DIVERSITY & INCLUSION IN LEADERSHIP AND ORGANIZAITONS

Strategic Diversity Consultation, Planning and Implementation
Dr. Ahmed draws from his diverse experiences across diverse higher educational and organizational settings to offer consultation, training and facilitation for all aspects of Diversity Strategic Planning and Implementation. This may involve and include single and multi-day residencies and/or ongoing organizational consultation over an extended time horizon of many months or years.

Intercultural Leadership Development
Among the array of perspectives on Leadership, most tend to focus on positional and individual achievement. These approaches to leadership typically reinforce the message that individuals should operate according to dominant cultural norms in order to succeed. What happens when we begin to conceive of leadership in a fundamentally different way that accounts for the need for intercultural skills? This workshop will engage participants in cultivating intercultural skills as necessary for effective leadership in the 21st Century. In this process, the goal will be to cultivate leadership that emphasizes community development, inclusion and equity rather than individual achievement.

Identity and Inequity: Engaging the complexity to address the challenges of 21st Century Intercultural Leadership
Navigating the complexity of similarities and differences is no easy task. It involves an understanding of one's own identity in relationships to others. One of the greatest challenges in this involves understanding how inequity impacts our identity and experiences. What are the core skills needed to navigate our complex identities while also addressing the challenges in the inequity that remains in our world today? How do we navigate culture and history while challenging prejudice and stereotypes? This session will engage participants on the core skills that are needed to address these challenges in order to become effective 21st Century Intercultural Leaders.

Adapting to Change: Proactive Embedding of Diversity Strategies in the Trump Era
Like many aspects of our world, the Trump era brings a tremendous amount of uncertainty to the work of Diversity and Inclusion in higher education. Given this reality, it will be critical in the months and years ahead for administrators to prepare for changing circumstances and resources that are likely coming to many institutions. This session will present ideas on potential proactive strategies that can mitigate the many challenges that may emerge in a rapidly changing higher educational landscape. Participants will also brainstorm and exchange ideas to serve as resources for one another based on current realities and potential changes that may emerge in the future.

Intercultural Leadership Development with a Commitment to Social Justice
Women, People of Color and LGBTQIA people have consistently been bombarded with Eurocentric, patriarchal and heteronormative conceptions of Leadership that focus on positional and individual achievement. These approaches to leadership typically reinforce the message that individuals from marginalized identities should assimilate and give up their identities in order to advance and succeed. What happens when we begin to conceive of leadership in a fundamentally different way that accounts for the intercultural skills that People of Color, women and queer folks (and other marginalized identities) already have because of shifting and

adapting between multiple contexts? Is it possible to engage leadership development in a less Eurocentric, patriarchal and heteronormative way that elevates decentralized collectivism and intercultural competency skills as implicit in effective 21st Century leadership? This program will reframe the whole discussion on leadership in order to guide individuals on a path that honors our ancestors and values all of who we are as diverse and dynamic human beings.

Dismantling the 'U.S. versus International' Dichotomy: Creating Synergy between Intercultural and Diversity/Social Justice Approaches
Intercultural approaches are often adopted by those in organizations who engage in international and 'global' efforts while Diversity and Social Justice approaches tend to be viewed as only applicable in U.S. contexts. As the trend of 'Globalizing' Business, Higher Education and other sectors rapidly accelerates, there are many missed opportunities due to the lack of synthesis of the two approaches.   This dichotomy often prevents us from understanding the relationship between local and global factors that impact our ability to engage constituencies holistically. For example, by engaging issues related to immigration and more specifically undocumented people in only one of these approaches, it prevents us from understanding the relationship between local and global factors impacting diverse contextual realities around the world. In addition, the integration of these approaches better highlights the historical context and inequities created from power dynamics that must be considered in order to effectively navigate intercultural realities in our world today.

