

COLLABORATIVE COLLISION @FSU



Anti-Racism, Equity, and Inclusion

Presented by:

The Office of Research Development and The President's Council on Diversity and Inclusion

COLLABORATIVE COLLISION @FSU

The goal of Collaborative Collision is to foster interdisciplinary collaborations by providing an atmosphere to discuss researcher's expertise, potential contributions to a research team, and partnerships to enhance their own research.

Interdisciplinary Networking

- Convergent topics attract researchers from diverse areas across the research community.
- Designed to maximize opportunity for participants to meet numerous FSU faculty.

Research Profiles

- Focus on the individual's research background and interests.
- Discuss expertise, and specific ways a participant can help, or be helped by, a collaborator.

Building Collaborations

- Everyone will receive a copy of today's presentations and video recording.
- ORD provides team development, planning, and facilitation consulting
- Collaborative Collision Seed Fund.

Collaborative Collision Seed Fund

- Competition for up to \$25,000 to promising new team(s) that form as a result of connections made at *Collaborative Collision*.
- Catalyze team development and allow a new team to position themselves to seek external funding by demonstrating a history of successful collaboration.
- Program Requirements
 - At least three faculty members, two of which must be from different academic departments.
 - Proposals must demonstrate new research projects, and new collaborative teams.
 - All proposed projects must be related to the Collaborative Collision topic, or apply the topic to a new research area, and must explain the connection in the proposal.
 - Faculty may serve as lead PI on only one proposal. There are no restrictions on the number of proposals on which they may be Co-PI.

Presentation Overview

- All participants are muted until it is their turn to present.
 - Questions/Issues message: Mike Mitchell, Evangeline Ciupek, or Beth Hodges
- Each presenter has **three minutes** to discuss their research profile.
 - *When the gold bar at bottom right disappears, your time is up and the slide automatically advances.*
- Between each profile there is a **10 second transition slide** displaying the next presenter's name (also shown at bottom right of each profile slide).
 - Host will send an unmute request to each presenter when it is their turn.
 - **You must still unmute yourself after receiving the request.**
 - Please ensure your Zoom ID is your first and last name.

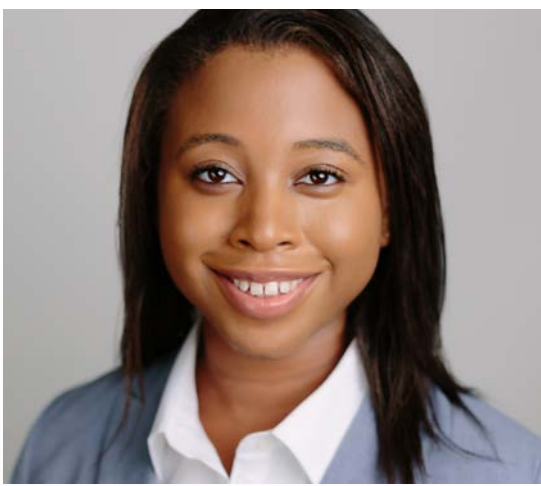
The host would like you to unmute

Stay Muted

Unmute

Presentation Order

1. Mackenzie Alston
2. Alysia Roehrig (Presented by Erik Rawls)
3. Roxanne Hughes
4. Laurelin Haas
5. Vanessa Dennen
6. Sabrina Dickey
7. Antonio Cuyler
8. Amanda Driscoll
9. Daniel Fay
10. Laura Reid Marks and Lyndsay Jenkins
11. Geoffrey Deibel
12. Florida Institute for Child Welfare (Anna Yelick)
13. Sandy Wong
14. Jessica De Leon
15. Tiffany Rhynard
16. Elizabeth Doud
17. Guangzhi Shang
18. Peggy Wright-Cleveland
19. Panayotis League
20. Xan Nowakowski
21. Elcin Haskollar
22. Annie Grier
23. Rachel Bailey
24. Arianne Johnson Quinn
25. Anna King Mitas
26. Stacey Rutledge
27. Alyssa Atwood
28. Tamara Bertrand Jones
29. Nancy T. de Grummond
30. Sara Scott Shields and Rachel Fendler
31. Lilian Garcia-Roig
32. Hank Bass
33. Jessica Ingram
34. Heather Flynn
35. Svetlana Pevnitskaya
36. Denise Bookwalter
37. Choeta Chakrabarti



Mackenzie Alston

Department of Economics
malston@fsu.edu

My Interest in Anti-Racism, Equity, and Inclusion

- Understanding how racism, inequity, and exclusion affect women and racial minorities using research
- Making schools, companies, and the broader public aware of the challenges women and racial minorities face
- Developing strategies to reduce the barriers women and racial minorities face

Research and Projects

I have conducted experiments to answer the following questions.

- How do gender stereotypes about male-dominated careers affect who chooses to apply for these types of jobs?
- Is the performance of Black students from historically Black colleges and universities affected by reminders of the stereotype that Blacks are not as smart as Whites?

Expertise/Interests

- Race- and gender-based discrimination and stereotypes
- Experimental economics, labor economics, and the economics of education
- Experimental and survey design

How I Can Help You

- Research design for projects involving experiments and/or surveys
- Data analysis

How You Can Help Me

- Collaborate on research projects using experiments and surveys
- Share your knowledge on research conducted on AEI (in areas outside of economics)
- Find and help me apply to funding opportunities

I am also in the process of designing studies on these topics.

- Police bias
- The recent social justice movement



Alysia Roehrig

Educational Psychology and Learning Systems
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orcid.org/0000-0002-2038-2865

My Interest in Anti-Racism, Equity, and Inclusion

- Developing and evaluating anti-racist/oppressive research training models
- Exploring students' researcher identity development in relation to other aspects of their identities (e.g., race, ethnicity, gender)
- Scaling up AEI professional development and reflexive practice in educational psychology and related fields
- Connecting with other faculty and programs at FSU engaged in AEI practice to build supportive interdisciplinary networks for students

Expertise/Interests

- Effective teaching
- Culturally responsive literacy instruction and learning
- Motivating diverse learners
- Use of open educational resources

How I Can Help You

- Development and evaluation of curricula and assessments
- Fostering and sustaining university and community partnerships

How You Can Help Me

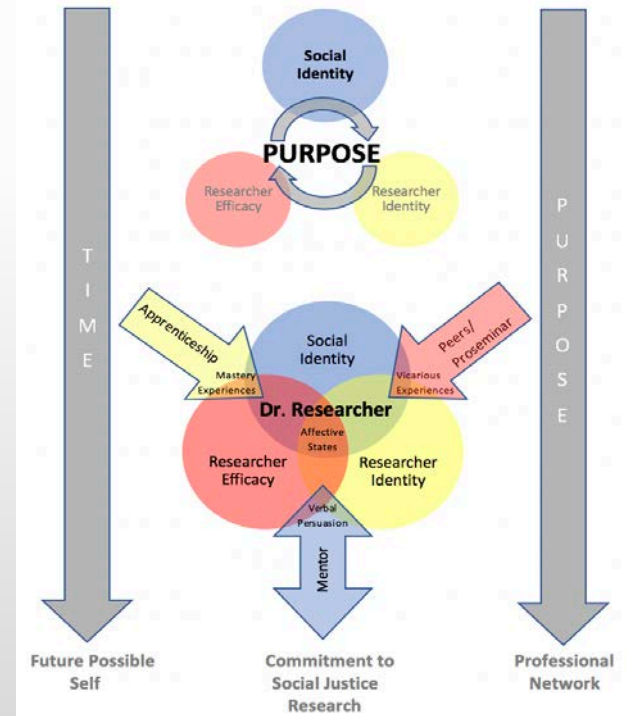
- Sharing your experiences with implementing AEI scholarship in your field
- Sharing your scholarship formally with students at PURPOSE proseminars
- Partnering to support student success and healthy shifts in university culture

Research and Projects

PURPOSE

PARTNERS UNITED FOR RESEARCH PATHWAYS
ORIENTED TO SOCIAL JUSTICE IN EDUCATION

- Program website: purposetraining.org
- Funding Agency: Institute of Education Sciences (IES)
- Program: Pathways to the Education Sciences Research Training Program
- Award #: R305B170017





Roxanne Hughes

National High Magnetic Field Laboratory/FSU College of Education

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orcid.org/0000-0002-6383-1341

My Interest in Anti-Racism, Equity, and Inclusion

- Identifying ways to make STEM disciplines more equitable to individuals from marginalized populations
- Facilitating change within STEM disciplines to help STEM mentors and educators understand and embrace anti-racism and equity tactics that will make STEM fields more diverse and innovative
- Empowering young people to change STEM disciplines through social justice education programs where their voices, concerns, and passions drive the work

Research and Projects



I study how AEI policies and programs impact participants' STEM identities, specifically focusing on the role that recognition and support from educators and mentors can play.



