

2025 EQUITY CONFERENCE: SEASONS OF SOLIDARITY: TENDING OUR LEGACY, PLANTING OUR FUTURE

Virtual | Wednesday, March 12 & Thursday, March 13, 2025
In-Person | Friday, March 14 - Sunday, March 16, 2025, San Diego

March 12 – 16, 2025

“Solidarity is not the same as support. To experience solidarity, we must have a community of interests, shared beliefs, and goals around which to unite... Support can be occasional. It can be given and just as easily withdrawn.”

— bell hooks

March 13, 2025

Welcome!

Thank you for attending Equity Conference 2025! In the past these journals have helped us to reflect upon the workshops and presentations in a more guided way.

We hope this journal will provide a space for new ideas, reflection, and creativity as you attend the various sessions.

In the journal, you'll find prompts and note-taking space dedicated to each session of the Equity Conference. Take this space to focus on the ways we hold fast and thrive while weathering seasons of change as we tend our legacy and plant our future. Guiding themes for the conference are:

- Care, Community and Connection (Fall)
- Joy and Jubilation (Spring)
- Radical Self-Care (Winter)
- Rupture and Reconciliation (Summer)

Equity Conference Committee,

- Dr. Sharon Elise, San Marcos, Sociology
- Dr. Charles Toombs, San Diego, Africana Studies
- Dr. Chris Cox, San José, Sociology, Interdisciplinary Social Sciences
- Dr. Ahlam Muhtaseb, San Bernardino, Media Studies
- Dahna Stowe, Bakersfield, Sociology
- Dr. Dale Allender, Sacramento, Language and Literacy
- Gloria Rhodes, San Diego, Library
- Dr. Andrea Terry, Sacramento, Communication Studies
- Leslie Bryan, San Bernardino, Theatre Arts
- Dr. Libby Lewis, Los Angeles, Africana Studies
- Mark Allan Davis, San Francisco, Africana Studies
- Melissa Cardenas-Dow, Sacramento, Library
- Dr. Tracey Salisbury, Bakersfield, Ethnic Studies
- Vang Vang, Fresno, Library
- Dr. Adisa Alkebulan, San Diego, Africana Studies
- Audrena Redmond, CFA Staff: Director for Anti-Racism and Social Justice
- N'dea Johnson, CFA Staff: Program Director of Anti-Racism and Social Justice
- Kiarra Lee, CFA Staff: Events Specialist
- Aaron Barlin, CFA Staff: Anti-Racism and Social Justice Organizer
- Cailey Bronny, CFA Staff: Anti-Racism and Social Justice Administrative Assistant

Wednesday, March 12, 2025

Session I: 10:00am – 10:30am

Equity Conference Committee: Welcome to Equity

Dr. Charles Toombs (San Diego, Africana Studies), Dr. Sharon Elise (San Marcos, Sociology), Dr. Chris Cox (San Jose, Sociology, Interdisciplinary Social Sciences), Mark Allan Davis (San Francisco, Africana Studies), Vang Vang (Fresno, Library), Dahna Stowe (Bakersfield, Sociology), Leslie Bryan (San Bernardino, Theatre Arts), Melissa Cardenas-Dow (Sacramento, Library), Dr. Ahlam Muhtaseb (San Bernardino, Media Studies), Dr. Dale Allender (Sacramento, Language and Literacy), Dr. Tracey Salisbury (Bakersfield, Ethnic Studies), Dr. Andrea Terry (Sacramento, Communication Studies), Dr. Adisa Alkebulan (San Diego, Africana Studies), Dr. Libby Lewis (Los Angeles, Africana Studies), Gloria Rhodes (San Diego, Library), and Audrena Redmond (CFA, Anti-Racism and Social Justice Director)

Moderator: Audrena Redmond, CFA Anti-Racism and Social Justice Director

1. What were your expectations for this session?
2. What did you learn unexpectedly?
3. What actions can you take on your campus with this information?