<div align="center">DIVERSITY & INCLUSION IN EDUCATION AND ON CAMPUS</div>

Faculty Development Workshop on Inclusive Pedagogy: Classroom Teaching Strategies
As educational institutions continue to cultivate strategies to create diverse and inclusive climates; there has been increased focus on student experiences in the classroom. This workshop will be an opportunity for faculty to engage the core intercultural skills that strengthen their ability to facilitate learning in diverse classrooms. In addition, faculty will consider what assumptions often exist in classroom settings and how to engage in pedagogy that can create a more equitable and student-centered learning environment. Finally, faculty will explore how to facilitate difficult conversations and other methods that support dynamic and inclusive learning environments for students.

Engaging Challenging Dynamics in the Classroom
Instructors often encounter a myriad of challenging issues and circumstances that emerge in our classrooms. These issues may include divergent expectations, inappropriate comments, difficult and controversial topics, and/or a lack of shared identities and background with students. This interactive session will give participants opportunities to reflect, engage and discuss how to create a learning and student-centered environment, set a context that can effectively address challenging classroom dynamics, and better embrace the learning opportunities that emerge from difficult moments. The goals of this workshop are to: enhance participants' awareness of the complexities of challenging classroom dynamics, explore teaching practices that foster an inclusive and equitable learning environment, and discuss strategies for attending to challenging classroom dynamics and facilitating difficult class discussions.

Globalizing Higher Education through Diversity, Social Justice and Intercultural Communication

In recent years higher education in the United States has been trending towards a discourse of "globalizing" our campuses and curriculum. As this trend continues, the role of Global Intercultural Education has rapidly grown with a focus on increasing international student populations, sending students abroad, and embedding global topics and requirements into curriculum. This shift in focus has often been at odds with traditional discourses and historical issues related to U.S. Diversity, Equity and Social Justice issues in Higher Education. This session will present opportunities to synergize Intercultural and Global Educational issues in Higher Education with Diversity and Social Justice frames in order to help foster ideas that can support the development of diverse, inclusive and globalized campus communities with a commitment to social justice.

Workshop on Allyhood and Campus Hate/Bias Bystander Intervention
Acts of hate, bias and discrimination occur on college campuses every day. As a community, such acts undermine the sense of inclusion that various members feel while engaging and participating in it. However, as members of a campus community, we are not helpless bystanders to these actions and realities that occur. Given this, many wonder what can be done to address such incidents when they occur. How can we address such incidents when we witness them occur? This interactive workshop will encourage participants to explore and engage 'bystander intervention' and 'allyhood'. What does it mean to be ally? What actions should we take when we are bystander to acts of hate, bias and/or discrimination? What obstacles and barriers need to be overcome in order to develop effective actions that can interrupt these acts as they occur? In the workshop, participants will develop strategies that can be effective and help overcome fears that may exist in making interventions.

Utilizing Intercultural and Social Justice Frames to Build Inclusive Student Affairs Practices
In recent years, Student Affairs has been evolving in a manner that seeks to support ever-diversifying student populations. As this trend continues, it can be important to draw from a diverse set of theoretical frames to develop inclusive best-practices. Furthermore, it is important to recognize the need for Student Affairs professionals to develop and model the inclusive practices and behaviors that we seek to instill in students. This session will draw from Intercultural Development and Social Justice frames to engage skills that can support efforts to help foster an inclusive campus community.

Building Multicultural Student Coalitions
Students of Color continue to face immense challenges on the campuses of Predominantly White Institutions. As students constantly seek to organize to address their challenges on campus, often times divides within and across communities prevent their voices from heard. This session will equip students with the skills and tools needed to build coalitions that can legitimize issues and concerns that need to be addressed.

Diasporic Dialogues: Creating opportunities for understanding between International Students and U.S. Students of Color of shared ancestry on campus
International Students and American Students of Color with shared ancestry often are at odd with each other on college campuses in the United States. For numerous reasons, there are unnecessary divides that inhibit powerful connections that can be empowering and educational for both populations. This session will explore the challenges and opportunities in creating and facilitating spaces with students of shared ancestry for the purpose of developing a deeper

understanding of one another and the societies in which they have been living in prior to their lives on campus.

