

Simone Kolysh: Drying ‘White Tears:’ Interrogating Whiteness and Racism in a Multiracial Classroom

Faculty of color teach and do work on race and ethnicity are in a particularly difficult situation, being marginalized across multiple settings. As a white, anti-racist scholar and activist, I have seen but cannot speak to their struggle. What I have done explicitly in my pedagogy is employ an intersectional lens, rooted in black and post-colonial feminist thought. Doing so results in an effective intervention that helps students have a productive conversation about racial inequality. I would like to offer strategies for addressing the privileging of white narratives in a multiracial classroom that may take form of ‘white tears,’ or complaints regarding hearing ‘too much about race,’ if not explicitly racist comments. One way to dry ‘white tears’ and decenter whiteness is to radicalize the curriculum and make required reading that which is never assigned: work by women and trans people that addresses racism, imperialism, colonialism and migrations. The next step is to radicalize the classroom by encouraging people of color to speak first and trust their lived experience, which requires white students to participate through listening. It also requires a professor that can maintain control when classroom dynamics shift during a candid conversation on race and racism. This presentation is meant for professors who want to develop their pedagogy in a multiracial classroom and for anyone interested in addressing whiteness and racial tension in a classroom setting.

- **Date:** July 20
- **Time:** 7:00 PM to 9:00 PM
- **Room:** Marriott - Elm

Simone Kolysh: Commute of Power and Oppression: Teaching Intersectionality across the Curriculum

In this workshop, we address intersectionality and how it can help fight inequality. I work through its definition, which I put forth as an academic theory that states one’s race, gender, and class intersect to determine one’s relationship to power and oppression. We will rely on a visual exercise to ‘see’ intersectionality in our lives by drawing train tracks on the board (The Commute of Power and Oppression) where power (and privilege) would be at the top and oppression (and discrimination) would be at the bottom. Specific train tracks will include ‘Race,’ ‘Gender,’ ‘Class,’ ‘Sexuality,’ ‘Education,’ ‘Age,’ ‘Ability,’ ‘Citizenship,’ ‘Religion’ and others depending audience interest. For each of the train tracks, we would place groups that hold power at the top and groups that face oppression at the bottom while placing others in the middle. At the end of the workshop, participants will see themselves as both marginalized and in positions of power, depending on the social axis under discussion. Finally, we would discuss how viewing the world through an intersectional lens can fight inequality in classrooms and society.

- **Date:** July 21
- **Time:** 4:00 PM to 6:00 PM
- **Room:** Marriott - Elm

Laura Greene: The Art of Effective Negotiation Workshop

Negotiations occur every day in the scientific laboratory and workplace and often involve issues that are key to research success and career advancement. This workshop teaches the fundamentals of negotiation relevant to a variety of one-on-one conversations and group settings. Topics include the importance of negotiation to advance research and career objectives, identification of negotiables including start-up packages, space, authorship, supplies, etc., necessary elements of a successful negotiation, the importance of developing alternatives to an agreement, techniques for handling difficult people and conversations, the importance of listening and appreciating different viewpoints and identification of short and long-term negotiation goals.

- **Date:** July 22
- **Time:** 8:30 AM to 10:00 AM
- **Room:** Marriott - Elm

Simone Kolysh: Chasing Objectivity, Failing at Diversity: Physics and its Discontents

Less than 5% of Physics PhD degrees are granted to Black, Latinx, and Indigenous people and less than 20% are granted to women. In this workshop, we address how STEM fields like Physics are failing to attract and sustain diverse populations of students. Part of the problem rests with measures like the GRE that are not predictive of PhD success or completion and part of the problem rests with academia, which refuses to acknowledge that chasing objectivity and science for science's sake usually fails to acknowledge issues of diversity and equity and structural inequality. First, I want to talk about whether objectivity and neutrality are productive concepts. Next, I want to work through what is left out when students (including undergraduates) only receive a STEM education without learning about society at large or how science and academia are deeply flawed human institutions with a lot of racism, sexism, homophobia, transphobia, and so on. Finally, I want to workshop about how we get at truth as scientists and which epistemologies are privileged over others in a white Western world. In that discussion, I will include expanding our theoretical frameworks, research methods, and interdisciplinarity.

- **Date:** July 22
- **Time:** 1:30 PM to 3:30 PM
- **Room:** Marriott - Elm

Laura Greene: Leadership Skills and Networking for Women Workshop

Women scientists take on leadership roles every day, in the classroom, in their department or institution and in their professional organizations. This workshop is designed to give participants the basic concepts of leadership, describe some research on leadership qualities that lead to success and failure, provide techniques and strategies for career advancement into leadership roles, and assist in developing and maintaining strong leadership networks. Topics also include effective communication styles for women,

projecting confidence and credibility through voice, image and body language, dealing with difficult conversations and questions, using powerful rather than weak words, and effective scientific presentations. Role-playing activities provide practice in using learned strategies and practices.

- **Date:** July 22
- **Time:** 5:15 PM to 6:45 PM
- **Room:** Marriott - Elm