Anti-Racism, Equity, and Inclusion

Presented by:
The Office of Research Development and The President’s Council on Diversity and Inclusion
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.

<table>
<thead>
<tr>
<th>Interdisciplinary Networking</th>
<th>Research Profiles</th>
<th>Building Collaborations</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Convergent topics attract researchers from diverse areas across the research community.</td>
<td>• Focus on the individual's research background and interests.</td>
<td>• Everyone will receive a copy of today's presentations and video recording.</td>
</tr>
<tr>
<td>• Designed to maximize opportunity for participants to meet numerous FSU faculty.</td>
<td>• Discuss expertise, and specific ways a participant can help, or be helped by, a collaborator.</td>
<td>• ORD provides team development, planning, and facilitation consulting.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Collaborative Collision Seed Fund.</td>
</tr>
</tbody>
</table>
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 Dicke
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. Choeeta Chakrabarti
**Mackenzie Alston**  
Department of Economics  
malston@fsu.edu

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

### 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

### 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

### 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?

I am also in the process of designing studies on these topics.
- Police bias
- The recent social justice movement

---

All Research Profiles Available at: research.fsu.edu/Collaborative Collision  

**Up Next:** Erik Rawls
Alysia Roehrig
Educational Psychology and Learning Systems
aroehrig@fsu.edu
orcid.org/0000-0002-2038-2865

Expertise/Interests
• Effective teaching
• Culturally responsive literacy instruction and learning
• Motivating diverse learners
• Use of open educational resources

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

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

• Development and evaluation of curricula and assessments
• Fostering and sustaining university and community partnerships
• Partnering to support student success and healthy shifts in university culture

All Research Profiles Available at:
research.fsu.edu/Collaborative Collision

Up Next: Roxanne Hughes
### Expertise/Interests

<table>
<thead>
<tr>
<th>Qualitative Research</th>
</tr>
</thead>
<tbody>
<tr>
<td>STEM Identity – one’s sense of belonging and future success</td>
</tr>
<tr>
<td>Intersectionality – unique experiences for individuals with multiple marginalized identities</td>
</tr>
</tbody>
</table>

### 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

### 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

### Research and Projects

**SciGirls**

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

---

**Roxanne Hughes**

National High Magnetic Field Laboratory/FSU College of Education

hughes@magnet.fsu.edu

orcid.org/0000-0002-6383-1341

---

**Laurelin Haas**

Up Next:
Laurelin Haas
Academics & Partnerships Coordinator Sustainable Campus
lhaas@fsu.edu | 850-645-7818

Expertise/Interests
- Sustainability and social justice
- Campus-Community Partnerships
- Small grant funding

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.

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!

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

Up Next: Vanessa Dennen

All Research Profiles Available at: research.fsu.edu/Collaborative Collision
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

All Research Profiles Available at: research.fsu.edu/Collaborative Collision

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!

Up Next: Sabrina Dickey
### Sabrina L. Dickey  
Assistant Professor  
College of Nursing  
sldickey@fsu.edu

<table>
<thead>
<tr>
<th>Expertise/Interests</th>
<th>How I Can Help You</th>
<th>How You Can Help Me</th>
</tr>
</thead>
</table>
| 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)  | Clinical skills as a registered nurse  
Collaborations with community clinics and community health experience  
Mixed methods research  
Experience with instrument development  | Access to data sets  
Machine learning to reduce non-compliance with health care appointments  
Interdisciplinary methodologies and designs  |

### 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.

Up Next: Antonio C. Cuyler

All Research Profiles Available at:  
research.fsu.edu/Collaborative Collision
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

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 @operaisracist 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

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

## 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.

## 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

## 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.

All Research Profiles Available at: research.fsu.edu/Collaborative Collision

Up Next: Daniel L. Fay
### Expertise/Interests
- Public Management
- Public Policy Analysis
- Higher Education
- Gender equity
- Academic research Collaboration

### 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.

### 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.

### Research and Projects
- Recent relevant proposals/publications
  - Administrative Response to Unintended Consequences of COVID-19: Observations and Implications from Gender-Based Violence in Argentina.
  - 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

### Daniel L. Fay
- dfay@fsu.edu
- Askew School of Public Administration & Policy
- https://orcid.org/0000-0002-2812-6110

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

- 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
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
lnjenkins@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

Up Next: Geoffrey Deibel
All Research Profiles Available at:
research.fsu.edu/Collaborative Collision
Expertise/Interests

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

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

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

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.

