



Exploring Inclusion and Belonging in Community Colleges

**2023 Fall Conference
October 18-20, 2023**

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Pre-Conference Schedule

WEDNESDAY, OCTOBER 18

At Allegany College of Maryland, transportation will be provided. Board members should return to WVU Potomac State College for evening executive session and dinner.

Time	Schedule of Events
8:30am-9:30am	Breakfast on your own
9:30am-10:00am	Travel to Allegany College of Maryland
10:00am-12:00pm	Tours on ACM Campus
12:00pm-1:00pm	Lunch at ACM
1:00pm-3:00pm	Tours on ACM Campus
3:00pm-3:30pm	Travel back to WVU Potomac State College
4:00pm-5:30pm	CCA Board Meeting Executive Session Room 200 Administration Building
5:30pm-6:30pm	CCA Board Dinner at the Home of the Campus President of WVU Potomac State College

*Walking will be required on the tours. Please let conference staff know if you need accommodations.

*Dinner on your own for everyone except CCA Board Members.





Conference Schedule

THURSDAY, OCTOBER 19

At WVU Potomac State College Davis Conference Center.

Time	Schedule of Events
8:00am-8:45am 8:45am-9:30am	Breakfast Sponsored by Franklin University Conference Welcome Day 1
9:30am-10:15am	Keynote Address: Helena Donato-Sapp
10:20am-10:40am	Session 1 (20 minute session)
10:40am-11:00am	Session 2 (20 minute session)
11:00am-11:10am	Morning Break
11:15am-12:00pm	Session 3 (45 minute session)
12:00pm-12:30pm	Lunch Sponsored by Skill Pointe (Short presentation during lunch)
12:30pm-1:15pm	Keynote Address: Austin Grimmatt
1:20pm-1:40pm	Session 4
1:40pm-2:00pm	Session 5
2:00pm-2:15pm	Afternoon Break
2:15pm-3:00pm	Session 6 (45 minute session)
3:00pm-3:20pm	Session 7
3:20pm-3:40pm	Session 8
4:30pm-6:00pm	Appetizers and Dinner Sponsored by Cengage



Conference Schedule

FRIDAY, OCTOBER 20

At WVU Potomac State College Davis Conference Center.

Time	Schedule of Events
8:00am-8:45am 8:45am-9:15am	Breakfast Sponsored by Follett Higher Ed Conference Welcome Day 2
9:15am-10:00am	Morning Keynote Address: Dr. Stacee Reicherzer
10:00am-10:45am	Session 9 (45 minute session)
10:45am-11:00am	Morning Break
11:00am-11:20am	Session 10
11:20am-11:40am	Session 11
11:40am-12:00pm	Session 12
12:00pm-1:00pm	Lunch Sponsored by Hank Payments Conference Closing
1:00pm-2:00pm	Optional: Travel to Eastern WV Community and Technical College
2:00pm-3:30pm	Optional: Tour of Eastern WV Community and Technical College





Session Details

THURSDAY, OCTOBER 19, 2023

Conference Welcome- Welcome video from Gayle Manchin, Federal Co-Chair of Appalachian Regional Commission

Dr. Chris Gilmer, Campus President, WVU Potomac State College

Dr. Kevin Boys, Executive Director, Community Colleges of Appalachia

Dr. Nick Neupauer, Board President, Community Colleges of Appalachia

Morning Keynote Address- Introduction by Senta Goudy: Helena Donato-Sapp

Session 1: Thursday, October 19 | 10:20am – 10:40am

CHEER-ing for Students with Disabilities Dione Clark-Trub, Allegany College of Maryland

Allegany College of Maryland (ACM) and the Allegany County Public Schools (ACPS) Board of Education partnered in 2022 to create the Creating Higher Education Experiences and Readiness (CHEER) program. This program recruits seniors with disabilities who receive special education services in the public school system to participate in a full academic year, on-campus educational experience that allows them to be introduced to college student services and take credit courses. This session will introduce how the program was created, the benefits for both partners, lessons learned, and the difference it is making for the students who are being served.

Session 2: Thursday, October 19 | 10:40am – 11:00am

Creating a Welcoming Office Environment Michele Labar, WVU Potomac State College

From the moment a student knocks on your door, they are looking for connection and acceptance. Your office can start that conversation. We'll explore a blend of design, inclusivity, and aesthetics that will welcome students with open arms. Elevate your institution's support system--one office at a time.

