Yvonne – Suffolk University

*Academic Advantages of "Thick" Tradition for Asian American Men versus Women*

Olkin, Rhoda; & Loewy, Michael – California School of Professional Psychology

*Lived Experiences of Gay Men with Disabilities: Synergy or Culture Clash?*

Rogers-Sirin, Lauren – College of Staten Island; Hittson, David; & Ling Ching, Pui – New York University

*Immigrant Help Seeking Behavior and Perceptions of Therapy*

Walker, Amelia; & Marques, Denise – Boston College

*Exploring the Relationships between Counseling Trainees' Experiences and Perceived Multicultural Competencies*

Wigginton, Kylie – Forest Institute

*Exposure: A Qualitative Study of an Online Diversity Forum*

Yung, Joyce – Columbia University

*Intersections between Ethnicity and Immigration: Measurement of Expressed Emotion among Chinese Immigrant Relatives of People with Schizophrenia*

2:00pm-3:30pm

*Concurrent Session IV*

**INDIVIDUAL PRESENTATIONS**

<b>On the Job: Career Barriers and Challenges</b>	
2:00-3:30pm	<p>1A. Thomas, Kimberly – Indiana University of Pennsylvania</p> <p style="text-align: center;"><i>Race, Identity, and Composition: The Experiences of African Americans in the Professoriate</i></p>
	<p>1B. Chaganti, Sara – Brandeis University</p> <p style="text-align: center;"><i>Race, Gender and Soft Skills: A Social Constructionist Analysis of a Social Policy Problem</i></p>
	<p>1C. Tien, Hsiu-Lan Shelley – National Taiwan Normal University</p> <p style="text-align: center;"><i>A Qualitative Analysis of Career Barriers Perceived by Women in Taiwan</i></p>

<b>All Boxed In: Personal Accounts of Navigating Complex Identities</b>	
2:00-3:30pm	<p>2A. Park, Gloria – Indiana University of Pennsylvania</p> <p style="text-align: center;"><i>"I listened to Korean society. I always heard that women should be this way..."</i></p>
	<p>2B. Kamel, Ayah – Concordia College</p> <p style="text-align: center;"><i>100% Me: A Journey of Self-Discovery</i></p>
	<p>2C. Kindred, Jessica; &amp; Law, Terrie – College of New Rochelle</p> <p style="text-align: center;"><i>The Person You Are Stands Up Inside You: African American Transgender Reflections</i></p>

<b>Underscoring Gender in the Promotion of Strengths and Resilience in Youths</b>	
2:00-3:30pm	3A. Vera, Elizabeth; & Mull, Megan – Loyola University  <i>Gender Differences in Predicting School Persistence of Latino Youth</i>
	3B. Williams, Shatina; & Mathis, Ashley – Boston College  <i>The Influence of Role Models in Promoting Positive Identity Development in Black Adolescent Girls</i>

## **STRUCTURED DISCUSSIONS**

<b>Diversity in the Classroom: Student and Trainer Experiences</b>	
2:00-3:30pm	1. Faust, Heidi; Carter, Rachel; & Stocks, Shawntay – UMBC University of Maryland, Baltimore County  <i>Negotiating and Managing Intersecting Identities of Trainers and Participants during Diversity Trainings</i>
	2. Taylor, Sylvie – Antioch University Los Angeles; & Burnes, Theodore – Alliant International University  <i>Intersecting Psychosocial Identities: Challenges and Implications for Diversity Instruction</i>

<b>When Values Collide: Making Meaning of Differences</b>	
2:00-3:30pm	1. Bitney, Catherine – New School University; & Feldman, Kalli – New York University  <i>It's Complicated: Intersecting Identities and Implications for Cross-Racial Therapy Outcome</i>
	2. Littlebear, Sarah; & Reed, Shelley – Auburn University  <i>Meaning and Meaninglessness in a Diverse Culture</i>

**Teaching and Mentoring Racial and Cultural Minorities in Higher Education**

2:00-3:30pm	<p>1. Farrell, Karen; Carpenter, Wendell; Gonzalez, Emanuel; Scott, Janelle; &amp; Khan, Fahad – Midwestern University</p> <p style="text-align: center;"><i>Acculturation to Professional Psychology: White Institutions, White Faculties, and Students of Color</i></p> <p>2. Cheng, Pei-Han; &amp; Silvestri, Brittney – Columbia University</p> <p style="text-align: center;"><i>The Trend Towards Globalization: How Do We Work with International Students in American Classrooms?</i></p>
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**SYMPOSIA**