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.

All Research Profiles Available at: research.fsu.edu/Collaborative Collision

Up Next: Anna Yelick (FICW)
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/

Up Next: Sandy Wong
Sandy Wong
Department of Geography
swong@fsu.edu

**Expertise/Interests**
- Disability
- Health Inequities
- Environmental Health

**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.

**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

**Research and Projects**
- Green space access among people with disabilities
  
  *Map 1. Green space (mean NDVI).*

**Relevant Publications**
- Disability, wages, and commuting in New York ([https://doi.org/10.1016/j.jtrangeo.2020.102818](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](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

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

**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

**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

**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:**

**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:**

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

Up Next: Tiffany Rhynard

All Research Profiles Available at: research.fsu.edu/Collaborative Collision
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.

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)

How You Can Help Me

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

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)
<table>
<thead>
<tr>
<th>Expertise/Interests</th>
<th>How I Can Help You</th>
<th>How You Can Help Me</th>
<th>Research and Projects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance Practice / Performing Arts</td>
<td>Provide opportunities for arts collaborations</td>
<td>Prospecting grant opportunities</td>
<td>Ringling Artist Residencies</td>
</tr>
<tr>
<td>International Exchange (Latin America and the Caribbean)</td>
<td>Participate as specialist or consultant for specific projects, arts grants</td>
<td>Connecting with like-minded peers for collaborations</td>
<td>Climakaze Miami</td>
</tr>
<tr>
<td>Arts and Climate Change</td>
<td></td>
<td></td>
<td>Siren Arts</td>
</tr>
<tr>
<td>Arts engagement with living artists</td>
<td></td>
<td></td>
<td>Performing Americas Program</td>
</tr>
</tbody>
</table>

**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

**Up Next: Guangzhi Shang**

**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

**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.

**Recent Publications**
*The Mermaid Tear Factory: Eco-performance, climate emergencies and artivism of the sea (EDUFBA, 2020)*

**Contact Information**
Elizabeth Doud, PhD
Curator of Performance
The Ringling Museum of Art
elizabeth.doud@ringling.org
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


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

Guangzhi Shang
Department of Business Analytics, Information System, & Supply Chain
gshang@business.fsu.edu

All Research Profiles Available at:
research.fsu.edu/Collaborative Collision

Up Next: Peggy Wright-Cleveland
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.

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

Research and Projects

Most Recent Publication


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

When We Teach Hemingway, We Teach Race

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

All Research Profiles Available at: research.fsu.edu/Collaborative Collision

Up Next: Panayotis League
<table>
<thead>
<tr>
<th>Expertise/Interests</th>
<th>My Interest in Anti-Racism, Equity, and Inclusion</th>
<th>Research and Projects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greek, Brazilian, Irish music</td>
<td>Tracing histories and embodied practices of whiteness in migrant communities through music and dance</td>
<td><em>Echoes of the Great Catastrophe</em>: book on the music and politics of Greek refugees from post-Ottoman Turkey and their descendants</td>
</tr>
<tr>
<td>Ethnographic representation</td>
<td>Building coalitions between BIPOC and white ethnic researchers based on collaborative activist scholarship</td>
<td><em>The Araticum Sound</em>: 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</td>
</tr>
<tr>
<td>Performativity</td>
<td>Exploring vernacular forms of music, dance, poetry, narrative, and foodways as holistic matrices of cultural knowledge and theoretical systems</td>
<td>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</td>
</tr>
<tr>
<td>Critical Race Theory</td>
<td>Centering and amplifying the work and voices of anti-racist artists, scholars, and activists through programming for the Center for Music of the Americas</td>
<td>Ongoing research on the influence of Black American popular music on the political consciousness of Greek migrant musicians</td>
</tr>
<tr>
<td>Diaspora/white ethnic studies</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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.


