



## **“The Equity Symposiums”** ©2017 Bryant K. Smith

### **The Rationale For This Series of Programs:**

Despite changing demographics on most college and university campuses diversity and inclusion efforts continue to fall short of their desired outcomes. The Presidential election cycle of 2016 amplified tensions based on race, religion, sexual orientation, gender and country of origin. Colleges and universities have found themselves inundated with an increase in acts of disrespect, incivility and hatred directed at the very groups of students they had recruited join the campus community. Entities under the guise of freedom of speech have bombarded campuses with request to hold rallies, protest, and invite controversial speakers to campus specifically to disagree with diversity initiatives, promote White supremacy, and protect monuments and buildings which pay tribute to historical heroes of the white supremacy movement, including but not limited to Klansmen, former slave holders, and Confederate leaders.

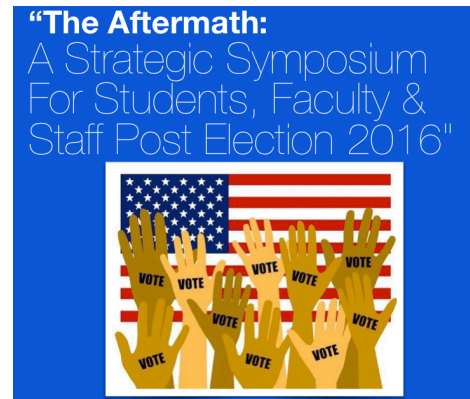
Although institutions of higher learning exist to promote the exchange and examination of differing ideas and opinions, they struggle to identify methods that allow them to have such exchanges in safe, meaningful and educational manners. These programs have been designed to not only discuss the issues but to help campuses offer solutions and strategies that empower their campus communities to stay true to their mission, allow structured discourse, and produce globally literate citizens. These programs are unique in that they offer a comprehensive method for including the entire campus community - students, faculty, staff and administrators, to look at the complexities and divides that have been highlighted with the election of Barack Obama as President of the United States of America, continued throughout the 2016 Presidential election cycle and beyond.

Bryant K. Smith is a master communicator who combines more than 20 years of Higher Ed experience both in Academic and Student Affairs with a multidisciplinary approach to examine issues, problem solve and offer solutions. He uses an interactive multimedia format to help the audience critically think about the issues presented and to help them put theory into practice in their daily lives. These programs examine timely issues such as the campus unrest at places like, the University of Virginia in Charlottesville, Texas A & M University, Xavier University New Orleans, University of California at Berkeley, Clemson University, and identifies links between those instances, popular culture, social media and the 2016 Presidential Election cycle. These programs all conclude with the audience being provided three critical reflective concepts and at least ten immediately actionable steps to help a campus community move forward while promoting diversity, inclusion and equity, while respecting individual rights and freedoms and promoting and maintaining civil a learning environment.

# The Aftermath: A Strategic Symposium For Students, Faculty & Staff Post Election Cycle 2016

## Overview:

Borrowing from the title of the highly acclaimed Hip Hop Album produced by Dr. Dre "The Aftermath Symposium" is the newest creation by Author, Trainer, Human Potential Specialist Bryant K. Smith. "Aftermath" the symposium was specifically created to help institutions provide debriefing and discussion opportunities for their campus community members who are looking for help in navigating what they expect will be difficult times ahead. It was also designed to help those same institutions and community members to strategize on best practices creating and maintaining civility on campus post the 2016 Presidential election cycle. This interactive workshop will use a multimedia approach including real world examples as case studies and discussion prompts to help individuals and institutions plan around best practices, policies, and programming around issues of difference, inclusion and diversity, social justice, freedom of speech, political impact and fallout, as well as community and student activism. Attendees will use a critical thinking lens to combine theory with historical context in order to develop appropriate personal and institutional protocols for moving forward as great global citizens, and institutions post election. The "Aftermath" symposium will conclude with attendees being given ten immediately actionable steps for repairing fractured campus communities and community members.



## Purpose:

Provide attendees an opportunity to critically think about the 2016 election cycle and beyond, with special emphasis on examining the impact to campus communities in regard to initiatives focusing on diversity and inclusion.