I have a network of colleagues at FSU and across the nation who are working on AEI projects that will transform STEM so that those who are currently marginalized (including but not limited to Black, Hispanic/Latina/o/x, Indigenous) can thrive in STEM, not just survive.

Recent Proposals/Publications:

- National Quantum Literacy Network
- The Role of Recognition in Disciplinary Identity for Girls
- SciGirls CONNECT2

Expertise/Interests

Qualitative Research

STEM Identity – one's sense of belonging and future success

Intersectionality – unique experiences for individuals with multiple marginalized identities

How I Can Help You

- Qualitative research expertise
- Opportunities to collaborate in studies of middle school, high school, college and early career STEM programs aimed to influence STEM identity
- Opportunities to explore anti-racism and equity efforts in mentoring programs

How You Can Help Me

- I'm looking for partners who can
 - Help create and study social justice STEM programs
 - Provide expertise in developing and studying anti-racism trainings for educators and mentors

All Research Profiles Available at:
[research.fsu.edu/Collaborative Collision](https://research.fsu.edu/Collaborative%20Collision)

Up Next: Laurelin Haas



Laurelin Haas

Academics & Partnerships Coordinator
Sustainable Campus
lhaas@fsu.edu | 850-645-7818

My Interest in Anti-Racism, Equity, and Inclusion

- Deepening the understanding of sustainability as an intersectional issue that connects humans with their environment.
- Exploring issues of environmental justice within the local campus and Tallahassee community.
- Connecting with individuals and teams working on AEI research to explore ways to further their interests.
- Connecting with other offices at FSU engaged in AEI programs to explore ways to help each other's missions.

Research and Projects



I manage the **Green Fund** program at FSU, which provides small grants to FSU students, staff, and faculty pursuing sustainability projects that benefit the FSU community.



I connect faculty with campus and community partners through **Campus as a Living Lab** for applied sustainability research projects.

Recent Collaborations:

- Dr. Jaejin Lee and FSU Food for Thought Food Pantry
- Dr. Tisha Holmes and St. Marks Wildlife Refuge
- Dr. Will Butler and Second Harvest of the Big Bend

Expertise/Interests

- Sustainability and social justice
- Campus-Community Partnerships
- Small grant funding

How I Can Help You

- Grant funding for sustainability-related projects
- Connection to local sustainability-related nonprofit and government organizations
- Connection to FSU Facilities department

How You Can Help Me

- Share details of your work for STARS reporting
- Provide AEI expertise in sustainability dialogues
- Join our network of sustainability faculty & researchers
- Allow me to help you!

All Research Profiles Available at:
[research.fsu.edu/Collaborative Collision](https://research.fsu.edu/Collaborative%20Collision)

Up Next: Vanessa Dennen



Vanessa Dennen

Professor

Educational Psychology & Learning Systems

vdennen@fsu.edu

My Interest in Anti-Racism, Equity, and Inclusion

Teenagers do some pretty amazing self-directed things when adults aren't looking – including on social media (it's not just for memes, selfies, and streaks). If we don't teach them about equity and inclusion, they use the Internet and their social networks to learn and teach each other. With that in mind, I'm interested in looking at how social media is used to share knowledge about anti-racism, equity and inclusion.

I'm also interested in how informal learning opportunities and social networks can be used to promote greater conceptual understanding of and action related to anti-racism, equity and inclusion.

Research and Projects

I co-lead the Students, Social Media & Schools (SSMS) Research Group with Stacey Rutledge. Our work explores the teenage social media ecosystem and how social media fits into everyday life, contributes to informal learning, supports resilience, and intersects with schools as systems.

Projects:

- Teenage resilience and social media use during COVID-19 (SSMS)
- Digital technologies and bridging from HS→college
- Networked knowledge activities and professional development
- Othering in online learning settings

Expertise/Interests

- Social media
- Community and social networks
- Informal learning
- Knowledge management
- Online learning and OER

How I Can Help You

- Qualitative research skills, including discourse analysis, conversation analysis, content analysis, ethnography
- Social network analysis
- Emerging technologies and social media platforms
- Instructional design & development

How You Can Help Me

- Let's collaborate!





Sabrina L. Dickey

Assistant Professor
College of Nursing
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My Interest in Anti-Racism, Equity, and Inclusion

- The impact of racism, inequity, and exclusion on cancer screenings, healthy behaviors, and health disparities experienced among marginalized populations
- Collaborating with interdisciplinary researchers to examine cultural implications on health care access and utilization among marginalized populations
- Exploring the intersectionality of health communication within families and health care utilization
- The role of health care providers in increasing equity and a sense of inclusion among their patients

Research and Projects

My research is focused on social determinants of health and communication for prostate and colorectal cancer screenings among marginalized populations. I developed the, *Family Cancer and Health Communication Questionnaire* to examine familial communications regarding health and cancer screenings. My current projects are a study that examines Florida healthcare providers' perception of social support provided to patients and college students' utilization of health care services. I am collaborating with Bond Community Health Center to assess colorectal cancer screening with the outcome of developing a communication toolkit to increase colorectal cancer screening.

Expertise/Interests

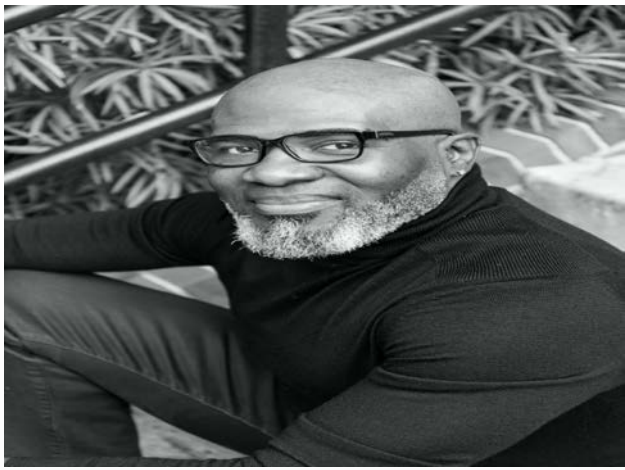
- Registered Nurse >25 years
- Cancer Health Disparity Research among Minority Populations
- Intersectionality of Family Relations, Screenings, and Healthy Behaviors
- President's Council on Diversity & Inclusion (2014 – present)

How I Can Help You

- Clinical skills as a registered nurse
- Collaborations with community clinics and community health experience
- Mixed methods research
- Experience with instrument development

How You Can Help Me

- Access to data sets
- Machine learning to reduce non-compliance with health care appointments
- Interdisciplinary methodologies and designs



Antonio C. Cuyler

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My Interest in Anti-Racism, Equity, and Inclusion

- Brainstorming and Identifying opportunities to commercialize my community engagement and research.
- Building a consulting practice that supports cultural organizations in ADEI, arts in community engagement, internship program development and management, organizational management, research & evaluation, and strategic planning, and developing an ADEI Index for the Cultural Sector.
- Collaborating and networking with colleagues to explore a variety of opportunities.
- Developing a Think Tank that centers Black healing through Black culture across the African Diaspora.

Research and Projects

- *Arts Management & Cultural Policy Across the African Diaspora.*
- *COVID-19's Impact on BIPOC+ artists, arts administrators, and cultural organizations.*
- *Arts & Social Justice*
- *From @operairacist to opera is Anti-racist.*
- *Wielding the Power of Access, Diversity, Equity, & Inclusion: Achieving Creative Justice in the U. S. Cultural Sector.*
- *Managing Black, Indigenous, and Cultural Organizations of Color in the U. S.*

Expertise/Interests

- Access, Diversity, Equity, & Inclusion (ADEI)
- Creative Justice
- Experiential Learning (i. e. Internships & Service Learning)
- Research & Evaluation

How I Can Help You

- Grant Funding
- Grant Proposal Management and Editing
- Program Planning
- Commercialization of Research

How You Can Help Me

- Brainstorming
- Faculty Perspective
- Mentorship
- Research & Evaluation



Amanda Driscoll

Political Science

adriscoll@fsu.edu

<https://www.amandadriscoll.xyz>

My Interest in Anti-Racism, Equity, and Inclusion

I am an Associate Professor of Political Science and our department's Director of Undergraduate Studies. I recently completed the NCBI Diversity in Leadership 3-day workshop and am working on completing the university's Diversity and Inclusion certificate. I have been a leader in my department on diversity and inclusion-related projects and look forward to learning more about ongoing research and progress on Campus.