Diversifying Study Abroad Programs
Study abroad programs throughout the United States are growing at a rapid pace as part of the increasing trend to "Globalize Higher Education". However, most of these programs are disconnected and insulated from broader conversations of Diversity and Inclusion on college campuses. Meanwhile, it is widely understood that Students of Color are dramatically underrepresented in study abroad programs. Although some efforts to diversify study abroad have been made, few programs have developed effective practices to achieve success. Much of the problem is rooted in the entire framing and implementation of the study abroad process from pre-departure to re-entry. Resources are often geared towards White American perceptions in a manner that is inconsistent with the perception and experiences of most people of color. In addition, engagement of local cultural contexts can also be problematic. This session will engage participants in practices that can support the development of inclusive study abroad practices for diverse student populations as well as locals in host countries.

Addressing Islamophobia: Proactive Efforts to Address Hate and Bias on Campus
The post-9/11 era in the U.S. has exposed a significant degree of prejudice and bigotry towards Muslim people. More recently, aftermath of the 2016 Presidential election has exacerbated the broad vilification of Muslims to serve political agendas. In 2012, a violent hate-motivated attack on a Sikh temple in Wisconsin highlighted the fact that Islamophobia is not just an issue that only impacts Muslims in America. Meanwhile, underscored by the horrific murders of three UNC students, there continues to be widespread racial profiling, hate crimes and bullying throughout the country and on our campuses. In light of this reality, questions remain regarding what administrators and faculty on campuses can do to proactively address these issues. This workshop will educate and update participants on the current realities related to Islamophobia and will challenge participants to develop practical steps that can be made on their respective campuses to address the issue.

ISLAM & ISLAMOPHOBIA

Addressing Islamophobia: Dispelling Myths to Break down Barriers
The post-9/11 era in the U.S. has exposed a significant degree of prejudice and bigotry towards Muslim people. More recently, as a result of the 2016 Presidential election, broad vilification of Muslims has served political agendas resulting in calls for bans, registries and other civil liberty threats to the lives in Muslims in America. In addition, there have been dramatic increases in hate crimes against Muslims due to the toxic climate of hateful rhetoric. In 2012, a violent hate-motivated attack on a Sikh temple in Wisconsin highlighted the fact that Islamophobia is not just an issue that only impacts Muslims in America. Meanwhile, underscored by the horrific murders of three University of North Carolina students, there continues to be widespread racial profiling, hate crimes and bullying in educational environments throughout the country. This program will benefit participants interested in learning more about Islam and Islamophobia, providing needed context to bridge divides.

Secularism, liberalism, Islamophobia and the reproduction of Whiteness
Post-9/11 United States has been has unveiled Islamophobia as an increasingly prevalent phenomenon. An issue of both religion and racism, Islamophobia has not only been a

phenomenon of the religious right wing in the United States, but also of so-called "liberal secular humanists" including Bill Maher and Sam Harris. Such individuals not only demonize all religions, but hold particular disdain for Islam. This session will examine how whiteness in relationship to secular humanism helps foment Islamophobia in the United States.

Islam and Hip Hop
When one explores the world of Hip Hop artists in America, it may be noticeable that there is a disproportionate representation of artists who profess their relationship to Islam. Artists like Mos Def, Jurassic 5, A Tribe Called Quest, Brother Ali and Lupe Fiasco are some of the numerous artists that identify as Muslim. Why is there such a huge overlap between Hip Hop and Islam? In exploring the history of Islam in Black America, the pervasiveness of Muslims in Hip Hop becomes less surprising. This session will unveil a historical continuum of Islam in relationship to the Black oral tradition of rhythmic storytelling. Starting in West Africa, the continuum extends through the Middle Passage later manifesting in the 20th Century through figures like Muhammad Ali and Malcolm X and continues on in modern Hip Hop culture. Finally, this session will also explore the political and social impact of Hip Hop across Muslim populations around the world.