Session 2: 11:00am – 12:30pm

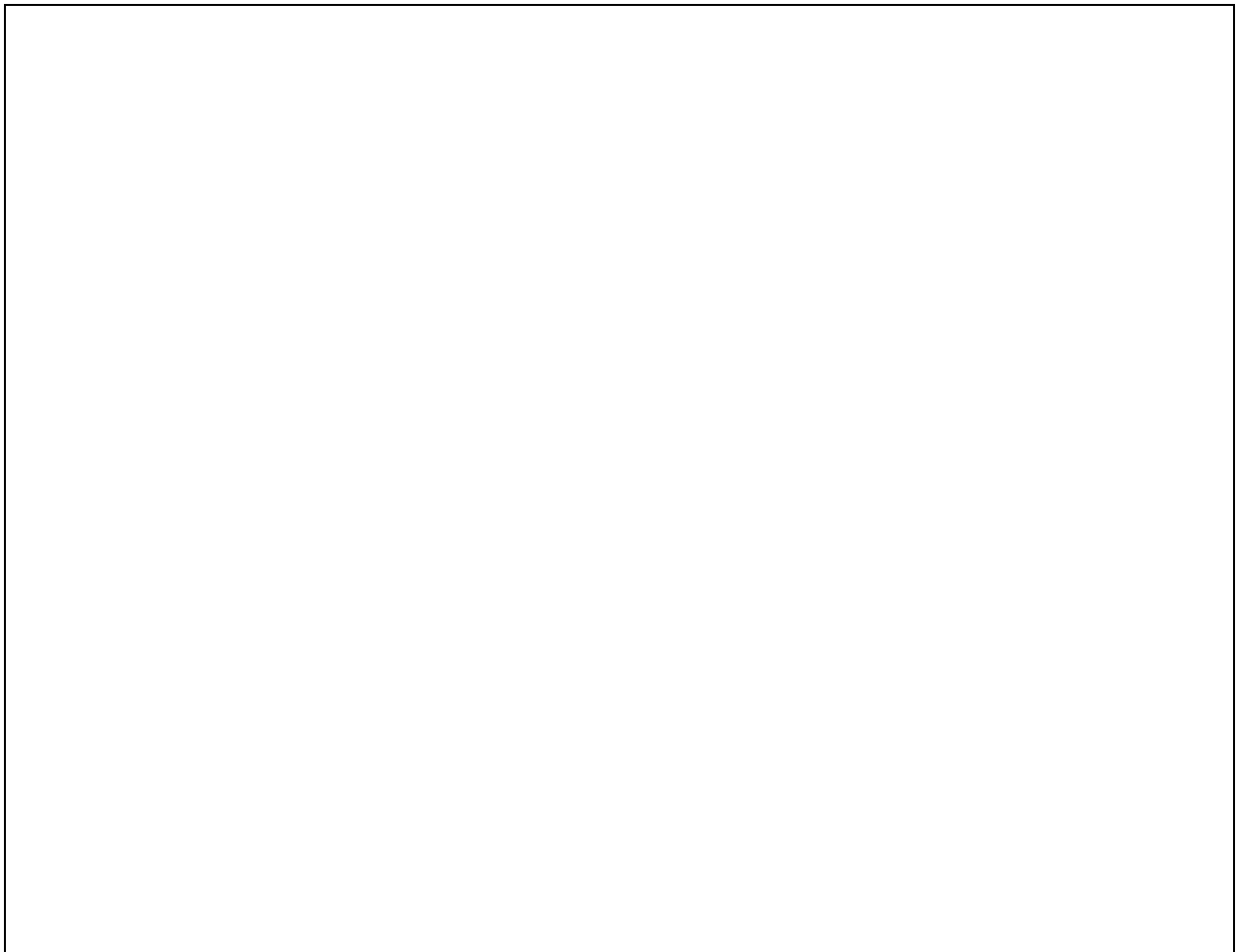
Brilliance Remastered

Sista Docta Alexis Pauline Gumbs

Author and Founder of Brilliance Remastered

Moderator: Vang Vang, Librarian, California State University, Fresno

1. What were your expectations for this session?
2. What did you learn unexpectedly?
3. What actions can you take on your campus with this information?