2:00-3:30pm	<p><i>LGBTQ Education and Advocacy: Intersections of Race, Gender and Sexual Orientation in Multicultural Training and Practice</i></p> <p style="text-align: center;"><i>Chair:</i> Sanchez, Delida – Brooklyn College</p> <p style="text-align: center;"><i>Presenters:</i> Dragowski, Eliza; del-Rio, Maria Scharron; &amp; McCabe, Paul – Brooklyn College</p> <p>This symposium will address current knowledge gaps in theory, practice, and training of counselors and psychologists regarding LGBTQ communities. Emphasis will be placed on issues related to LGBTQ racial minority youth; institutional change in schools and higher education; and training educators, counselors and psychologists to be advocates.</p>
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2:00-3:30pm	<p><i>The Impact of Discrimination on Health: Implications for Mental Health Treatment</i></p> <p style="text-align: center;"><i>Presenters:</i> Carter, Robert T.; Rangel, Rebecca; &amp; Muchow, Carrie – Columbia University</p> <p>This presentation reviews the types of racial encounters that have been reported in the research literature to show what the mental health outcomes have been and to offer guidelines to mental health professionals as to how to treat the effects of encounters of racisms and/or discrimination.</p>
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2:00-3:30pm	<p><i>Using Intersectionality to Understand Culturally Meaningful Resistance and Resilience to Oppression</i></p> <p><i>Chair:</i> Lambe, Susan – University of Massachusetts-Boston</p> <p><i>Presenters:</i> Walker, Speshal; Alcantara, Darcy; Arévalo, Arturo; &amp; Shapiro, Ester – University of Massachusetts-Boston</p> <p>This symposium presents four papers focusing on theory and research on intersecting identities among various communities of color. The papers address transgender Latina experiences; immigrant youth facing documentation status enforcement; internalized racism and sexism among women of color; and the impact of hegemonic beauty standards on Black women.</p>
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## WORKSHOPS

2:00-3:30pm	<p>Mock, Matthew – John F. Kennedy University</p> <p><i>Just Us or Justice for All: Linking Societal Inequities through Compassion</i></p> <p>In this didactic and interactive workshop, the presenter will share his experiences in helping others to acknowledge social justice in their work as psychologists. Related concepts of social justice disparities, societal inequities, disproportionality, etc. will form the foundation of the initial presentation. The intersectionality of race or more accurately racism, classism, sexism, heterosexism as “societal pollutants” will be presented through film, audience narratives and didactic material. We will have a setting of context, agreements for learning and understanding essential components and rationale for eliciting and fostering personal compassion.</p>
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<p>2:00-3:30 pm</p>	<p>Adams, Aimee – Kutztown University</p> <p><i>Challenges and Suggestions for Assessing Intersecting Identities in Research and Practice</i></p> <p>This program will focus on the challenges of assessing intersecting identities in research and practice. The presenter will introduce research comparing two methods of assessing intersecting identities as conceptualized as the salience of culture to individuals' definitions of self. Suggestions for improving the assessment of intersecting identities will be offered.</p>
<p>2:00-3:30pm</p>	<p>DeSilva, Angela – Brown University; &amp; Prater, Kimberly – Fordham University</p> <p><i>Negotiating Identity Development: Examining the Coming Out Process for Ethnically Diverse Adolescents*</i></p> <p>This workshop will conduct an exploration of the intersections of sexual identity development and ethnic background for adolescents, using the multidimensional model of sexual orientation. Relevant theory and research will be applied to two clinical cases; one Latino adolescent male and one White adolescent female.</p> <p style="text-align: right;">*CEs offered (1.5)</p>
<p>2:00-3:30pm</p>	<p>Godfredsen, Karen – The Wright Institute</p> <p><i>Addressing Complexities of Cultural Identity Development in Graduate Human Development Coursework</i></p> <p>This workshop presents a culturally rich model for Human Development curriculum in mental health training programs. Including concrete strategies and resources for designing course materials, it will focus on balancing knowledge of conventional stage and lifespan development models with support for counselor sensitivity to culturally complex developmental trajectories.</p>

2:00-3:30pm	<p>McGravey, Kate – Boston Public Schools; &amp; Kinsman, Jaclyn – Haverhill Public Schools</p> <p><i>The Trevor Project: Fostering Safe Schools through Positive Relationships</i></p> <p>This workshop will introduce participants to The Trevor Project, a crisis and suicide prevention organization for LGBTQ youth. We will focus on the risks that teens face and how race and ethnicity plays a part. The session will include a short video and be very interactive.</p>
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2:00-3:30pm	<p>Dutchevici, Silvia– Private Practice; &amp; Harvey, Veronique – The Intervention Network for Persons Affected by Organized Violence</p> <p><i>Critical Therapy: Race, Class and Gender in Domestic Violence Counseling</i></p> <p>This workshop will discuss how race, class and gender enter the counseling hour with domestic violence survivors. The first part of the presentation will address counseling with African clients, particularly FGM survivors. The second part will address the role of ideology in counseling and introduce critical therapy theory.</p>
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**3:30pm-3:45pm**

**BREAK**

<b>INVITED PANEL</b>	
3:45pm-5:15pm	<p><b>Maryam Jernigan, Ph.D. – Yale University</b> <b>Michael Mobley, Ph.D. – Rutgers, The State University of New Jersey</b></p> <p><i>Working with Youths of Color*</i></p> <p>*CES Offered (1.5)</p>