Dismantling the Dichotomies: A Post-Orlando Discussion on Islamophobia, Homophobia, Anti-Blackness and Anti-Immigration
The horrific mass shooting at Pulse nightclub in Orlando was framed as an act of Islamic terrorism directed towards the LGBTQIA community on Latin night. In the process, the incident potentially positioned the Muslim community at odds with the LGBTQIA community as if they are distinctly separate identities and groups. However, as more information about the shooter emerged, it became evident that the circumstances of the incident may have been more complicated than originally framed. In the process, the complicated intersections that exist in the real-world lives of individuals became a salient factor in the horrific nature of the incident. This discussion will explore Islamophobia, its implications and the intersections with other social identities with regards to the importance of coalitions and solidarity across communities in the face of hate and discrimination.

Courageous Conversation about Islamophobia
Islamophobia is often tied to deep and complex fears, anxiety, prejudice regarding Islam, Muslims, Arabs and other groups often subject to the implications of Islamophobia such as Hindu and Sikh South Asians amongst others. Many of these fears are rooted in modern as well as generational messages both implicit and explicit that have shaped perceptions. This session is a facilitated dialogue to openly and honestly explore these complex issues and their implications in our work as social justice educators.

Islam: Beyond the Myths, Breaking down the Barriers
Despite many perceptions, most non-Muslims in the U.S. know little about the actual religion of Islam. In fact, it takes minimal information to break down the myths that many carry. What are the tenants of the faith and who are its followers? What does history tell us about Islam and what is its relationship to the Judeo-Christian tradition? What does this history tell us about the so so-called "Islam vs. the West" reality today? This session will share basic facts and information about Islam and explore the immense possibilities to bridge the divides.

A Journey through Islam and White Islamophobia
Among the many abhorrent issues that emerged during the 2016 Presidential election, Donald Trump's call for a ban of Muslims to the United States was among the most disturbing. Although the entire post-9/11 era has been filled with hateful rhetoric and violent acts directed towards Muslims, Islamophobia has never been more rampant and overt than it is today. An issue of both religion and racism, this toxic climate has resulted in dramatic increases in hate crimes against Muslims and those perceived as Muslims. Using personal narrative, this session will dispel basic misconceptions about Islam and educate conference on the current state of Islamophobia in America.

Engaging Islam: A Perspective for Educators
Islam is a religion with over 1.7 billion followers in the world comprised of individuals across diverse cultures. Although there are a multitude of Muslim societies, there are cultural connections that often exist across many contexts. As a result, intercultural engagement with Muslim identities around the world can be complex and even confusing. Meanwhile, the post-9/11 era has enhanced focus, conflict and engagement with Islamic societies and groups in Europe and North America unveiling significant profiling, prejudices and bigotry directed at Muslim people and communities. With growing immigrant populations as well as associations with violence and terrorism in media representations, there has been an enhanced need for engagement and understanding requiring greater education and context. Meanwhile, war and colonialism that has impacted numerous regions are often misunderstood in regards to the implications of navigating present-day circumstances. This workshop will explore how educators can help to bridge divides as related to Islamic identities and societies. Through facilitated dialogue, discussion and contextual exploration participants will address issues of Islamophobia and consider how to support processes that foster healing and understanding.

Post-9/11 Islam in America
After the 2001 attacks in New York City, reality for millions of Muslims in the United States dramatically changed. A community predominantly comprised of Black Americans and non-European immigrants, American Muslims were relatively unknown to non-Muslims in the United States prior to 9/11. Suddenly, millions of Muslims from diverse backgrounds were forced to answer for extremists who attacked their country. As suspicions mounted, racial profiling and discrimination have increased forcing the Muslim community to adapt to its new circumstances. Who are Muslims and why did most Americans know so little about them? What does the future hold for this community as they continue live in a society that continues to vilify their religion? This session will address the historical reality of Muslims in America and the dramatic shifts that occurred since 9/11.