Session 3: 1:30pm - 3:00pm

Fusing Race and Class to Win

Ian Haney-Lopez

University of California, Berkeley School of Law, Professor and Author

Moderator: Dr. Sharon Elise, Professor of Sociology, California State University, San Marcos

1. What were your expectations for this session?
2. What did you learn unexpectedly?
3. What actions will you take on your campus with this information?

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Session 4: 3:00pm – 4:30pm

The Campus Color Line: College Presidents and the Struggle for Black Freedom

Eddie Cole

University of California Los Angeles, Professor of Education and History

Moderator: Dr. Alexa Sardina, Assistant Professor of Criminal Justice, California State University, Sacramento

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Session 5: 4:30pm - 6:00pm

From Cops to Care: Transforming Mental Health Crisis Response on College Campuses

Dr. Shelly-Ann Collins Rawle (California State University, Long Beach, Psychologist); Dr. Ian Wallace (California State University, Maritime, Psychologist); Dr. Jay Howell (California State University, San Marcos, Psychologist); Dr. Katie Johnson (California State University, Dominguez Hills, Psychologist); Dr. Stacie Pham (California State University, San Bernardino, Psychologist); Karla Castillo (San Francisco State University, Licensed Marriage and Family Therapist), Jennifer Staffero (California State University, Stanislaus, Licensed Clinical Social Worker) and Dr. Susan Chen (San Francisco State University, Tenured Counselor Faculty)

Moderator: Counselors Committee

1. What were your expectations for this session?
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Thursday, March 13, 2025

Session 1: 10:00am – 11:30am

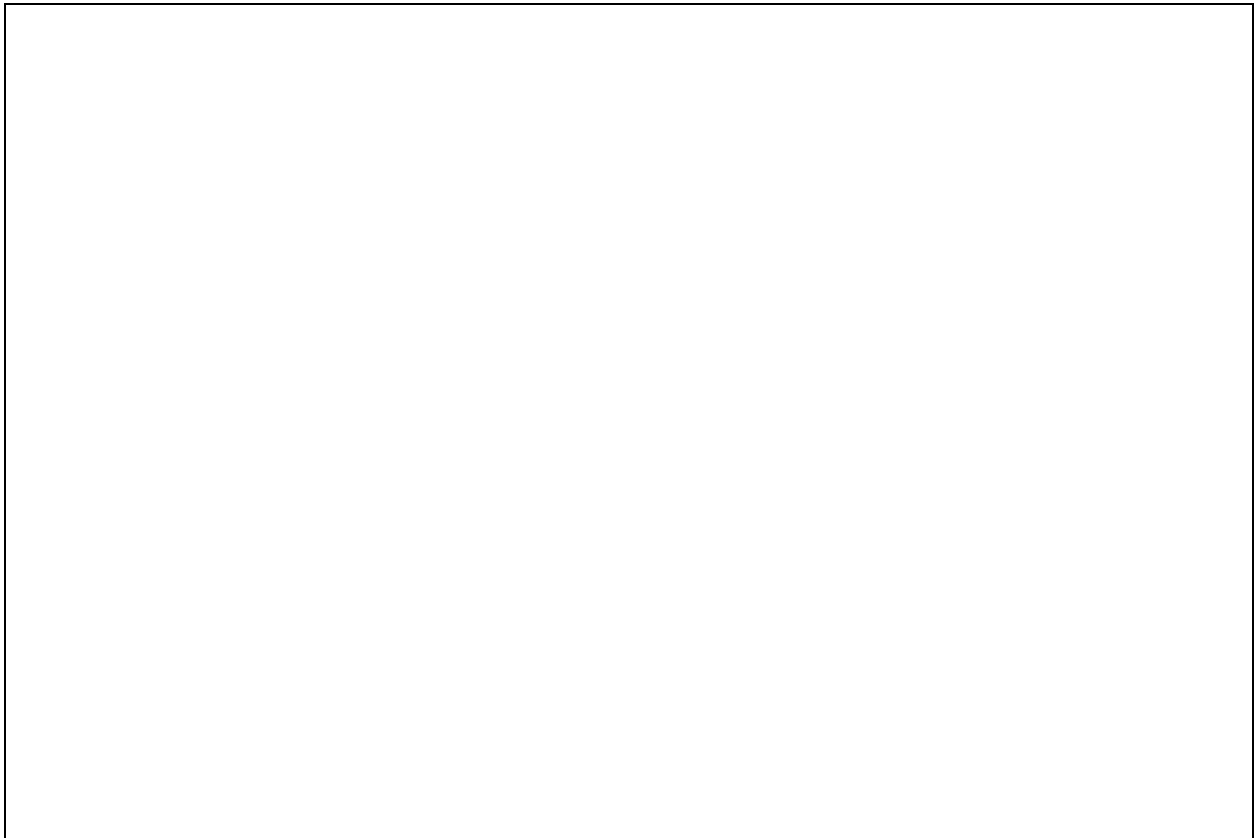
CSU Librarians Organize: A Conversation with Emily Drabinski