Research and Projects

My own research examines the public support for democratic institutions and the rule of law, I have been awarded more than 500K in grant money from the National Science Foundation to understand when and why the public will punish incumbents for their abuses to democratic institutions and the rule of law.

Expertise/Interests

- Political Scientist
- Quantitative methods
- Evidence-based problem solving

How I Can Help You

- Field and survey experimental research designs, cross-national and cross-sectional quantitative analyses, qualitative work based on archival resources and elite interviews.
- Experience working with "big data" and super computing resources
- Advanced statistical analysis
- Experience publishing in top journals
- Successful history of funding from federal agencies
- Fluent in Spanish and Portuguese, regional expertise in Latin America

How You Can Help Me

Tell me more about what you're working on



Daniel L. Fay

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Askew School of

Public Administration & Policy

<https://orcid.org/0000-0002-2812-6110>

My Interest in Anti-Racism, Equity, and Inclusion

- I have previous research examining the effects of various public policies on groups at the intersection of race, ethnicity, sex, gender identity, and education.
- I want to continue to explore how public systems of oppression and marginalization can be dismantled to allow all communities to thrive.
- I want to expand my research beyond public management and public policy to see how other disciplines explore these AEI issues.

Research and Projects

Recent relevant proposals/publications

- Administrative Response to Unintended Consequences of COVID-19: Observations and Implications from Gender-Based Violence in Argentina.
- Collective Bargaining During Times of Crisis: Recommendations from the COVID-19 Pandemic.
- Intersectionality and Equity: Dynamic Bureaucratic Representation in Higher Education.
- Minority Football Coaches' Diminished Careers: Why is the "Pipeline" Clogged?
- Exploring the Antecedents of Veteran Friendly Policies: Diffusion in Complex Governance Arrangements
- Power to do...What? Department heads' decision autonomy and strategic priorities.
- The Political Structure of Policy Diffusion
- Move and Countermoves: Countermovement Diffusion of State Constitutional Amendments

Expertise/Interests

- Public Management
- Public Policy Analysis
- Higher Education
- Gender equity
- Academic research Collaboration

How I Can Help You

- Quantitative empirical analysis
- Social network analysis
- Data management
- Grant proposal development
- Survey-design
- Background in public policy, management, and higher education

How You Can Help Me

- Qualitative methodology
- Disciplinary background in communication, technology, and physical sciences.



Laura Reid Marks

Assistant Professor, Counseling Psychology

laura.reidmarks@fsu.edu

Expertise: Racial Microaggressions, Mental Health, and Risky Behaviors in People of Color.



Lyndsay Jenkins

Associate Professor, School Psychology

ljenkins@fsu.edu

Expertise: K-12 schools, bullying, bystander interventions

My Interest in Anti-Racism, Equity, and Inclusion

Marks

- Racial Microaggressions
- Ways to intervene when third-party observers witness a racial microaggression taking place

Jenkins

- Bias-based bullying and peer victimization
- How to promote and encourage students and teachers to intervene in events considered bullying, microaggressions, and racial abuse

How I Can Help You

- Interdisciplinary Approach
- School-based Intervention
- Measurement of Racial Microaggressions

How You Can Help Me

- Mixed Methods Approaches
- Interdisciplinary Approach
- Assist with Intervention Design

Research and Projects

Bystander Intervention in Racial Microaggressions

- Apply bystander intervention theoretical model to understand why some people intervene when they see racial microaggression
- Develop model for teaching adolescents and young adults to intervene in racial microaggressions





Geoffrey Deibel

Assistant Professor of Saxophone, FSU
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www.Geoffreydeibel.com

My Interest in Anti-Racism, Equity, and Inclusion

- Decoupling the practice of music performance, musicology, and other music-centered disciplines from white supremacist power structures
- Championing the voices of underrepresented or disenfranchised populations through the music I play.
- Seeking out new ways to join forces with others inside and outside of the arts to make sure that our corner of the arts actively practices antiracism and is a mouthpiece for justice, equity, and inclusion

Research and Projects



I play in the [h2 quartet](#), a internationally recognized chamber ensemble. We record the new works of composers and also organize and run the [Great Plains Saxophone Workshop](#), a yearly educational event. I also teach at the [Cortona Sessions for New Music](#), a festival that premieres around 30 new works every summer in Italy.

Expertise/Interests

- Contemporary Music
- Free Improvisation
- Electro-Acoustic Music
- Interdisciplinary Arts Projects
- Social Justice in Music

How I Can Help You

- Provide diverse musical content for your projects
- Be a resource for getting to know the history of social justice within music
- Connection to antiracist organizations, and other artists working for justice and equity

How You Can Help Me

- Connect my work with non-music disciplines
- Continue to help me self-educate in being a voice for change
- Feedback on what our discipline looks like from the outside



I serve on the allyship committee for the North American Saxophone Alliance’s Committee on the Status of Women. We are working to provide resources on allyship to women and underrepresented populations within the saxophone community.



FLORIDA INSTITUTE FOR CHILD WELFARE



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Program Director of Science and Research
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My Interest in Anti-Racism, Equity, and Inclusion

- Dr. Pryce recently published a book chapter on disparity and disproportionality among Black children and families in the child welfare system.
- Dr. Pryce is also currently finalizing a research project on developing a practical framework for addressing racial disparity

The Institute wants to contribute to AEI through:

- Race equity training
- Workforce Well-being and Enhancement models
- Promoting “anti-racist” policies, programs, and practices within child welfare
- Continuing to examine and explore racial disparities and disproportionality within child welfare
- “In-house” equity efforts such as the two-part micro-aggression workshop and anti-racism workshop to help identify our biases

Research and Projects



- **Racial Equity and Inclusion Coaching Program**
 - Working with Office of Early Learning on a Race Equity Learning Exchange and equity coaching program
 - Currently evaluating the coaching program across the state

- **Institute funded two projects in the FY 2018/2019:**
 - University of South Florida examined two different models of treatment programs for crossover youth
 - Broward County Children Services Council examined racial disparity in child welfare removals

- **Workforce Well-being and Enhancement models** are being developed

See more of our projects at:
<https://ficw.fsu.edu/>

Expertise/Interests

- Racial Equity and Inclusion
- Human Trafficking Screening Tool
- Child Welfare Workforce
- Florida Study of Professionals for Safe Families
- Services Integration in Child Welfare
- Kinship Navigator Programs
- Workforce Well-being and Enhancement

How I Can Help You

- Affiliate network can provide connection to social scientists and experts in various areas of child well-being around the state
- Webinar development and training opportunities

How You Can Help Me

- Interdisciplinary collaborators to help promote anti-racism policies in systems connected to child welfare
- Collaborators with experience in evaluation and high-level statistical analyses

Up Next: Sandy Wong



Sandy Wong

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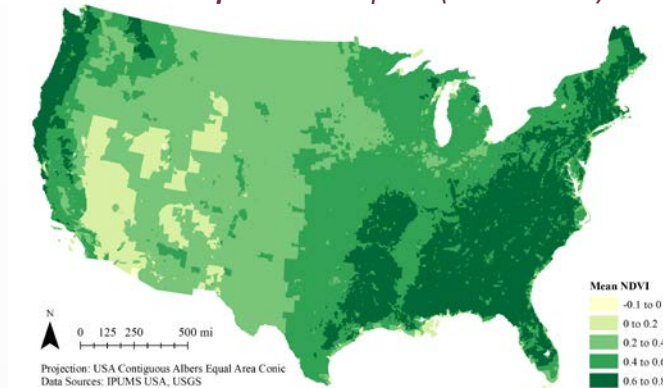
My Interest in Anti-Racism, Equity, and Inclusion

- My research to date concerns issues of inequity and exclusion among people with disabilities.
- Broadly, I study how our social, built, and natural environments influence the mobility and well-being of people with disabilities in the U.S.
- I am interested in a deeper engagement with intersectionality and in integrating race considerations in the spatialities of disability.

Research and Projects

- Green space access among people with disabilities

Map 1. Green space (mean NDVI).



Expertise/Interests

- Disability
- Health Inequities
- Environmental Health

How I Can Help You

- Implement mixed-methods design
- Generate social or physical environmental data in the U.S. and Mexico
- Use GIS software to produce geospatial results
- Use R to generate reproducible code

How You Can Help Me

- Brainstorming projects at the intersection of race and disability
- Access to populations or datasets with both health and geographic data (e.g., residential location)
- Assistance with or mentorship on grant proposals

Relevant Publications

- Disability, wages, and commuting in New York
(<https://doi.org/10.1016/j.jtrangeo.2020.102818>)
- Traveling with blindness: a qualitative space-time approach to understanding visual impairment and urban mobility
(<https://doi.org/10.1016/j.healthplace.2017.11.009>)



Jessica De Leon

Assistant in Research, Division of Research,
and Assistant Professor, Dept. of
Family Medicine and Rural Health
College of Medicine
jessica.deleon@med.fsu.edu

My Interest in Anti-Racism, Equity, and Inclusion

- Conducting research with vulnerable and underserved populations in urban and rural communities to understand and address racial, ethnic and gender health disparities.