Islamophobia and Asian-Americans
The post-9/11 era in the U.S. has exposed and enhanced a significant degree of prejudice and bigotry towards Muslim people and those who may be perceived as Muslim. In the 2012, a Sikhs temple in Wisconsin was attacked resulting in numerous deaths of practicing worshipers. The attack emphasized the vulnerability of a wide variety of Asian-American identities and communities that are subject to the vilification and hatred perpetuated by Islamophobia in the United States. Beyond just the vast Muslim populations in Indonesia, Malaysia, Singapore and throughout South, Southwest and Central Asia (not to mention large minority populations in China, Thailand and Philippines; there remains absence of a critical conversation regarding the implications of Islamophobia in relationship to the broader APIA

community who are increasingly subject to racism, profiling and violence that results from it. This session will engage the discussion in regards to how Asian-Americans can better address this ongoing issue on our campuses and throughout American society.

Allyhood and Campus Hate/Bias Bystander Intervention to confront Islamophobia and Anti-Semitism
Acts of hate, bias and discrimination occur on college campuses every day. As a community, such acts undermine the sense of inclusion that various members feel while engaging and participating in it. However, as members of a campus community, we are not helpless bystanders to these actions and realities that occur. Given this, many wonder what can be done to address such incidents when they occur. How can we address such incidents when we witness them occur? This interactive workshop will encourage participants to explore and engage 'bystander intervention' and 'allyhood'. What does it mean to be ally? What actions should we take when we are bystander to acts of hate, bias and/or discrimination? What obstacles and barriers need to be overcome in order to develop effective actions that can interrupt these acts as they occur? In the workshop, participants will more specifically develop strategies that can be effective and help overcome fears that may exist when making interventions regarding Islamophobia and anti-Semitism.

<div align="center">HIP HOP</div>

From the Griot to Hip Hop: The Oral Tradition as Pedagogy in Islamic Black America
This session will explore the role and relationship of the Islamic oral tradition in West Africa as related to Hip Hop. In doing so, a historical continuum from Atlantic Slave Trade into modern contexts will be unveiled in which Islam remains an ongoing dynamic in modern rap music. Through qualitative research, participants will hear the voices of Black Muslims in Hip Hop today, articulating their experience with Hip Hop as an ongoing mode of social-emancipatory transformational learning and liberatory praxis. In doing so, Eurocentric educational structures and paradigms will be challenged in relation to African and indigenous oral traditions as pedagogical tools that can support liberation, self-determination and identity development in the recontextualized modern context of modern Hip Hop culture.

Hip Hop Interculturalism
As Hip Hop culture continues to diversify and recontextualize itself in cultures throughout the world, it remains a dynamic and complex cultural force in the United States. The pop cultural impact of Hip Hop cannot be overstated; however, its distortion in popular media cannot be overlooked. The commodification of this modern cultural form rooted in Black expression and born in the multicultural urban context of South Bronx has narrowed many people's perception Hip Hop. The session will feature spoken word performances and multimedia video that will broaden perceptions and boundaries of what Hip Hop is and unveil how it can integrate into numerous forms of expression. With this understanding we'll begin to see how Hip Hop can bridge human divides and address issues of social justice.

Hip Hop Pedagogy
As commitment to quality education continues to lag in urban environments; educators continue to seek alternative methods to reach students who often come to classrooms with significant challenges. Hip Hop continues to be a powerful cultural force in the lives of urban youth and presenting opportunities to utilize unique pedagogies and methodologies to reach

students. In addition, Hip Hop also presents opportunities in Higher Education to create diverse spaces that strengthen the overall educational development of students who often struggle to find comfortable cultural spaces on campus. This session will introduce participants to the fast-growing world of Hip Hop Education.

Hip Hop Spirituality
Hip Hop is a cultural form cultivated from evolving Black aesthetics drawn from ancestral culture and spirituality from West Africa. At the heart of Hip Hop is rhythmic expression drawn from ancient rituals that directly connect to indigenous ways of living and being. Hip Hop practices like freestyling and beatboxing in a cipher echo the drum circles found in indigenous cultures around the world. In addition, the power of the rhythm reflects our heartbeat causing us to respond with rhythmic movement and dance. This session will explore these powerful cultural and spiritual realities in Hip Hop to unveil a depth of meaning to the culture that lies beneath the materialistic pop cultural forms.