All Research Profiles Available at:
research.fsu.edu/CollaborativeCollision

Up Next: Elcin Haskollar
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

Elcin Haskollar, Ph.D.
Global Citizenship Certificate
ehaskollar@fsu.edu
linkedin.com/in/elcinhaskollar

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

Research and Projects

<table>
<thead>
<tr>
<th>Program</th>
<th>Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global Citizenship Certificate (GCC)</td>
<td>39 33.33%</td>
</tr>
<tr>
<td>Collaborative Online Learning (COIL)</td>
<td>35 29.9%</td>
</tr>
<tr>
<td>Global Exchanges</td>
<td>42 35.89%</td>
</tr>
<tr>
<td>First Year Abroad (FYA)</td>
<td>1 0.85%</td>
</tr>
<tr>
<td>Total</td>
<td>117 100%</td>
</tr>
</tbody>
</table>

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

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

Annie Grier in collaboration with Dr. Tanu Kohli Bagwe

Program Summary

<table>
<thead>
<tr>
<th>Program</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global Citizenship Certificate (GCC)</td>
<td>39</td>
<td>33.33%</td>
</tr>
<tr>
<td>Collaborative Online Learning (COIL)</td>
<td>35</td>
<td>29.9%</td>
</tr>
<tr>
<td>Global Exchanges</td>
<td>42</td>
<td>35.89%</td>
</tr>
<tr>
<td>First Year Abroad (FYA)</td>
<td>1</td>
<td>0.85%</td>
</tr>
<tr>
<td>Total</td>
<td>117</td>
<td>100%</td>
</tr>
</tbody>
</table>

All Research Profiles Available at:
research.fsu.edu/Collaborative Collision

Up Next: Annie Grier
### 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.

### 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
All Research Profiles Available at:
[research.fsu.edu/Collaborative Collision](http://research.fsu.edu/Collaborative Collision)

### 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

### 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

---

**Annie Grier, MSW**
Equity, Diversity & Inclusion Office
agrier@fsu.edu
https://diversity.fsu.edu/
**Rachel L. Bailey**  
School of Communication  
rbailey2@fsu.edu

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

### 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.

### 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

### 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

- 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.

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

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

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)

All Research Profiles Available at:
research.fsu.edu/CollaborativeCollision

Up Next: Anna King Mitas
Anna King Mitas  
Center for Leadership and Social Change  
AmeriCorps VISTA Program Manager  
amitas@fsu.edu

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

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

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

Research and Projects

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
Stacey Rutledge
College of Education
sarutledge@fsu.edu

Expertise/Interests
- Policy implementation
- Continuous Improvement
- Research-Practice Partnerships
- Secondary schools

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.

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

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://studentssocialmediaschools.com/

All Research Profiles Available at:
research.fsu.edu/Collaborative Collision

Up Next: Alyssa 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.

Alyssa Atwood
Asst. Professor in Dept. of Earth, Ocean, and Atmospheric Science
Email: aatwood@fsu.edu
https://atmos.eoas.fsu.edu/atwood/

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 P2C2: The expansion/contraction of the intertropical convergence zone; an emerging mechanism of tropical precipitation changes for reinterpreting paleoclimate records” (2017-2020).

Collaborative Collision @FSU
All Research Profiles Available at:
research.fsu.edu/Collaborative Collision

Up Next: Tamara Bertrand Jones
Tamara Bertrand Jones  
Educational Leadership & Policy Studies  
tbertrand@fsu.edu  
orcid.org/0000-0003-1877-1586

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

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.

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

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.

PURPOSE
PARTNERS UNITED FOR RESEARCH PATHWAYS  
ORIENTED TO SOCIAL JUSTICE IN EDUCATION

Preparing students for education doctoral study

Up Next: Nancy T. de Grummond

All Research Profiles Available at:
research.fsu.edu/Collaborative Collision
**Nancy T. de Grummond**  
M. Lynette Thompson Distinguished Research Professor of Classics  
ndegrummond@fsu.edu  
ORCID 0000-0002-4338-0192

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

### 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

### How I Can Help You
- Representative from the Humanities area
- Open mind

### 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

### 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.

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

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.

