

BLACK AFFAIRS SUMMIT

OUR  
FUTURE IN  
FOCUS

Hosted by the University of Utah  
Black Faculty & Staff Association

**Virtual**

**Saturday, April 10th, 2021**

**9:00am - 12:00pm**



**BLACK FACULTY AND STAFF ASSOCIATION**  
THE UNIVERSITY OF UTAH



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**BLACK FACULTY AND  
STAFF ASSOCIATION**

It is my great honor and privilege to welcome you to the 5th Annual Black Affairs Summit!

The theme of “Our Future in Focus” promises to challenge us regarding what it means to be a truly diverse and inclusive community for students and community members alike. Our keynote speaker Liz Owens, Chief Executive Officer at YWCA Utah, will provide an inspiring address about how our state is growing and thriving into the future. Liz’s presentation will speak to what these changes mean for our youth, the next generation, and bring into focus the realities of African-American/African residents in Utah. We are honored to have her with us!

I am further delighted to welcome all the distinguished guests who have traveled from all regions of the valley to be present at this important event. The Summit will be rich with vital discussions, opportunities to meet new people, and sacred space in which to share our varied perspectives and experiences. Great appreciation goes to all the content experts participating in our panel discussions and those leading breakout sessions.

Last, but certainly not least, a special thank you to our partners and sponsors who continuously support the black community in Salt Lake City and beyond! I am certain that all attendees will leave more knowledgeable and passionate about our future because of your support.

On behalf of the University of Utah’s Black Faculty & Staff Association, I offer my best wishes for an enjoyable event!

Sincerely,

*Dr. Tiana N. Rogers*

Tiana N. Rogers, PhD  
Chair, Black Affairs Summit  
Secretary, Black Faculty & Staff Association



# Program Schedule

## TIME

## TOPIC

**9:00am**

### **Welcome**

Hosts: Dr. Tiana Rogers & Alex Francis-Riggan

**9:20am**

### **Virtual Keynote**

Liz Owens

**9:40am - 9:50am**

This Is Utah: CROWN Act ft. CurlyMe!

**9:50am - 10am**

### **Raffle**

**10:00am**

### **Break**

**10:10am - 10:55am**

Facilitated Discussion Debrief of Keynote

### ***Breakout Session #1***

### ***Administrator/Educator/Allies/Community Member/Parent Group***

Facilitator: Dr. Paula Smith

### ***Breakout Session #2***

### ***High School & College Student Group***

Facilitators: Shavauna Munster & Kenna Onwuzuruoha

**10:55am**

### **Break**

**11:00am - 11:50am**

### **Breakouts**

### ***Breakout Session #1***

### ***Topic: Strengthening our Students (K-12 Pipeline to Higher Ed)***

Panelist: Dr. Timothy Gadson, Michelle Love Day & Shawn Newell

### ***Breakout Session #2***

### ***Topic: Black Prosperity***

Panelist: Issac Ewaleifoh & Kanika Welch

### ***Breakout Session #3***

### ***Topic: Black Health & Resilience***

Panelist: Elliott Sykes, Dr. Richard Ferguson, & Dr. LaShawn Williams

**11:50am - 12:00pm**

Announcement of Raffle Winners & Closing

## KEYNOTE SPEAKER



**Liz Owens**

Liz is a womanist, feminist, multi-racial, multi-cultural woman of color from Provo, Utah. She serves as a community educator, gender justice and racial justice activist. Her multi-issue work is firmly rooted within a human rights and social justice framework with a focus on the intersections of power and privilege.

Liz has experience working with women on the intersecting issues that disproportionately impact women and historically underrepresented individuals and communities including: women of color, transgender folks and their loved ones; refugees and immigrants, queer youth; and women involved in the criminal justice system, gangs and/or drugs, drug trafficking, sex-work and prostitution, and survivors of domestic and sexual violence, among many others. She currently serves as CEO of YWCA Utah where she leads the organization in meeting their mission of "eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all."

Liz has a BS degree in Sociology from Utah Valley University, an MA degree in Human Rights from the University of Essex in the UK and was a visiting research fellow at the London School of Economics and Political Science. Liz has taught courses including Race, Gender, Social Inequalities and Social Problems at Utah Valley University and Salt Lake Community College. She has also taught Program Planning and Evaluation in the Master of Arts in Community Leadership at Westminster College. Liz previously worked at Women in Prison (London, UK), the Utah Pride Center, the Utah Domestic Violence Coalition, Planned Parenthood Association of Utah and the Utah Coalition Against Sexual Assault.