Hip Hop Activism: Building Grassroots Social Justice Movements using Hip Hop Culture
Hip Hop is one of the most powerful cultural expressions in the world today. It is often utilized as a voice for marginalized people across numerous cultural contexts. As a result, the potential to build grassroots activist movements through the use of Hip Hop is enormous. A number of Hip Hop activist organizations have emerged to support efforts to build social movements through Hip Hop culture. As these organization continue to grow, they enact unique and dynamic models for change that connects campuses and communities to broad-based movements committed to social justice for marginalized people around the world. This session will be an introduction to Hip Hop activism exploring participants' ability to connect their respective talents to a growing movement for social justice.

Utilizing Hip Hop as a tool for partnership and empowerment for pre-college youth
Educators often seek alternative methods to reach students. Hip Hop is a powerful tool presenting opportunities to utilize unique pedagogical methods to reach students. Hip Hop also presents opportunities in Higher Education to create diverse spaces that strengthen the overall educational development of students who often struggle to find comfortable cultural spaces on campus. This session will introduce participants to Hip Hop youth outreach efforts through college and pre-college partnerships.

<div align="center">SPECIAL TOPICS</div>

Yoga, Henna and Sweatshops: Cultural Appropriation, Exploitation and the Commodification of South Asian Culture
As South Asian cultural and spiritual practices continue to proliferate throughout Western society; the consumption of the sacred transformed into billion dollar industries. Interest in Yoga, for example, has translated into numerous studios and ancillary businesses that profit from the fervor. Most of these businesses appropriate the practice and sell products owned by those with little connection to South Asian cultural and social realities. Meanwhile, many products including the clothing, apparel and mats produced by sweatshops and exploitive labor practices in South Asia and other impoverished societies around the world. This session will expose participants the dangers of cultural appropriation and the perils of exploitation inherent in the consumption of South Asian culture.

Asian-American Identity in the Age of Jeremy Lin
In February 2012, an unlikely and unexpected figure emerged to become the most prominent Asian-American person in the United States. Jeremy Lin was an unheralded basketball player struggling to maintain a presence on rosters in the National Basketball Association when he suddenly emerged as an exciting and dynamic player for the New York Knicks organization. In the process, he not only became a global superstar for his unlikely emergence but he also became a symbol of Asian-American identity and how this fastest growing demographic in America is perceived and consumed by the broader society. In the process, a number of examples of racism and stereotypes of Asian-Americans emerged in prominent fashion through media representation and public discourse. This emergence brought to the forefront the often overlooked issues related to Asian-American identity, racism and representation in the United States. As a result, the need to discuss who Asian-Americans are and the issues of racism, stereotypes and identity has become more salient than ever. This session will explore these complex issues related to Asian-American identity in the wake of a national discourse that exposed the problematic aspects of how the dominant culture consumes and perceives this group. In addition, participants will engage in dialogue on this issue while sharing experiences and perceptions that will enhance the collective understanding of all in attendance.

Slumdog Millionaire vs. Bollywood: Media, Culture and South Asian Identity in the 21st Century
The immense popularity of the film "Slumdog Millionaire" in the West has been a unique pop cultural phenomenon for a movie filmed entirely in South Asia. It exposed the West to the complexity and extremes of life in India through an innovative film style that blended Indian and Western cultures in its approach. Despite the enormous popularity of the film of the West, it was not well received in India. In contrast, Bollywood films of India are internationally distributed blockbusters with huge stars, fantasy dance sequences and typically serve as 3-hour escapes for most Indians. As 'Slumdog' continued its meteoric rise, few in the West wrestled with the cognitive dissonance that existed regarding this cultural perception gap that exists regarding the film. In many ways, Westerners seem not to care how South Asians perceived the film, perpetuating the post-colonial reality of cultural appropriation through imperialistic consumption with little regard for the people whose culture, tradition and heritage they supposedly admire. What does it mean in a post-colonial reality when commodified cultural consumption occurs with no dialogue or engagement across cultures? This session will engage the necessary dialogue regarding this cultural gap and the relationship between South Asia and the West.