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

Department of Art Education
skshields@fsu.edu
rfendler@fsu.edu
www.civicarted.com

All Research Profiles Available at:
research.fsu.edu/Collaborative Collision

Up Next: Lilian Garcia-Roig
Lilian Garcia-Roig
Professor & Chair Art Department
lgarciaroig@fsu.edu

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

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-

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

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.

Up Next: Hank Bass
All Research Profiles Available at: research.fsu.edu/Collaborative Collision
Hank Bass
Department of Biological Science
bass@bio.fsu.edu
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**)

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
### Jessica Ingram
(she/her/hers)
Assistant Professor, Dept. of Art
jingram2@fsu.edu
https://art.fsu.edu/jessica-ingram/

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

### My Interest in Anti-Racism, Equity, and Inclusion
- Storytelling and re-membering 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

### 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

### Research and Projects
- 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)

---

All Research Profiles Available at:
research.fsu.edu/Collaborative Collision

Up Next: Heather Flynn
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health Engagement and Treatment</td>
<td>Liaison with mental health entities in the community and nationally</td>
<td>Need expertise on health disparities methodology</td>
<td>Building teams to integrate health equity research into primary care and mental health integration projects</td>
<td>Implementation of Pediatric Behavioral Health Integration</td>
</tr>
<tr>
<td>Perinatal Mental Health Disparities</td>
<td>Mental health related research questions and projects</td>
<td>Interventions to reduce health disparities</td>
<td>Perinatal Mental Health Disparities</td>
<td>Development of a Statewide Maternal Mental Health Resource Directory in Florida</td>
</tr>
<tr>
<td>Community Partnerships</td>
<td>Maternal-Child related research.</td>
<td></td>
<td>Building teams to integrate health equity research into primary care and mental health integration projects</td>
<td>Behavioral Health Integration in Gadsden County</td>
</tr>
</tbody>
</table>

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

All Research Profiles Available at: research.fsu.edu/Collaborative Collision

Up Next: Svetlana Pevnitskaya
<table>
<thead>
<tr>
<th>Expertise/Interests</th>
<th>How I Can Help You</th>
<th>How You Can Help Me</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Experimental Economics</td>
<td>• Theoretical framework of social phenomena</td>
<td>• Share your experience working in this area, particularly social, psychological, legal, practical, etc. perspectives</td>
</tr>
<tr>
<td>• Game theory and Decision making</td>
<td>• Controlled experimental design to investigate hypotheses and identify phenomena</td>
<td>• Identify important aspects that lack full understanding and remain unresolved</td>
</tr>
<tr>
<td>• Behavioral Economics</td>
<td>• Investigation of incentive-based mechanisms</td>
<td>• Share your methods to identify collaboration areas</td>
</tr>
</tbody>
</table>

**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.

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)

**Svetlana Pevnitskaya**

Department of Economics
spevnitskaya@fsu.edu

**Denise Bookwalter**

All Research Profiles Available at:
research.fsu.edu/Collaborative Collision

Up Next: Denise Bookwalter
Expertise/Interests

- Collaboration in the Arts
- Book Arts
- Printmaking

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

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

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.
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

- Network Analysis
- Qualitative research methods
- Cognitive anthropology: free lists, cultural consensus analysis
- Focus group interviews, ethnographic interviews
- 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
- Grant proposal development
- Mixed-methods research design
- Interdisciplinary perspective
- Develop technical reports

Expertise/Interests

- White nationalism and White Supremacy
- SDoH and Health Outcomes
- Developing new interdisciplinary collaborative projects
- Intersectionality of race, gender, sexual orientation and other forms of identity
- Disproportionate impact of current events on people of color

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

Choeeta Chakrabarti
Department of Anthropology
cchakrabarti@fsu.edu
anthro.fsu.edu/dr-choeeta-chakrabarti

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

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.
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

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/](https://perezfelkner.com/)
OFFICE OF RESEARCH DEVELOPMENT

- 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

Website: ORD.FSU.EDU
Email: ORD@FSU.EDU
Dr. Laurel Fulkerson
Associate Vice President for Research and Professor of Classics
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

research.fsu.edu/CollaborativeCollision