## Format:

Interactive, Multimedia Workshop. Can be delivered as a lecture or keynote speech as well. Q & A session at conclusion of program.

## Audience:

College Students, Faculty, Staff, Administrators, Community Members.

## Length:

90 Minutes (30 or 60 minute versions also available)

## Learning Outcomes:

- 1) Attendees will learn to apply critical thinking to examine the 2016 Presidential Election Cycle with emphasis on identifying potential opportunities for changes to institutional programs, policies, and practices.
- 2) Attendees will learn to strategically plan activities, programs, and other co-curricular initiatives that will support the university communities efforts at recruiting, retaining and graduating globally competent and responsible citizens.
- 3) Attendees will learn several theories and how the application of those theories can assist their understanding of issues related to difference, freedom of speech, and social justice.
- 4) Attendees will learn how to incorporate personal accountability and responsibility to create a value centered approach to political involvement and social justice.

## Dangerous Minds: Student Identity & Activism In A Climate of Hate

### Overview:

Dangerous Minds" is a multimedia experience that seeks to answer the question, "what does it mean to be a student activist?" It is a historical examination of the student activist experience in America, including how contemporary events such as the death of Sandra Bland, protest at the University of Missouri, Trayvon Martin, Michael Brown, and Eric Garner all impact the narrative that America is post racial. Critically engaging in its presentation this program will have audiences re-evaluating their views on racism, equality, and social justice.



### Purpose:

Provide attendees an opportunity to critically think, strategically plan, and act responsibly in regard to their interest in becoming and or critiquing student activism.

### Format:

Interactive, Multimedia Workshop. Can be delivered as a lecture or keynote speech as well. Q & A session at conclusion of program.

### Audience:

College Students, Faculty, Staff, Administrators, Community Members.

### Length:

90 Minutes (30 or 60 minute versions also available)

### Learning Outcomes:

- 1) Attendees will learn to apply critical thinking to examine the 2016 Presidential Election Cycle with emphasis on identifying potential opportunities for changes to institutional programs, policies, and practices.
- 2) Attendees will learn to strategically plan activities, programs, and other co-curricular initiatives that will support the university communities efforts at recruiting, retaining and graduating globally competent and responsible citizens.
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# Revisiting Racism: Equity, Diversity & Inclusion in “Post Racial” America

## Overview:

Events such as Paula Deen's alleged use of the "n-word", the George Zimmerman verdict, and the crowning of a non-White woman as Ms. America have all confirmed that we have a problem knowing how to discuss and even disagree on issues of race without being disagreeable. More recent events such as the creation of the “Black Lives Matter Movement”, protest at Charlottesville, VA and the changes in policy toward immigrants also confirm that race and racism are still problems in present day America. Each year thousands of college students graduate ill prepared to be productive citizens in a diverse and global society. "Revisiting Racism" is an engaging, interactive, and thought provoking program designed to teach attendees the valuable skill of working with and through difference in what has been dubbed "Post Racial" America.



## Purpose:

With the election of Barack Obama as the 44th President of the United States of America, a new era known as “Post Racial” was declared. With the election of Donald Trump as the 45th President of the United States of America racism has made a comeback and is countering the narrative that America was “Post Racial”. This program is designed to critically examine race and racism in America.

## Format:

Interactive, Multimedia Workshop. Can be delivered as a lecture or keynote speech as well. Q & A session at conclusion of program.

## Audience:

College Students, Faculty, Staff, Administrators, Community Members.

## Length:

90 Minutes (30 or 60 minute versions also available)

## Learning Outcomes:

- 1) How to use critical thinking skills to examine issues of difference.
- 2) Historical understanding of the social construct of race in America.
- 3) Operational definitions for race, racism, ethnicity, culture, nationality and how they intertwine.
- 4) Appropriate responses to resolving issues of difference and insensitivity.
- 5) Methods for engaging in discourse on the topic of race, and racism.
- 6) How to conduct and utilize qualitative research in addressing and understanding human behavior.
- 7) How to identify current issues and trends utilizing pop culture and social media.
- 8) Basic understanding of legal issues and present day ramifications of racial categorization.