My research focuses on:

- Addressing the social determinants of health to promote health equity and improve health outcomes
- Improving healthcare service, access and quality for all patients, including addressing bias, discrimination and racism
- **Building collaborative academic and community research and programmatic partnerships**

Research and Projects



Current Research:

- Barriers and Facilitators to Prenatal Care for Caucasian and African American Women in Leon County
- Hurricane and Health Crises Resilience for Special Needs Rural Populations
- Victim Advocate Perspectives on the Impact of COVID-19 on Domestic Violence in Florida

Recent publications:

- Edgoose, et al. Teaching about Racism in Medical Education: A Mixed Method Analysis of the Need for and Outcome of a Train-the-trainer Faculty Development Workshop. *Family Medicine*. In press.
- Brown Speights, et al. Engaging African American Women in Research: An Approach to Eliminate Health Disparities in the Black Community. *Family Practice*. 2017
- Brown Speights, et al. Exploring the Cultural and Social Context of Black Infant Mortality. *Practicing Anthropology*, 2015

Expertise/Interests

- Cultural and medical anthropology
- Qualitative research
- Community-based participatory research (CBPR)
- Minority health and health disparities
- Disaster preparedness and response

How I Can Help You

- Qualitative research design and methods
- Community-based participatory research (CBPR) and community engagement
- Study design, research planning and project management

How You Can Help Me

- Quantitative design and analysis
- Interdisciplinary research partnerships
- Mixed methods research

- Member, College of Medicine's Council on Diversity and Inclusion
- Member, UF-FSU CTSA Community Engagement Core



Tiffany Rhynard

School of Dance, College of Fine Arts
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www.sistersunitepro.com

My Interest in Anti-Racism, Equity, and Inclusion

- Developing Anti-racist content for dance courses
- Researching the impact of racial trauma on the body
- Telling BIPOC and female centered stories through filmmaking and performance
- Social justice in documentary film
- Strategies for dialogue around anti-racism and social justice issues
- Diversity and Inclusion training and facilitation (recently NCBI certified)

Research and Projects



- *Dance with Me* (interactive installation exploring how we can move together during the multiple current pandemics)
- *Shared Space: Storytelling and Dialogue through the Body* (live interactive performance series)
- *Not My Enemy* (documentary film on African-American soldiers in Vietnam War)
- *Ma Negresse* (narrative film on the power of ancestral spirits and the impact of racial trauma)

Expertise/Interests

- Dance and Choreography
- Documentary Film
- Social justice and film
- Social justice dialogue through movement and text
- Improvisation techniques

How I Can Help You

Facilitate movement activities and exercises for understanding impact of race and social issues on the body with your classes or department.

How You Can Help Me

- Shared discourse on these topics
- Connect to funding resources
- Invite me to your spaces to share my work



Elizabeth Doud, PhD

Curator of Performance
The Ringling Museum of Art
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My Interest in Anti-Racism, Equity, and Inclusion

- Deepening understanding of how inclusion, diversity, equity and accessibility (IDEA) principles can be embedded into curatorial and artist driven projects
- Learn about interdisciplinary opportunities (arts & non-arts) where IDEA initiatives can flourish
- Walking the talk of institutional/organizational equity goals
- Environmental justice and climate justice outcomes through anti-racist work

Research and Projects

As the Curator of Performance at The Ringling, I am responsible for programming performance activities at the museum, including the annual Art of Performance series.



Expertise/Interests

- Performance Practice / Performing Arts
- International Exchange (Latin America and the Caribbean)
- Arts and Climate Change
- Arts engagement with living artists

How I Can Help You

- Provide opportunities for arts collaborations
- Participate as specialist or consultant for specific projects, arts grants

How You Can Help Me

- Prospecting grant opportunities
- Connecting with like-minded peers for collaborations

- Ringling Artist Residencies
- Climakaze Miami
- Siren Arts
- Performing Americas Program

RECENT PUBLICATIONS

The Mermaid Tear Factory: Eco-performance, climate emergencies and activism of the sea (EDUFBA, 2020)



Guangzhi Shang

Department of Business Analytics,
Information System, & Supply Chain
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My Interest in Anti-Racism, Equity, and Inclusion

Are women better at multitasking? Evidence from live-chat agent productivity

- Urban legend: women are better at multitasking than men.
- We do have some empirical evidence for this from psychology and education. Example: when solving a puzzle, the experimental subject is asked to keep track of time. Women does this “dual-tasking” better than men.
- The live-chat service center literature in Operations Management offers a way to quantify the impact of multitasking (serving N customers at the same time) on labor productivity.
- I plan to use this method to shed light on the above urban legend using a large-scale, real-world data.

Research and Projects

Ilk, N., Shang, G., Fan, S., and Zhao, L. J. (2020) Stability of Transaction Fees in Bitcoin: A Supply and Demand Perspective. *MIS Quarterly*, forthcoming.

Ilk, N., Shang, G., and Goes, P. (2020) Improving Customer Routing in Contact Centers: An Automated Triage Design based on Text Analytics. *Journal of Operations Management*, 66(5).

Shang, G., McKie, E.C., Ferguson, M.E., and Galbreth M.R. (2020) Using Transactions Data to Improve Consumer Returns Forecasting. *Journal of Operations Management*, 66(3).

Lu, G. and Shang, G. (2017) Impact of Supply Base Structural Complexity on Financial Performance: Roles of Visible and Not-So-Visible Characteristics. *Journal of Operations Management*, 53-56.

Shang, G., Pekgun, P., Ferguson, M.E., and Galbreth M.R. (2017) How Much Do Online Consumers Really Value Free Returns? *Journal of Operations Management*, 53-56.

Shang, G., Ghosh, B.P., and Galbreth, M.R. (2017) Optimal Retail Return Policies with Consumer Opportunism. *Production and Operations Management*, 26(7).

Expertise/Interests

- Labor productivity in services
- Retail management
- Cryptocurrency economics

How I Can Help You

- Proficient in data manipulation
- Econometrics
- Statistics
- Math modeling
- Economic and management theory

How You Can Help Me

- Interest in debunking this urban legend together
- Expertise that’s not overlapping with mine



Peggy Wright-Cleveland
Director of Faculty Development
mwrightc@fsu.edu

My Interest in Anti-Racism, Equity, and Inclusion

I examine the presentation of race by White American fiction writers between the World Wars. In particular, I examine how Hemingway presented, reinforced, and challenged social constructions of white supremacy and white privilege. I believe understanding more about literature’s role in the social construction of Whiteness can lead to social change in favor of anti-racism, equity, and inclusion.

Research and Projects

Most Recent Publication

Wright-Cleveland, M. (2019). Hemingway's Dialectic with American Whiteness: Oak Park, Edward Said, and the Location of Authority. *The Hemingway Review*, Fall 2019.

Ongoing Projects

Hemingway’s “Soldier’s Home,” the KKK, and the Burning of Black Wall Street

Torrents of Spring: Hemingway’s Satire of American Whiteness

Hemingway’s public image and private writings during his African safari years.