Liz grew up in Provo, Utah and once walked the last 100 kilometers of the Camino de Santiago in Spain. Liz and her partner Brad are the proud and devoted parents to a little human named Fox and pet-parents to two doggies, Flynn & Fia.



## Breakout Facilitator



### Dr. Paula Smith

Paula Smith, Ph.D. is an Associate Professor in the University of Utah's Dept. of Educational Leadership & Policy.

Dr. Paula is developmental psychologist with expertise in school-based prevention in middle and high schools. Her primary research interests lie at the intersection of schools and juvenile justice systems - the school-to-prison pipeline, juvenile justice, restorative justice, and access to mental health resources. Secondly, Dr. Paula is also the Principal Investigator of a research initiative to improve the quality of doctoral socialization for Black graduate students; addressing the ways in which anti-Black racism permeates academia.

Professionally, she is a Board Member for the Society of Prevention Research, the National Prevention Science Coalition, and the Chair of the Utah Prevention Research Group. Dr. Paula advocates for socially just and equitable policies and practices in PK-12 schools and other youth-serving agencies.

## **Breakout Facilitator**



### **Kenna Onwuzuruoha**

Kenna Onwuzuruoha is a third-year PhD student in Writing & Rhetoric Studies at the University of Utah. She has taught composition and social justice courses at the University of Utah, Salt Lake Community College (SLCC), and Westminster College.

She moved to Salt Lake over 9.5 years ago to serve as an AmeriCorps Vista for the SLCC Community Writing Center and currently works as the Outreach Coordinator for Write Here, Westminster College's community writing center. Kenna enjoys cycling and co-chairing the University of Utah's Black Graduate Student Association.

## **Breakout Facilitator**



### **Shavauna Munster**

Shavauna Munster graduated with a Masters degree in Medieval History from the University of Utah and currently serves as the U's Black Student Union advisor. In her role, she impacts students' lives with leadership development, programming directed at supporting Black students at every level of their university experience, and participating in both the on and off campus community. She has given talks on Intersectionality in Academia, the Importance of Black History Month, and Studying History panels.

## Breakout Presenter



### **Dr. Timothy Gadson, III**

Dr. Timothy Gadson received his bachelor's degree in Business Economics and Secondary Education from Florida Agricultural and Mechanical University in Tallahassee, Florida. He earned his master's and doctor of philosophy degrees from Washington State University in Pullman, Washington.

Dr. Gadson served as an assistant principal and principal at various levels, including primary, middle, high school, and alternative education in Broward and Palm Beach counties, Florida. He was also District Director of Secondary Education while employed with Palm Beach County School District.

Dr. Gadson led reform and transformation efforts at several high schools in Milwaukee, Wisconsin, as Chief Transformation Officer while with a private transformation firm. He supervised high school operations for the Austin Independent School District in Austin, Texas. Dr. Gadson served as Associate Superintendent with Atlanta Public Schools. He oversaw district high schools and various departments, including Alternative Education, Career Technical and Agricultural Education (CTAE), Junior Reserve Officer's Training Corps (JROTC), Career and College Readiness, Advanced Academics, Adult Education, and Athletics. Dr. Gadson was Executive Director of Curriculum and Schools with Robbinsdale Area Schools in New Hope, Minnesota. There he supervised Pre-K - 12 schools coupled with oversight of several district departments, including, Curriculum, Academics, Achievement and Integration, Indian Education, Career and College Readiness, School Counseling, Professional Learning, State and Federal Programs, Alternative Education, and Career and Technical Education. He is currently Associate Superintendent of High Schools with Anoka-Hennepin Schools in Anoka, Minnesota.

## **Dr. Timothy Gadson, III - Continued**

As an educational consultant, Dr. Gadson is an executive coach and leads school turnaround and transformation work. He has provided keynote addresses and facilitated local and national professional learning opportunities, including myriad topics such as school transformation, cultural proficiency, literacy, Common Core State Standards, teaching in the inclusive classroom, classroom management, teacher evaluation, formative and summative assessment, mastery grading, and standards-based instruction.