Session 3: Thursday, October 19 | 11:15am – 12:00pm

Civic Learning and Democratic Engagement: Overcoming Obstacles, Including All Students Dr. Kurt Hoffman, Allegany College of Maryland

This session will present practical advice from a small, rural college where civic learning and democratic engagement have become a signature. Session will describe how Allegany College of Maryland institutionalized civic engagement, created an alternative organizational structure, and identified multiple civic engagement pathways. Research findings of the educational benefit of civic engagement will also be presented. The main goal is to inspire alternative views of this work at your institution.

Afternoon Keynote Address- Introduction by Dr. Chris Gilmer: Austin Grimmatt

Session 4: Thursday, October 19 | 1:20pm – 1:40pm

“Pleasurable Design”: Utilizing UX Concepts in Library Programming and Outreach Nicholas Gardner and Emily Zumbrun, WVU Potomac State College

“Pleasurable design” is a concept within user experience that describes the user’s connection to a service. We embrace this concept in our library outreach by offering fun, interactive, and memorable experiences while also staying true to our academic values. The goal is to foster a deeper connection with students and create core memories that keep the library at the forefront of students’ minds when looking for solutions to their needs.

Session 5: Thursday, October 19 | 1:40pm-2:00pm

“Launching” an Alliance- a Collaborative Solution to the Nursing Shortage

Dr. Alice Raymond, Alexis Spalding, Stephanie McLaughlin, and Dr. Bonnie Bibb, Drake State Community and Technical College and Huntsville Hospital System

A community college and a hospital collaborated to develop an innovative method of addressing the nursing shortage, called the LPN “Launch” Program. Selected students were hired by the hospital as student nurse apprentices. The program graduated its first cohort; all graduates were hired full time by the hospital. This innovative concept is now being adopted throughout the state of Alabama.

Session 6: Thursday, October 19 | 2:15pm-3:00pm

Do They Believe They Can Achieve?! Lessons Learned from the Rural Educator Academy in Increasing Equity and Success for Rural and Bipoc Students

LaDonte King, LAUNCH Student Success

LAUNCH Student Success partnered with CCA in the development of the Rural Educators Academy (REA). This interactive presentation will review lessons learned from the REA and how to apply the simple and replicable HABEs framework that has allowed participating colleges to move the needle within an academic year and transform their institutional culture from a culture of Bipoc and Rural student survival to a culture of holistic care and success.

Session 7: Thursday, October 19 | 3:00pm-3:20pm

Does Anyone Have Any Questions? Destigmatizing Questions in the Classroom

Heather Greise, Allegany College of Maryland

How often at the end of a class session do you ask, “Does anyone have any questions?” only to be met with the sound of crickets (or worse, students already zipping up their bags to rush out)? When our students don’t ask questions in class, then it can be frustrating when they do not meet our expectations on assignments submitted outside of class. If only they had asked for clarification! However, we might not realize that just as we must instruct in our content area, we must also teach our students how to be successful students. Specifically, we need to encourage our students to consider possible confusion points through the use of sample questions, a learning environment conducive to questioning, and low-stakes opportunities to ask questions without fear of stigma. Based on Dr. Jonathan Brennan’s “Beautiful Questions” technique from a national *On Course* conference, participants in this session will learn simple, low-stakes methods to stimulate student questions in their classrooms.

Session 8: Thursday, October 19 | 3:20pm-3:40pm

Identifying and Monitoring Inclusion and Belonging Gaps Through Benchmarking

Dr. Kristy Bishop and Michelle Taylor, Westmoreland Community College and the National Community College Benchmark Project

As a member of the National Community College Benchmark Project (NCCBP) for nearly 20 years, Westmoreland County Community College will share their experiences and best practices in utilizing NCCBP to inform decisions to enhance inclusion and belonging on their campus. Dr. Kristy Bishop, Vice President of Academic Affairs at WCCC, will discuss how benchmarking against national norms and chosen peers has proven beneficial in identifying and monitoring gaps that can then be improved upon. Benchmarking has been a valuable longstanding tool in WCCC's toolbox used to celebrate strengths and work strategically on identified opportunities for improvement. Dr. Bishop will be joined by Michelle Taylor, Senior Research Analyst for the NCCBP, to answer questions as needed.