When We Teach Hemingway, We Teach Race

Expertise/Interests

- Critical Race Theory as applied to literature
- Whiteness studies
- The embedding of masculinity into constructions of White Supremacy

How I Can Help You

- Broad knowledge of American culture between the World Wars
- Close reading of literature in dialogue with popular culture

How You Can Help Me

- Knowledge of Critical Race Theory outside a literary context
- Knowledge of Tribal Critical Race Theory
- Knowledge of Decolonization methodologies



Panayotis League

Assistant Professor of Ethnomusicology
Director, Center for Music of the Americas

pleague@fsu.edu

orcid.org/0000-0002-6352-7788

My Interest in Anti-Racism, Equity, and Inclusion

Tracing histories and embodied practices of whiteness in migrant communities through music and dance

Building coalitions between BIPOC and white ethnic researchers based on collaborative activist scholarship

Exploring vernacular forms of music, dance, poetry, narrative, and foodways as holistic matrices of cultural knowledge and theoretical systems

Centering and amplifying the work and voices of anti-racist artists, scholars, and activists through programming for the Center for Music of the Americas

Research and Projects

Echoes of the Great Catastrophe: book on the music and politics of Greek refugees from post-Ottoman Turkey and their descendants

The Araticum Sound: multimedia project considering the accordion as a sonic and affective marker of cosmopolitan indigeneity in Paraíba, Brazil, centering practitioners' voices and agency as primary authors

Ongoing ethnographic and historical research on the role of traditional music, dance, and oral poetry in the consolidation of white ethnic identity among Greek migrants in the American South

Ongoing research on the influence of Black American popular music on the political consciousness of Greek migrant musicians

Expertise/Interests

Greek, Brazilian, Irish music

Ethnographic representation

Performativity

Critical Race Theory

Diaspora/white ethnic studies

How I Can Help You

Bringing an ethnographic and musicological perspective to collaborative research projects

Musical presentations and lecture/demos in classes

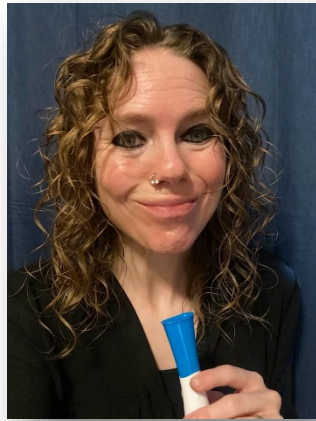
Connections to a broad network of anti-racist music and ethnic studies scholars

How You Can Help Me

Bring your particular expertise to collaborative research projects

Suggest guest artists for CMA events, participate on panels, and promote the Center's work

Visit my classes to discuss your own work and build coalitions between departments



Xan Nowakowski

Medicine - Geriatrics / Behavioral Sciences
xnowakowski@fsu.edu
orcid.org/0000-0002-9072-2482

My Interest in Anti-Racism, Equity, and Inclusion

- Collaborating in supportive teams with colleagues of diverse backgrounds and lived experiences.
- Amplifying and centering the voices of minority professionals consistently and creatively.
- Learning from and sharing with colleagues helping to lead intersectional equity and justice work in their own units.
- Creating meaningful and appropriately resourced advancement opportunities for all minority professionals.
- Mentoring and serving as a role model for fellow LGBTQIA+, ethnic minority, and chronically ill professionals.

Expertise/Interests

- Chronic Disease
- Aging
- LGBTQIA+ Health
- Program Evaluation
- Community Engagement
- Trauma Informed Care

How I Can Help You

- Methodological consultation for specific content areas and participant populations
- Evaluation planning and implementation
- Networking and career development for URM scholars
- Help engaging and supporting patients in research/evaluation

How You Can Help Me

- Consult on AEI practices for clinical education units
- Connect ourselves with new mentees of similar experience
- Approach me about publishing your work—see info at right
- Always offer a virtual participation option—I am at an RC and have cystic fibrosis!

Research and Projects



I serve as the evaluator for both the REACH geriatrics workforce enhancement program and the Florida Asthma Program/Coalition.



I lead qualitative and mixed methods research for the ACTS2 dementia caregiver program and various other interdisciplinary health projects.



I serve as Vice Chair of the Council on Diversity and Inclusion at FSU College of Medicine.



I edit the *Health and Aging in the Margins* book series with Rowman & Littlefield.



Elcin Haskollar, Ph.D.

Global Citizenship Certificate
ehaskollar@fsu.edu

[linkedin.com/in/elcinhaskollar](https://www.linkedin.com/in/elcinhaskollar)

My Interest in Anti-Racism, Equity, and Inclusion

- Identifying university stakeholders and program strategies interested in building inclusive campus communities
- Using evidence-based research to support global learning programs
- Using evidence-based research to examine intercultural and diversity issues in higher education to develop specific strategies to support diverse students
- Connecting with other offices at FSU engaged in campus internationalization to share approaches that make global learning universal and inclusive

In collaboration with Dr. Tanu Kohli Bagwe

Research and Projects

Program	Summary	
	N	%
Global Citizenship Certificate (GCC)	39	33.33%
Collaborative Online International Learning (COIL)	35	29.9%
Global Exchanges	42	35.89%
First Year Abroad (FYA)	1	0.85%
Total	117	100%

Expertise/Interests

- Global learning
- Facilitate AEI programming
- Qualitative and quantitative research

How I Can Help You

- Develop AEI practices in campus units
- Designing global learning curriculum across disciplines
- Support the goals of interdisciplinarity

How You Can Help Me

- Collaborate to develop AEI in research programs
- Collaborate to develop innovative AEI programming
- Grab a coffee with us and talk big ideas!

The Relationship Between Student Characteristics and Intercultural Competence

Recent Proposals/Publications:

- Variables Impacting Intercultural Competence, *Journal of Intercultural Communication Research*
- Impact of COVID-19 on Global Learning, *Diversity Abroad Network*
- Do Demographics Matter, *International Journal of Intercultural Relations*



Annie Grier, MSW

Equity, Diversity & Inclusion Office

agrier@fsu.edu

<https://diversity.fsu.edu/>

My Interest in Anti-Racism, Equity, and Inclusion

The **President’s Council on Diversity & Inclusion** is a standing body of faculty, staff and students throughout the university that work to ensure that FSU creates and maintains a *diverse, inclusive, and equitable* campus for all faculty, staff, students and the communities in which we live and learn.

The **Council** is committed to supporting, celebrating and amplifying research and initiatives related to this campus vision and the diversity goals of the university Strategic Plan.

Research and Projects



President’s Council on Diversity & Inclusion Workgroups are actively leading projects in the following areas:

- Assessment & Research
- Community Relations
- Hispanic Serving Institution
- Speaker Series/EDI-Events
- Sustainable funding for EDI-related work
- Student-led initiatives

Expertise/Interests

- Increase diversity of FSU student body, faculty and staff
- Increase global and cultural competencies in the FSU community
- Increase recruitment, retention and promotion of faculty and staff from underrepresented groups.

How I Can Help You

- EDI Trainings
- EDI Consultations for university Offices, units and departments
- EDI Strategic Planning: Academic & Administrative Toolkit

How You Can Help Me

- Promote Diversity & Inclusion website
- Alert us to faculty and staff EDI-related initiatives and successes.
- Collaborate on EDI-related programs and initiatives
- Join an Affinity Group



Rachel L. Bailey

School of Communication
rbailey2@fsu.edu

My Interest in Anti-Racism, Equity, and Inclusion

- A specific arm of my research program is exploring how race relations in the area of policing are communicated via video and propagated via social media.
- My overall expertise is regarding how message factors interact with individual differences to create different kinds of motivations, intentions, and behaviors.
- My general goal is to understand how different message factors, especially those that work on more unconscious levels, can be used to help individuals to make more nuanced (and often less biased) decisions.

Research and Projects

I'm working on a set of projects currently that examine responses to different types of videos of police-citizen interactions (onlooker vs. body worn). The major focus is whether the camera perspective impacts common racial biases in making judgements about procedural justice, culpability, and decisions on whether to engage politically via social media. Initial data suggest that body-worn camera videos, which create a first-person officer perspective, exacerbate racial biases (black citizens judged as being more at fault, more question of whether/how they violated the law and "deserved" excessive use of force). As these videos are often used in evidentiary proceedings and in the court of public opinion, understanding how camera perspective can change automatic social perceptions in certain types of viewers is highly important.



Expertise/Interests

- Strategic communication
- Message design and evaluation
- Health communication
- Messaging for social change
- Behavioral intervention
- Psychophysiological and experimental methods

How I Can Help You

- I have interesting seed data and several collaborators interested in a larger scale project

How You Can Help Me

- Providing different expertise, foci, and analytic methods
- Having grant administration experience



Arianne Johnson Quinn, Ph.D.

Honors Program Faculty

aquinn@fsu.edu

fsu.academia.edu/ArianneJohnsonQuinn

My Interest in Anti-Racism, Equity, and Inclusion

- Identifying potential research collaborations between students and other faculty
- Connecting my research with that of other faculty on campus in order to make our campus and curriculum more inclusive
- Increasing access to curriculum, research, and other opportunities for students from under-represented backgrounds through mentoring and research training
- Modelling principles of equity and inclusion through research, curriculum building, and teaching

Research and Projects

- Musicologist with training across historical musicology, music theory, ethnomusicology, semiotics, and archival studies.
- Dissertation (Princeton, 2019) was an archival, musical and cultural study of Cole Porter’s London works (1918-1954).
- Current teaching: musical theater/ opera and cultural identity in the FSU Honors Program
- Recent articles focus on issues of musical identity and anti-Semitism in the reception and of Kurt Weill’s London works, gender and sexuality in musical theatre, a textbook on Noël Coward’s musicals, and an ongoing digital archival project for the Noël Coward Archive Trust.
- Book Project (under contract) explores identity and cultural collisions in London’s Theatre Royal, Drury Lane (1920-1970)

Expertise/Interests

- American, British, and German musical theatre
- Native American music of the Southwest
- Politics of identity, and gender and sexuality
- Digital Humanities and Archival studies/archival creation in the 21st century.

