

CORNELL

Inclusive Excellence

SUMMIT

2023

Program for In-Person Summit: Wednesday, April 19

Statler Hotel



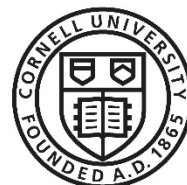
Sonia Rucker
AVP, Inclusion & Belonging

WELCOME

to the 2023 Inclusive Excellence Summit hosted by the Cornell University Department of Inclusion and Belonging!

Through understanding and embracing difference and promoting and practicing inclusive behaviors, we can achieve an even greater level of excellence. We can improve the workplace experience and create a climate in which diversity, in all its range of forms, is recognized, valued and appreciated. We can further foster a workplace in which people, ideas and innovation thrive. It is my hope that this Summit not only further raises awareness, but also that it catalyzes action.

Thank you for showing up and engaging in inclusive excellence at the Summit today and in your work every day.



The Inclusive Excellence Summit is an annual event for staff and faculty to learn and develop practical skills for cultivating a diverse, equitable, and inclusive workplace that fosters a culture of belonging.

PLEASE TAKE NOTE

The Department of Inclusion and Belonging strives to make the Inclusive Excellence Summit accessible and inclusive. Below you will find some information that you, as a participant, should be aware of throughout the day:

- **A gender-inclusive restroom** is available on the second floor near the ballroom.
- **Live captioning** will be provided during all sessions on the main screen in front.
- **Sessions** will be in the Statler Ballroom and Taylor Room A & B. Taylor is located inside Taverna Banfi restaurant. Enter the restaurant and walk past the buffet, turn right, and proceed straight to find Taylor Room A & B on the left.
- **Visit the resource tables** located alongside the wall of the Statler Ballroom for helpful information about supporting wellbeing and DEI in the workplace.
- **There are breaks** throughout the day to provide time and space for participants to engage in self-care, reflection, and connection.
- **Please visit our IE Summit website** for links to a “Reflection and Processing Guide” and other resources.

If you experience any difficulties as you navigate the Summit, please look for event staff or volunteers who can assist you right away.

THANK YOU!

The Dept. of Inclusion and Belonging wish to thank everyone who collaborated to support, plan, and implement this year’s IE Summit! We would like to especially thank:

The 2023 IE Summit Planning Team:

- Mack Alves-Morgan
- Sue Brightly
- Devan Carrington
- Ashlee Cherry
- Carl Cornell
- Perdita Das-Humphrey
- Latesha Fussell
- Debra Howell
- Ruth Merle-Doyle
- Ashley Miller
- Mar Perez
- LeeAnn Roberts
- Ten Van Winkle

CIT

Colleague Networking Groups
Cornell Wellness Program Staff
eCornell

HR Communications and
Marketing Team

The Statler Hotel Event and
Catering Staff

VPCHRO Christine Lovely
2020 Captioning

Everyone who presented, hosted,
and volunteered throughout the IE
Summit!

SCHEDULE

Visit diversity.cornell.edu/iesummit for the full descriptions of keynotes and sessions.

Check In

8:15 – 9:00 am

Statler Ballroom Foyer

Continental breakfast provided.

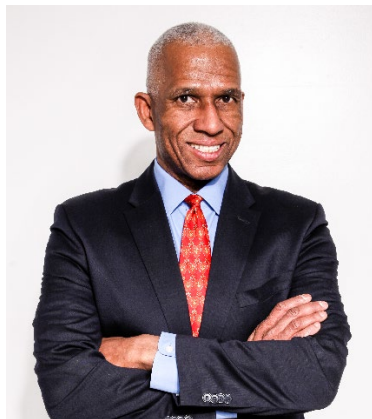
Opening Remarks & Keynote Address

9:00 – 10:15 am

Statler Ballroom

Keynote Address

“Challenging the Narrative: The Strengths Diverse Individuals Bring to Their Organizations and Why That Matters Now”



Gerry Valentine

Break 10:15 – 10:30 am

Concurrent Sessions 1

10:30 – 11:30 am

- *“Inclusive Language”*
Statler Ballroom

Debra Howell
 - *“#SayHerName: Centering The Black Woman Experience In Higher Education”*
Taylor Room A & B

Latesha Fussell
Shannon Musgrove
-

Lunch Buffet – Statler Ballroom

11:30 am – 1:00 pm

There will be tables designated as either Quiet or Social tables for you to choose to sit at.

Taylor Room A & B is available as a quiet space during this time frame (**no** food is permitted).

The Resource Table inside the Statler Ballroom will be staffed by members of the Cornell Colleague Networking Groups—stop by to talk with them to learn more about CNGs and other Cornell resources!

Moving Your Body with Wellness

12:20 – 12:50 pm

Join Cornell Wellness staff for a guided outdoor movement session outside the main entrance of the Statler Hotel. You’ll be invited to participate in a short walk/roll warm-up along an accessible paved pathway followed by guided stretching and repetitive movement activities. We hope this will bring warmth, muscle relaxation, and a slight increase in heart rate during your break in between sessions. No previous exercise experience is needed. Please dress for the outdoor temperature. Questions? Contact [Kerry Howell](#).

Concurrent Sessions 2

1:00 – 2:00 pm

- *“Understanding and Responding to Bias Incidents”*

Statler Ballroom

Cooper Sirwatka
Laura Rugless

- *“B@C 360: Moving Beyond Performance - Panel Discussion”*

Taylor Room A & B

Reanna Esmail
Latesha Fussell
Markeisha Miner
Dr. LeeAnn Roberts

Break 2:00 – 2:15 pm

Concurrent Sessions 3

2:15 – 3:15 pm

- *“Understanding and Leveraging the 5 Generation Workforce”*

Statler Ballroom

Herb Alexander

- *“Circles of My Multicultural Self”*

Taylor Room A & B

Devan Carrington

Recognitions & Connections

3:30 – 4:30 pm

Summit Social!

4:30-5:30pm

Both the above are in Statler Ballroom

CHECK OUT OTHER INCLUSIVE EXCELLENCE OPPORTUNITIES!

diversity.cornell.edu/learning/inclusive-excellence-network



Inclusive Excellence Podcast

Join Erin Sember-Chase and Toral Patel as they dive into discussions on topics related to diversity and inclusion in the workplace. They interview colleagues throughout Cornell who are working to build spaces of belonging for all Cornell employees and provide tips on how you can begin building these spaces today.

GET CONNECTED WITH COLLEAGUE NETWORK GROUPS

hr.cornell.edu/colleague-network-groups

CORNELL

COLLEAGUE NETWORK GROUPS

- Disability CNG
- LGBTQ+ CNG
- Men of Color CNG
- Veterans CNG
- Women of Color CNG
- Young Professionals CNG