Enjoy a break before the evening entertainment and dinner session. If traveling to local hotels, please be sure to arrive back on campus no later than 5:00pm for dinner service. Music and mingling will begin at 4:30pm.

FRIDAY, OCTOBER 20, 2023

Conference Welcome

Dr. Tom Striplin, President, Eastern WV Community and Technical College

Dr. Cynthia Bambara, President, Allegany College of Maryland

Morning Keynote Address- Introduction by David Creel: Dr. Stacey Reicherzer

Session 9: Friday, October 20 | 10:00am-10:45am

"Learning Forward" in Appalachia: Creating a Transformative Dual Enrollment Opportunity **Dr. Joni Gray**, Pierpont Community and Technical College

This presentation shares how we have expanded our dual enrollment program from a collection of classes to an associate degree with focused career pathways. This presentation archives the timeline of our dual enrollment program growth and candidly discusses the changes and challenges that have come with this growth.

Session 10: Friday, October 20 | 11:00am-11:20am

"I'm Not a Writer": Addressing Academic Integrity Concerns by Developing Academic Identities **Rachel Cofield**, Allegany College of Maryland

With the rise of contract cheating and generative artificial intelligence, discussion of academic integrity has become imperative. In this session, we discuss why policing and punishing academic integrity violations can be challenging and how focusing on preventative measures such as developing students' academic identities can address these concerns.

Session 11: Friday, October 20 | 11:20am-11:40am

Faith Community Nursing in Appalachia Dr. Diana Niland and Mathew Hottle, MSN, RN,
WVU Potomac State College

Two Faith Community Nurses and School of Nursing Faculty discuss their experience with forming a Faith Community Health & Wellness (FCHW) Service Club on a rural Appalachian Campus. They will discuss how they received grant funding to further their project in the communities of two counties surrounding the rural Appalachia campus and how they maintain student support and interest. They will also discuss the reasons behind their decision to form the FCHW service club which stemmed from a need for students to feel a sense of inclusion within the community and belonging.

Session 12: Friday, October 20 | 11:40am-12:00pm

It's Not Rocket Science, It's Brain Science Kathy Condor, Allegany College of Maryland

The current mental health crisis requires community colleges to move beyond trauma-informed to become trauma-responsive. Allegany College of Maryland is leveraging its partnership with The Center for Mind-Body Medicine to undergird a replicable Culture of Care that promotes success by allowing students and employees to feel safe, heard, and connected.

Conference Closing- Dr. Kevin Boys and Dr. Chris Gilmer

Optional Afternoon Session | 2:00pm-3:30pm

Tour of Eastern WV Community and Technical College, Dr. Tom Striplin



Keynote Speaker 1: Helena Donato-Sapp

Helena Lourdes Donato-Sapp is a 14-year-old activist, scholar, artist, and speaker who believes that it is urgent for young people like her to understand and be empowered to confront critical issues like anti-Blackness, ableism, Queerphobia, misogyny, poverty, media disinformation, Science denial, and climate change.

She is keenly aware that humanity is in crisis, and that her generation stands to inherit a world still struggling with injustice, under threat of widespread authoritarianism, and on the brink of environmental collapse. Thus, she is an activist for social, economic, and environmental justice who understands that activism is as much a fight as it is the pursuit of peace and must always be inclusive and intersectional.

Guided by her experience, family values, and intersecting identities, her work as a teen scholar-activist is currently focused on Disability Justice, anti-bullying, Black girlhood, and decolonizing education. She has published academic chapters and articles in books and peer-reviewed journals and magazines, exhibited art in museums, and spoken to audiences nationwide. She has presented in major academic conferences and is a sought-after keynote speaker.

Most notably, she has delivered multiple keynotes in her partnership with the National Education Association, the largest labor union in the nation with over 3 million members, and its subsidiary state associations. The broad impact of Helena's work has already been recognized by colleges and universities, city and state institutions, the disability community, a national think tank, and a global feminist organization. She has been featured in magazines, podcasts and blogs, news articles, and even on the Disney Channel, who called her a "Young, Gifted, and Black" changemaker.