How I Can Help You

- Skills in digital archives/digital humanities
- Student-centered research initiatives and mentoring strategies
- Experience in spear-heading student publications on a large scale
- Focus on diversity and inclusion in research and curriculum building

How You Can Help Me

- Assist with grant writing and funding proposals for AEI research and curriculum
- Interest in partnering on diversity-focused publication and research that draws students into faculty research
- Interdisciplinary approaches to curriculum building, mentoring/teaching, and digital humanities



Anna King Mitas

Center for Leadership and Social Change
AmeriCorps VISTA Program Manager
amitas@fsu.edu

My Interest in Anti-Racism, Equity, and Inclusion

- Connecting communities and their members with organizations, services & programs engaged in AEI work
- Collaboration with other offices at FSU to explore using AmeriCorps VISTA resources for anti-poverty initiatives, including AEI
- Support the Social Justice & Social Diversity movement at FSU & the Tallahassee area to create greater change in the local community
- Developing programs that incorporate AEI work with new or existing community initiatives

Research and Projects



AmeriCorps

I am the Program Manager for the FSU AmeriCorps VISTA (Volunteers in Service to America) Program. We have 29 VISTA members serving with Colleges, Universities and non-profit organizations throughout the state. AmeriCorps VISTA members serve as capacity builders for anti-poverty initiatives, developing sustainable programming to eliminate poverty in America. This AmeriCorps grant has been hosted by FSU since 2001.

2019-2020 Grant Cycle Achievements:

- Developed **16** new positions/initiatives,
- Added **7** brand new sites
- Brought VISTA Team from 16 active members to **29**
- **10** of 29 VISTA members are serving multiple years of service
- Over **35,000** combined volunteer service hours in Florida communities
- Programs leveraged over **\$600,000** in resources

Expertise/Interests

- Program Development
- Project Management
- Recruitment & Retention
- Collaborative Team Development
- National Service Initiatives
- Community Engagement

How I Can Help You

- AmeriCorps VISTA resource
- Anti-Poverty program development, planning & sustainability
- Connection to local/state non-profits, higher education & government organizations
- Remote Team Management

How You Can Help Me

- Connect me with additional resources & community partners both local and state.
- Consult on AEI practices in team meetings and trainings
- ASK me to COLLABORATE to develop new VISTA initiatives locally



Stacey Rutledge

College of Education
sarutledge@fsu.edu

My Interest in Anti-Racism, Equity, and Inclusion

- Interest in school reform and improvement in secondary schools in high need, diverse urban contexts
- Focus on improving student academic and social emotional outcomes
- Understanding how educators address equity and inclusion in the context of school reform.
- Teen social media use generally and during the pandemic.

Research and Projects

US DOE grant (\$2.5 million)
“Improving Student Academic and Non-Cognitive Outcomes through Personalization for Academic and Social Emotional Learning” focused on improving secondary schools in high need, diverse urban contexts.

<https://my.vanderbilt.edu/scalingupcenter/>

<https://my.vanderbilt.edu/pasltoolkit/>

Social Media and Schools: An examination of adolescent social media use in and outside of school

<https://studentsocialmediaschools.com/>

Expertise/Interests

- Policy implementation
- Continuous Improvement
- Research-Practice Partnerships
- Secondary schools

How I Can Help You

- Experience with research practice partnerships in school districts
- Qualitative methods
- Improvement science/continuous improvement

How You Can Help Me

- To understand how different sector/disciplines are engaging in anti-racism, equity and inclusion research and practice

All Research Profiles Available at:

[research.fsu.edu/Collaborative Collision](https://research.fsu.edu/Collaborative%20Collision)

Up Next: Alyssa Atwood



Alyssa Atwood

Asst. Professor in Dept. of Earth, Ocean,
and Atmospheric Science

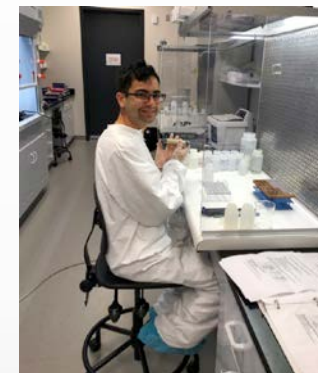
Email: aatwood@fsu.edu

<https://atmos.eoas.fsu.edu/atwood/>

My Interest in Anti-Racism, Equity, and Inclusion

- Develop an anti-racist, equitable, and inclusive environment within my research group.
- Contribute to advancing the geosciences towards a more diverse, equitable, and inclusive discipline.
- Connect with other researchers at FSU and beyond that have similar interests and goals, or that are working directly in AEI research.

Research and Projects



Expertise/Interests

- Past and future climate change in the tropics
- Isotope and trace element geochemistry
- Melding paleoclimate data with climate models and theory

How I Can Help You

- Share resources I have gathered on AEI practices
- Explore collaborative opportunities in geoscience research (through a variety of field, lab, and computational activities)

How You Can Help Me

- Consult on methods of creating and maintaining an anti-racist, equitable, and inclusive culture within my research group, department, and broader research community.

Recently Funded Proposals:

- NSF P2C2: “Response of the Tropical Pacific to the Abrupt Climate Change Event 8,200 Years Ago” (2020-2023).
- NSF MG&G: “The tropical Pacific mean state, annual cycle and ENSO in Holocene corals: a multi-proxy approach” (2019-2022).
- NSF P2C2: The expansion/contraction of the intertropical convergence zone; an emerging mechanism of tropical precipitation changes for reinterpreting paleoclimate records” (2017-2020).



Tamara Bertrand Jones

Educational Leadership & Policy Studies
tbertrand@fsu.edu
orcid.org/0000-0003-1877-1586

My Interest in Anti-Racism, Equity, and Inclusion

- Conducting culturally responsive research to challenges traditional notions of research and offers new ways of thinking.
- Creating synergy between research and practice that supports transformation.
- Creating researchers who can conduct culturally responsive research that supports transforms in higher education so all individuals can thrive.

Research and Projects

Culturally Responsive Socialization:

Mixed methods study of Early Career Professional Development and Socialization for Black women and Black men.

Black Women Doctoral Study

Qualitative study of experiences of Black women doctoral students and recent graduates.

FL Developmental Education Reform

Mixed methods study of DE reform in FL community colleges.

Expertise/Interests

- Qualitative Methods
- Program Evaluation
- Black women in higher ed.
- Diversity, social justice in higher ed.
- Faculty development
- Mentoring, Advising

How I Can Help You

- Qualitative Methods
- Program Evaluation
- Developing a Research Team
- Advising and Mentoring Diverse Students

How You Can Help Me

- Quantitative Methods
- Scaling Up
- Dissemination

PURPOSE

PARTNERS UNITED FOR RESEARCH PATHWAYS
ORIENTED TO SOCIAL JUSTICE IN EDUCATION

Preparing students for education doctoral study



Nancy T. de Grummond

M. Lynette Thompson Distinguished
Research Professor of Classics
ndegrummond@fsu.edu
ORCID [0000-0002-4338-0192](https://orcid.org/0000-0002-4338-0192)

My Interest in Anti-Racism, Equity, and Inclusion

- Member of the Committee on Diversity, Equity and Inclusion in the Department of Classics
- Founding member and team teacher in FSU's first Women's Studies Course: Women in Western Culture: Images and Realities, 1985
- Founder and professor of CLT3378, Ancient Mythology East and West (Multicultural), 1995-present
- Pursuit of Student Career Success
- Strong commitment to Study Abroad

Research and Projects

- Currently surveying post-graduate employment among Classics students
- Planning Career symposia for undergrads and grad students In Classics
- Organizing new instruction units in CLT3378 on "Black Myths Matter"
- Classics DEI Committee is launching a climate study among graduate students with close attention to DEI

Expertise/Interests

- Archaeology of Ancient Italy
- World mythology
- Religion in Ancient Italy
- African and African/American Myth and Ritual

How I Can Help You

- Representative from the Humanities area
- Open mind

How You Can Help Me

- Seeking to increase diversity in the academic disciplines of European traditions
- Eager to learn more about how other segments of FSU are making progress in AEI.