Dr. Gadson was recently appointed superintendent/CEO of the Salt Lake City School District. He believes that all children can learn and do learn when the curricular content and instructional delivery are quality, culturally responsive, and personally relevant. He believes in the importance of adults building strong, trusting, and lasting relationships with all students daily to support their learning and reduce the impact of trauma. More specifically, Dr. Gadson knows it takes an effective teacher in every classroom, every year, delivering quality, rigorous, relevant, and data-informed instruction to ensure every child graduates as a global citizen ready for college, career, and life.

## Breakout Presenter



### Michelle Love Day

Michelle Love-Day has been an educator for 20 years. She received her Bachelors in Education (K-8, Minor In Spanish), and Masters in Reading (K-12) from Bowling Green State University (Ohio), and a Masters in Education, Leadership, and Policy from the University of Utah (Utah). Her second language is Spanish and she studied abroad in Alcala, Spain. She taught in North Carolina for 3 years until relocating to Utah in 2005. She was a 2nd grade teacher, Literacy Coach, Principal for 7.5 years, and Associate Director of Educational Equity for 4 years. In March 2020, she began as Consultant for Jordan School District in the Educational Language Services, Teaching and Learning Department.

Her style of hands-on learning, encouragement, and realness has helped students to overcome their barriers to success. Michelle has worked with teachers to inspire and establish great reading practices in the classroom. Through her company, Love-Day Educational Consulting, she shares information and ways parents can work with schools, advocate for their children, and how they can assist in creating a rich diverse literacy environment at home and in school. As she began to see the need for black students in Utah, she created an online, weekly school called RISE Virtual Academy in August, 2020.

Mrs. Love-Day serves on many Boards including the University of Utah College of Education Advancement Board, the Hale Centre Theater Board of Trustees, the Access to Justice Commission, and the Conviction Integrity Board. She enjoys acting on stage and in commercials (Talent Management Group) and is a member of the Actors Equity Association.

She is passionate about schools being student focused, equitable, and a place where all students feel that they are welcomed and have an adult they can believe in and who believes in them. In 2019, she ran as candidate for Bluffdale City Council and is the proud mother to 5 children and wife to a supportive husband.



## Breakout Presenter



### Shawn Newell

Shawn is the Vice President of Business Development at Industrial Supply Company where he has worked for the past 35 years. He serves as a community integrator working as the vice president of the Salt Lake Branch of the NAACP, a former Commissioner on the Governor's Martin Luther King, Jr. Human Rights Commission and is on the executive Board of the Utah Black Round Table. He heads the Utah Multicultural Civic Council, serves on the Board of the Utah Non-Profit Association and is a member of the Utah Manufacturer's Association Board.

Mr. Newell formerly served as Chair of the Workforce and Economic Development Advisory Board at Salt Lake Community College where he served as the Alumni Council President and a Trustee for the College. Shawn is a Civility Ambassador for World Civility through iChange Nations and serves on the Diversity and Inclusion task force for the Industrial Supply Association. Additionally, he serves on the Utah 3rd district Court Committee for Self-Represented Parties, Council on Diversity Affairs (CODA), as a former member of the Utah State Board of Education, a President's Ambassador for the Salt Lake Chamber of Commerce, Co-chair on the Salt Lake Chamber Diversity, Equity and Inclusion task force, Utah State Department of Workforce Services Board, recently joined the Board of the The Road home, Utah State Bar Commission Board, the newly formed Utah Office of Innovation Task Force and currently on the Board of Utah System of Higher Education.

Shawn is a graduate of the University of Utah, Salt Lake Community College and has a Masters of Management degree from the University of Phoenix. He holds an Executive leadership certification from the University of Utah School of Business and a Diversity and Inclusion certificate from Cornell University and a Leading with Equity, Diversity, and Inclusion Certificate from the University of Utah.

In Shawn's spare time he officiates youth sports and BBQs great grub. Mr. Newell is married, the father of three and has five grandchildren.

## Breakout Presenter



### Isaac Ewaleifoh

Isaac Ewaleifoh earned his bachelor's degree in chemical engineering from the University of Lagos in Nigeria. He came to the United States for graduate school, where he participated in a program geared towards the application of mathematical methods to the solution of problems in finance at Rutgers University. Shortly after arriving to the US, he met a number of Goldman Sachs professionals at a career event and learned about internship opportunities at the firm, he applied for the role and stayed way beyond the internship - in fact, he remained until graduating from Rutgers.