Emily Drabinski

Associate Professor at Queens (N.Y.) College Graduate School of Library and Information Studies

Moderator: Melissa Cardenas-Dow, Librarian, California State University, Sacramento

1. What were your expectations for this session?
2. What did you learn unexpectedly?
3. What actions can you take on your campus with this information?



Session 2: 1:00pm - 2:30pm

Bilingual Counselor Faculty Work: The Unspoken and Unpaid Work of our Bilingual Counselors

Dr. Lissa Lim (California State University, San Marcos, Bilingual Counselor) and Dr. Stacie Pham (California State University, San Bernardino, Psychologist)

Moderator: Dr. Michelle Ramos Pellicia, Professor of Modern Language Studies, California State University, San Marcos

1. What were your expectations for this session?
2. What did you learn unexpectedly?
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Session 3: 3:00pm - 4:30pm

Signed, Sealed, Delivered: Moving Beyond Scholarship to Community Praxis with Black Deaf Communities

Dr. Lissa Ramirez-Stapleton

Associate Professor at California State University, Fullerton in the Department of Educational Leadership and Program Coordinator of the Masters of Science in Higher Education program

Moderator: Leslie Bryan, Retired Faculty, Theatre Arts, California State University, San Bernardino.

1. What were your expectations for this session?
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Session 4: 5:00pm - 6:30pm