Sara Scott Shields, PhD
Associate Professor



Rachel Fendler, PhD
Assistant Professor

Department of Art Education

skshields@fsu.edu

rfendler@fsu.edu

www.civicarted.com

My Interest in Anti-Racism, Equity, and Inclusion

- Developing culturally responsive, place-based, anticolonialist curriculum in support of youth civic engagement.
- Creating interdisciplinary educational practices that bridge art education and other fields (social studies, political science, and others).
- Providing young people with competencies to support their agency as civic actors.
- Establishing an approach to civics education that is responsive to, inclusive of, and in the service of communities whose status as civic actors is frequently called into question.

Research and Projects

CURRICULUM DEVELOPMENT FOR A NEW CIVIC LANDSCAPE

Ongoing. Funding pending

Teams of art and social studies teachers develop culturally responsive, place-based, anticolonialist curriculum in support of youth civic engagement.

Project will result in open source curriculum materials for secondary classrooms.

TALLAHASSEE FOOT SOLDIERS, CHANGE MAKERS THEN & NOW

2018-2020. Funding from CRC AHPEG (\$20000)

Teens explored the legacy of the civil rights movement in Tallahassee – visiting historical sites, state archives, and speaking with activists – and created art to draw connections between then and now. This study was used to analyze how an art education curriculum contributes to youth civic engagement.

Publications: Shields S. S., Fendler, R., & Henn, D. (2020). A vision of civically engaged art education: Teens as arts-based researchers. *Studies in Art Education* 61(2), 123-141.

<https://doi.org/10.1080/00393541.2020.1740146> ; Fendler, R., Shields, S. S., & Henn, D.

(2020). #thefutureisnow: A model for civically engaged art education. *Art Education*. 73(5), 10-15. <https://doi.org/10.1080/00043125.2020.1766922>

Expertise/Interests

- Art education, artistic research
- Curriculum development
- YPAR
- Civic engagement

How I Can Help You

- Youth participatory action research through community engagement projects
- Research collaborations with classroom teachers
- Knowledge of art, protest art, visual culture and youth activism
- Qualitative and arts-based methods

How You Can Help Me

- Seeking partnerships with teams addressing equitable and inclusive approaches to civic engagement
- Seeking partnerships with teams outside the arts open to interdisciplinary research



Lilian Garcia-Roig

Professor & Chair Art Department
lgarciaroig@fsu.edu

My Interest in Anti-Racism, Equity, and Inclusion

As a Cuban-Born, Texas-raised person who went through college and graduate school with no women or people of color as role models or mentors and has spent 30 years in academia- (usually as the only person of any color), I have seen and experienced many different forms of racism and sexism and have tried to help students who feel like they might not fully (yet) belong-

Research and Projects

I have several ongoing bodies of work so going to my website at : liliangarcia-roig.com is best way to get a feel for what I do and have done--

My most extensive bodies of works (*Cumulative Nature & Hyperbolic Nature* series) feature large-scale, on-site painting installations of dense landscapes that overwhelm the viewer's perceptual senses.

My newest works, the "*Hecho Con Cuba*", *Hyphenated Nature* and *Re-collecting Roig* series represent reflections on a personal and collective narratives of the Cuban diaspora, as well as my enduring preoccupations with nature and color theory.

Expertise/Interests

Studio Art; specifically painting & drawing
+ Latinx works (with an emphasis on Cuba) + botanical & nature-based themes

How I Can Help You

My 30+ years of being in academia could be useful- Could serve as a mentor/advocate for students who find themselves without one-

How You Can Help Me

Would like to educate myself on the most recent discourse around these issues and resources available to help fight them- - for both our students and faculty



Hank Bass

Department of Biological Science

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orcid.org/0000-0003-0522-0881

[LAB WEB PAGE](#)

[NSF Outreach Page \(FAMU FACE\)](#)

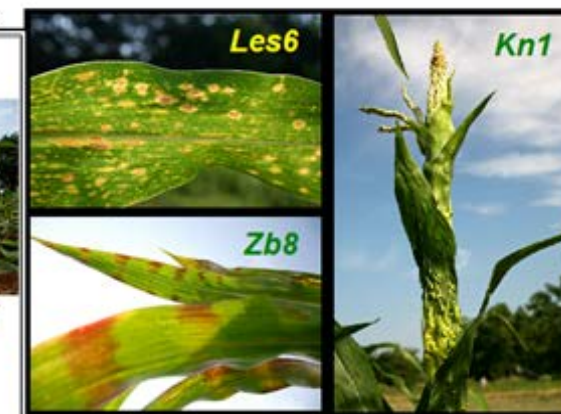
My Interest in Anti-Racism, Equity, and Inclusion

- **Education** – engaging youth in STEM and plant genetics
- Sharing human and educational resources
- Developing classroom hands on genetics kits
- Finding local schools/communities combining STEM with AEI
- Reaching under-represented youth early and repeatedly
- Build on **FSU-FAMU partnership** for both university research and summer (FACE) programs for area high schools (retired FAMU colleague Dr. **Kome Onokpise**)

Research and Projects



B J Doster's Maize Mutant Photos



Expertise/Interests

- Genetics, Plant Science
- Lab & Field Outreach
- Science Education
- Maize Mutants for STEM
- Kids Science Book

How I Can Help You

- Biology perspective
- Organizer (web, Google Drive)
- Liaison to FAMU FACE summer program
- Share experiences training diverse groups of students
- Contribute positive energy

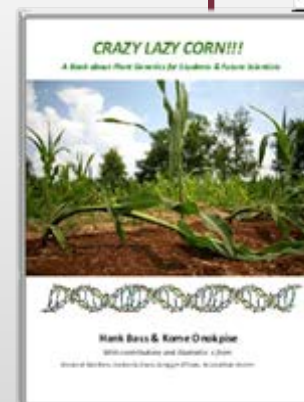
How You Can Help Me

Outreach Assessment for *Crazy Lazy Corn!!!* book

Connect with teachers & Students

Classroom kit & STEM curricula development

Spanish translation & open/online access



All Research Profiles Available at:

[research.fsu.edu/Collaborative Collision](https://research.fsu.edu/Collaborative%20Collision)

Up Next: Jessica Ingram



Jessica Ingram

(she/her/hers)

Assistant Professor, Dept. of Art

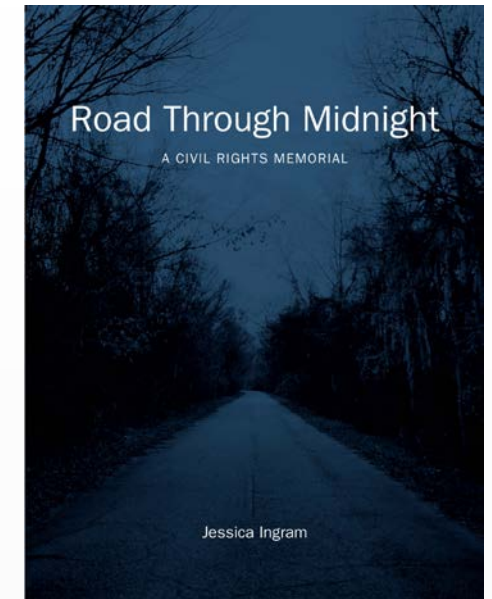
jingram2@fsu.edu

<https://art.fsu.edu/jessica-ingram/>

My Interest in Anti-Racism, Equity, and Inclusion

- Storytelling and re-mem-bering as a strategy for building empathy and facilitating healing
- Applying creativity and labor to the work of reckoning with the legacy of white supremacy in the United States
- Training for impacting my organization in anti-racism and bias awareness in curriculum development, hiring, and teaching

Research and Projects



Expertise/Interests

- Archive, Photography, and Multi-Media Storytelling
- American South
- Social Justice
- Women and Migration stories
- Education – High School
- Incarceration
- Creating new archives

How I Can Help You

- Knowledge of American South and Civil Rights histories
- Creative applications and experience with large scale public multi-media commissions
- Creative strategic approaches to visualizing data

How You Can Help Me

- Building online platforms for multi-media storytelling related to social justice
- Perspectives/expertise/stories/access re: education, incarceration, migration stories
- Access to archives – personal & institutional

- Road Through Midnight: A Civil Rights Memorial (UNC Press, 2020)
- Women and Migrations International Working Group (NYU)
- Archive as a Tool of Resistance (in development)



Heather Flynn, PhD

College of Medicine

Behavioral Sciences and Social Medicine

FSU Center for Behavioral Health Integration

My Interest in Anti-Racism, Equity, and Inclusion

- Building teams to integrate health equity research into primary care and mental health integration projects
- Perinatal Mental Health Disparities
- Working with communities, agencies and organizations to integrate mental health

Research and Projects

- *Implementation of Pediatric Behavioral Health Integration*
- *Development of a Statewide Maternal Mental Health Resource Directory in Florida*
- *Behavioral Health Integration in Gadsden County*
- *Psychological and Medical Factors in Pain and Opioid Use in Orthopedic Practice*

Expertise/Interests

- Mental Health Engagement and Treatment
- Perinatal Mental Health Disparities
- Community Partnerships

How I Can Help You

- Liaison with mental health entities in the community and nationally
- Mental health related research questions and projects
- Maternal-Child related research.