Isaac currently manages a Controllers team supporting the firm's Investment Banking Division. He started his career with the firm in the Operations Division and relocated to Utah late 2010 with the group. He accepted an internal mobility opportunity in 2012, moving to the Finance Division as one of the founding team members of the Controllers team supporting the Investment Management Division.

He leads a team ensuring that the firm meets all the financial control and reporting obligations of a global, regulated and public financial institution. The team helps measure the profitability of and risks associated with the firm's Investment Banking activities. They also prepare periodic P&L for the Investment Banking Division as well as reporting packages, including analysis of P&L drivers for external reporting (earnings release, 10-Q and 10-K).

Outside of work, Isaac enjoys running and doing community service. He picked up hiking and running when he moved to Salt Lake City. Community service is another passion, he has led a team that created local chapters of the National Association of Black Accountants (NABA) and National Society of Black Engineers (NSBE) in Salt Lake City as part of efforts to build a thriving community of black professionals. He also helps teach, provide resume writing skills and general advice about school and education opportunities to high school and college students.



## Breakout Presenter



### **Kanika Welch**

Kanika Welch is a certified educator and experienced trainer, published author, an award-winning, professional creative artist and a Returned Peace Corps Volunteer. With nearly a decade of experience, she has led a successful, diversified career in education, both stateside and abroad, teaching all levels from Pre-K to young adults aged 18-26.

Her ebook, *The Debt Pay-Off Plan*, available on Amazon Kindle, debuted as the #1 New Release in the Business & Money Short Reads category.

Kanika has spoken to audiences country-wide, in various settings including schools, colleges and universities, as well as, political and charitable events. Possessing a keen ability to paint vivid pictures with her words, Kanika leaves her audiences encouraged, strengthened, and inspired to make positive changes in their lives and others.

## Breakout Presenter



### Eliot Sykes

Raised in Massachusetts and Louisiana, Eliot currently resides in the Rose Park neighborhood on the west side of Salt Lake City. Eliot identifies as Black, African American, and uses he/him/his pronouns. He is the CEO and Founder of 635 Community Health Center (CHC), established in 2020. Through 635 CHC Eliot offers mental health counseling, mindfulness practices, and performance evaluation consulting services. In 2021 he will graduate with his PhD from the University of Utah, College of Education in the Education, Culture and Society Department.

As a scholar Eliot is interested in understanding the lived experiences of Black boys along the K-6 pathway and how they understand themselves from racial and gendered perspectives. In 2011 he obtained his MSW from the College of Social Work also at the University of Utah. As a clinician Eliot focuses on supporting Black, Indigenous, POC, and LGBTQ+ teens, and adults who are struggling with issues related to trauma, depression, and anxiety. He utilizes a culturally competent approach, and cognitive and body-based psychotherapeutic modalities to partner with and support individuals in reaching their goals. Outside of work Eliot can be found playing soccer, cycling (motor and pedal), reading, surfing, longboarding, gardening, and enjoying time with his family.

## **Breakout Presenter**



### **Dr. Richard Ferguson**

Dr. Richard Ferguson was born and raised Washingtonian (D.C.), he is a physician that has lived in Utah since 2010. Dr. Ferguson is Board Certified in Family Medicine but he has practiced Emergency Medicine for the past 9 years. Dr. Ferguson currently works as the Chief Medical Officer for Health Choice Utah. He served in the U.S. Army as a physician for 7 years and maintains a strong interest in Veteran Affairs. Dr. Ferguson is the Chairman of UMA's Healthcare Equity Committee.

He has a passion for leading humanitarian care at home and abroad. Dr. Ferguson's hobbies include destination triathlons, Ballet West Events, and exploring new wineries. He also serves as an adjunct faculty member in the Department of Family & Preventative Medicine at the University of Utah.

## Breakout Presenter



### **Dr. LaShawn Williams**

Dr. LaShawn C. Williams, is a Licensed Clinical Social Worker and Relational Change Strategist focusing on the interactions between people and across differences where connection matters most. Her anti-oppression work centers on the effects of marginalization, isolation, and disconnection in personal and professional spaces. She specializes in interpersonal and organizational change from the margins to the center.

Grounded in Relational Cultural Theory, Dr. Williams works with leaders at every organizational level to help them engage the taboo concepts of shame and humiliation and craft pathways toward mutual empathy and empowerment. She is an accessible consultant to local and national organizations committed to relational transformation.

**We would love your  
feedback.**



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**<https://tinyurl.com/BlackSummit21>**

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