Helena's work has evolved through the years-long commitments as she has risen into various leadership roles. For example, Helena is now Senior Blog Team Leader and Editor for the Feminist Focus blog, as well as a member of the international Student Advisory Board of Girls Learn International. Helena has been the designated Poet of the National Institutes for Historically-Underserved Students and just recently was selected as an inaugural Youth Poet Ambassador of her city. She is the recipient of the 2023-2024 Heumann-Armstrong Award for her advocacy to improve access in schooling.

In celebration of 2023 Women's History Month, Helena was recognized by the 69th District Assembly of California as one of its "Women of Distinction" – the youngest honoree – for her service in the category of Education. During Pride month, California 33rd District Senator Lena A. Gonzales along with Congressman Robert Garcia, Commissioner Ricardo Lara, and Assemblymember Josh Lowenthal formally honored Helena for her courageous work in lifting up LGBTQ+ families.

Helena's artwork was recently unveiled at City Hall by the Los Angeles Department of Cultural Affairs as the cover of the 2023 LGBT Heritage Month Calendar and Cultural Guide. When she graduated from her K-8 school in June 2023, Helena proudly received the school's culminating namesake award for exemplifying its mission and core values and demonstrating excellence in character and academics as well as in the arts and athletics.

In 2022, she was awarded a grant for Educators Working for Disability Justice by the Abolitionist Teaching Network. Helena was again the youngest to receive a global honor – the 2022 D-30 Disability Impact List – which recognizes 30 individuals around the world for their impact on the inclusion, leadership, and representation of people with disabilities in various fields. Also in 2022, she was awarded "16 Under 16 in STEM" from The 74 as one of the nation's most notable teen thinkers and doers. In 2021, she was celebrated as one of New Moon Girls Magazine's "21 Beautiful Girls."

In 2020, Helena and her dads were presented with the prestigious Generations Award which recognizes one family's lifelong and multi-generational commitment to social justice, equity, and inclusion for all people. Find out more about Helena at <https://www.helenalourdes.com>.



Keynote Speaker 2: Austin Grimmatt

Austin Grimmatt was born and raised in Wirt County, West Virginia – the least populated county in the Mountain State. As a first-generation college student, he graduated this past spring from The Ohio State University Moritz College of Law – a top-25 nationally ranked law school. He obtained his bachelor's degree at WVU Parkersburg, where he served as Student Government President. After graduating from WVU Parkersburg, Austin helped launch and served as a chairperson of the institution's OPEN ("Opening Pathways to Equity Now") Committee, a diversity, equity, and inclusion project constituted of stakeholder groups throughout the university with a focus on reimagining DEI.

While at The Ohio State University, Austin served as an Executive for the Student Bar Association, a Peer Mentor, a Fellow for the Drug Enforcement Policy Council, and was awarded as a Public Service Fellow in recognition of his Pro Bono hours dedicated to the public. Additionally, Austin represented clients in the law school's civil litigation and criminal prosecution clinics and worked for the Election Law Division of the Ohio Secretary of State during the midterm election season in spring 2022.

During the summer terms, Austin returned home to work for the West Virginia Attorney General and the United States Attorney's Office for the Southern District of West

Virginia. Austin's current role is serving as the Law Clerk for Chief Judge Phillip M. Stowers in the 29th Judicial Circuit in Putnam County, WV. Austin strives to utilize his background as a graduate of the West Virginia Community and Technical College system, as well as his legal education and experience to uplift historically underserved students, uphold the principles of justice, and make a positive impact in the Appalachian community he calls home.



Keynote Speaker 3: Dr. Stacey L. Reicherzer

Dr. Reicherzer is an out and sassy Chicago, IL-based transgender counselor, educator, TEDx speaker, and storyteller for the bullied, forgotten, and oppressed.

She is the author of *The Healing Otherness Handbook: Overcome the Trauma of Identity-Based Bullying and Find Power in Your Difference.*

The San Antonio, TX native owns her own counseling practice with specialization in the lives of LGBTQI+ individuals, as well her own DEIB consulting and professional training practice. During her free time, she's a girl on the go in Chicago, making time for her chosen family and her adorable pug, BB-8.

For more information, visit her website: www.drstacey.com

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