How You Can Help Me

- Need expertise on health disparities methodology
- Interventions to reduce health disparities



Svetlana Pevnitskaya

Department of Economics
spevnitskaya@fsu.edu

My Interest in Anti-Racism, Equity, and Inclusion

- Identifying collaborators with complementary interests and skills.

Research Questions:

- Identify and measure the impact of inclusion/exclusion beliefs on actions and decisions
- Mechanisms to improve decisions promoting equity and inclusion
- Economic, emotional, behavioral costs and impacts of exclusion

Research and Projects



My research combines economic theory and experimental economics methods to study behavior and decisions in various economic situations. I am also investigating the behavioral aspects of economic decisions, and models that explain those decisions, including uncertainty aversion and other regarding preferences.

Expertise/Interests

- Experimental Economics
- Game theory and Decision making
- Behavioral Economics

How I Can Help You

- Theoretical framework of social phenomena
- Controlled experimental design to investigate hypotheses and identify phenomena
- Investigation of incentive-based mechanisms
- Interdisciplinary research

How You Can Help Me

- Share your experience working in this area, particularly social, psychological, legal, practical, etc. perspectives
- Identify important aspects that lack full understanding and remain unresolved
- Share your methods to identify collaboration areas

Selected recent papers/projects:

- Information Aggregation in Social Networks (with Chris Brown)
- Rewards and Punishments in Bargaining (with Dmitry Ryvkin)
- The Effect of Feedback on Performance of Charity Auctions (with Robert White)



Denise Bookwalter

Professor, Department of Art
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<https://scap.art.fsu.edu/fsu.edu>

<https://denisebookwalter.com/home.html>

My Interest in Anti-Racism, Equity, and Inclusion

- Creating more diversity and inclusivity in the field of artist books
- Publishing underrepresented artist, writers, and narratives
- Presenting narratives and histories for social change

Research and Projects

Founded in 2009, Small Craft Advisory Press (SCAP) is an artists' book press at Florida State University's [Facility for Arts Research \(FAR\)](#). Our mission is to enable artists and scholars to create artists' book editions that push the boundaries and traditions of the book arts.



small craft advisory press

Expertise/Interests

- Collaboration in the Arts
- Book Arts
- Printmaking

How I Can Help You

- Interdisciplinary artist book projects
- Alternative publishing
- Collaboration in the Fine Arts

How You Can Help Me

- Assist with connecting artist, writers and scholars in diverse and inclusive collaborative teams
- Identify collaborators within the FSU community and beyond



Oyster Boat: Letterpress printed hand bound series



Choeta Chakrabarti

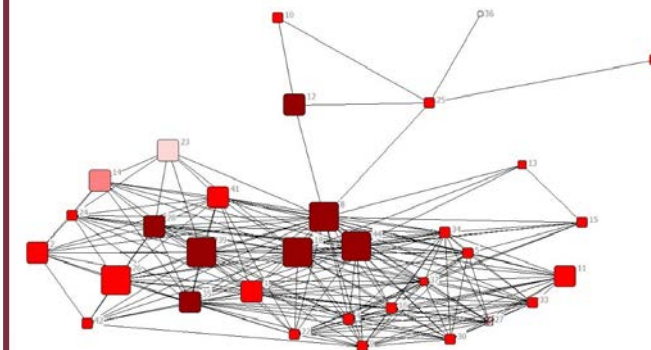
Department of Anthropology
cchakrabarti@fsu.edu

anthro.fsu.edu/dr-choeta-chakrabarti

My Interest in Anti-Racism, Equity, and Inclusion

- White nationalism and White Supremacy in America- identifying ways in which they are circulated and maintained in contemporary America
- SDoH and Health Outcomes: Health disparities by race and ethnicity
- Develop new interdisciplinary collaborative projects to explore new avenues for AEI research
- Intersectionality of race, gender, sexual orientation and other forms of identity
- Disproportionate impact of current events on people of color

Research and Projects



I examine the effects of personal network composition on the maintenance of racist ideas among far-right groups

Expertise/Interests

- Network Analysis
- Qualitative research methods
- Cognitive anthropology: free lists, cultural consensus analysis
- Focus group interviews, ethnographic interviews

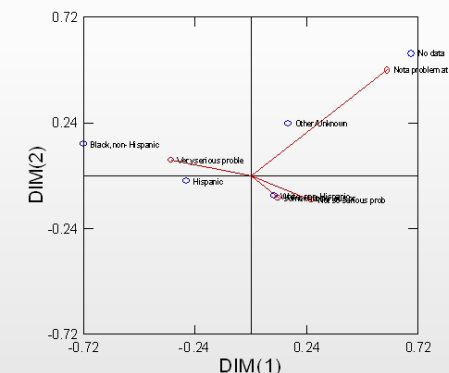
How I Can Help You

- Grant proposal development
- Mixed-methods research design
- Interdisciplinary perspective
- Develop technical reports

How You Can Help Me

- Development of a multi-disciplinary project to examine the development of white nationalist ideology in the current political climate
- Examine Covid-19 health disparities by race/ethnicity
- Develop collaborative efforts to identify new areas of AEI research

Correspondence Plot



I also examine the correspondence between social variables like race, education, age and media exposure, and support for far-right ideology. The above diagram demonstrates the correspondence between race and opinions on prejudice against minorities



Lara Perez-Felkner

Associate Professor of Higher Education
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My Interest in Anti-Racism, Equity, and Inclusion

- Newest line of work, looking for funding/collaboration:
 - Inequality in H.S. & College Students' Pathways Socioeconomic, Educational, and Health (including Food and Housing Insecurity) Outcomes
- Gender and Racial/Ethnic Disparities in STEM Postsecondary Experiences, Outcomes, and Careers
- Enhancing BIPOC & Latinx Communities and Experiences in Higher Education

Research and Projects

RESET – Research on Equity in Science, Engineering, and Technology projects focus on how ability beliefs, active learning, mentoring and research opportunities, and supportive social contexts influence persistence toward STEM research careers, with a focus on broadening participation in science, engineering, and technology in higher education and postsecondary careers.

HEPP – Higher Education Persistence Pathways initiatives investigate the structures and supports which can foster postsecondary student success among underrepresented students, especially women, Black and Latino students, and low-income students who may also be the first-generation in their family to go to college. This research draws on sociological and life course frameworks to understand constraints and opportunities which can contribute to longer-term outcomes.

See also: <https://perezfelkner.com/>

Expertise/Interests

- Race-, class- and gender-based disparities in pathways to postsecondary education and careers
- Gender inequality in STEM
- Sociology of education, Human Development
- Experimental, survey, and mixed methods study design

How I Can Help You

- Research design for projects involving RCT experiments, mixed methods integration, and/or surveys
- Evaluation and educational research partnership on STEM and other equity- and opportunity-expansion projects
- Data analysis and collaborative interdisciplinary writing

How You Can Help Me

- Collaborate on research projects using experiments and surveys, and as a qualitative partner for mixed methods research
- Interdisciplinary partnerships around high school, community college, and community partner interventions
- Collegiality & funding opportunities



OFFICE OF RESEARCH DEVELOPMENT



Website: ORD.FSU.EDU

Email: ORD@FSU.EDU

- **Proposal management** for large, multidisciplinary efforts
- **Funding opportunity** identification
- **Collaborator Identification** Events & Services
- **Professional Development** (workshops, resources, funding training module coming soon)
- Examples of **successful proposals**
- **Proposal Editing**
- **Limited Submissions** Oversight
- The Council on Research & Creativity **management**
- **Early-Career Grantsmanship**

FSU **RESEARCH** 
Advancing Creativity and Innovation

Dr. Laurel Fulkerson

Associate Vice President for Research and Professor of Classics

COLLABORATIVE COLLISION @FSU



Thank You!

Beth Hodges, ORD

Evangeline Ciupek, ORD

Cece Pierre, ORD

Laurel Fulkerson, Office of Research

Michelle Douglas, EDI Office

Annie Grier, EDI Office

Maxine Montgomery, Professor of English

Jimmy Cole, University Relations