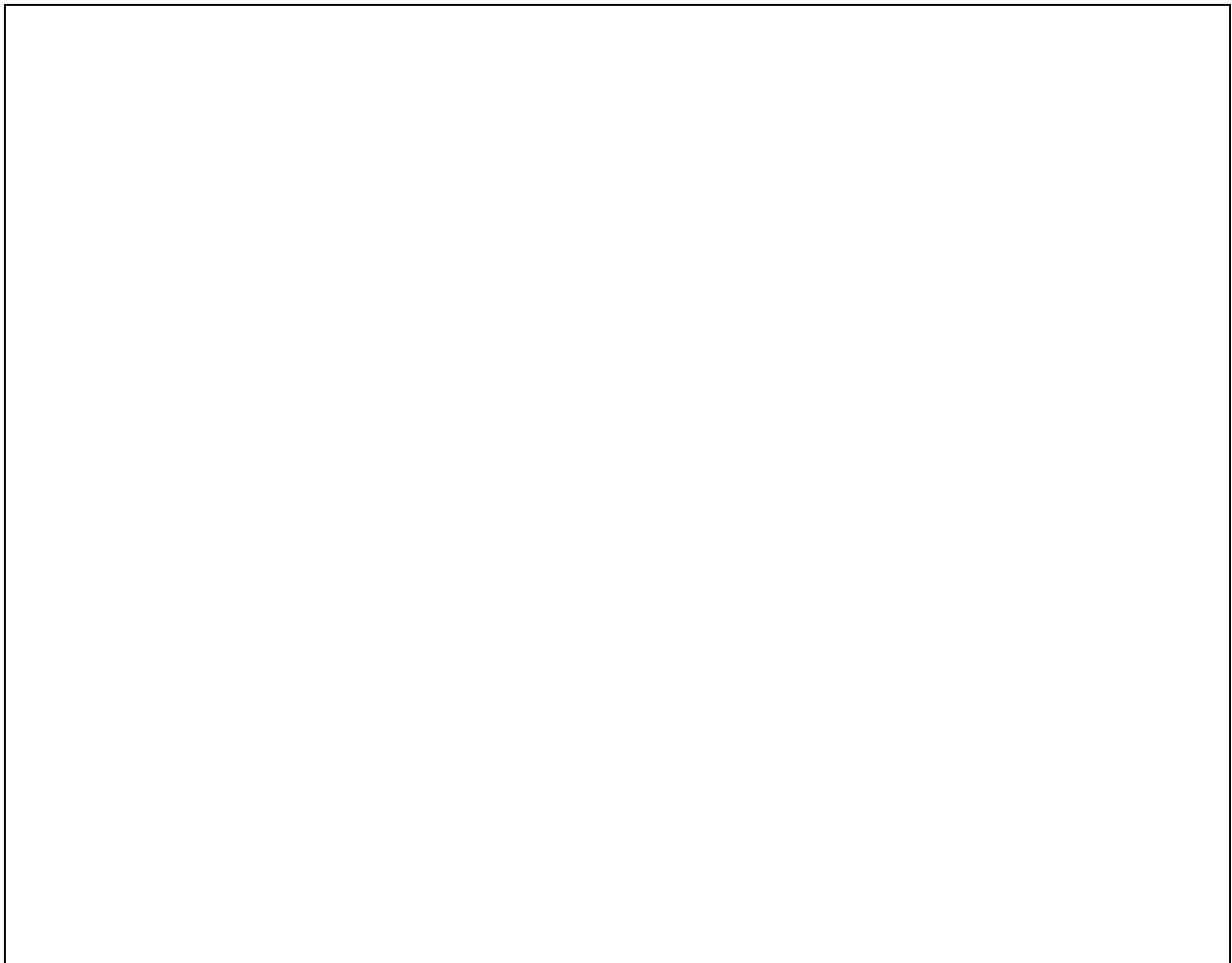
Shifting Landscapes

Maria Hinojosa

Mexican American Journalist

Moderator: Margarita Berta-Avila, Professor of Education, California State University, Sacramento, and CFA Vice President (statewide)

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Friday, March 14, 2025

Session 1: 9:00am - 10:30am

**Addressing the threat of white Christian supremacy and nationalism within the academy:
Building pathways toward resistance.**

J. Cody Nielsen

Author and Professor at Dickinson College in Central Pennsylvania

Moderators: Dr. Andrea Terry, Assistant Professor of Rhetoric in Communication Studies,
California State University, Sacramento

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Session 2: 9:00am - 10:30am

Graduating Young Men of Color

Dr. Adisa A. Alkebulan (San Diego State University, Associate Professor of Africana Studies); Dr. Frank Harris (San Diego State University, Professor of postsecondary education and co-director of the Community College Equity Assessment Lab); Dr. Alvin Henry (San Diego State University, Director and Associate Professor of Asian American Studies); Dr. Ricky Pope (San Diego State University, Psychologist); and Dr. Allison Vaughn (San Diego State University, Professor of Psychology)

Moderators: Dr. Charles Toombs, President of CFA, Professor of Africana Studies, California State University, San Diego

1. What were your expectations for this session?
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Session 3: 10:45am – 12:15pm

CSU By the Numbers

Vincent Cevasco (CFA Staff, Director of Research and Communications); Beka Langen (CFA Staff, Senior Field Representative); Dr. Jason Chin (CFA Staff, Research Specialist) and Marcelle Alvarado (CFA Staff, Senior Field Representative)

Moderators: Dr. Sharon Elise, Professor of Sociology, California State University, San Marcos

1. What were your expectations for this session?
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Session 4: 10:45am – 12:15pm

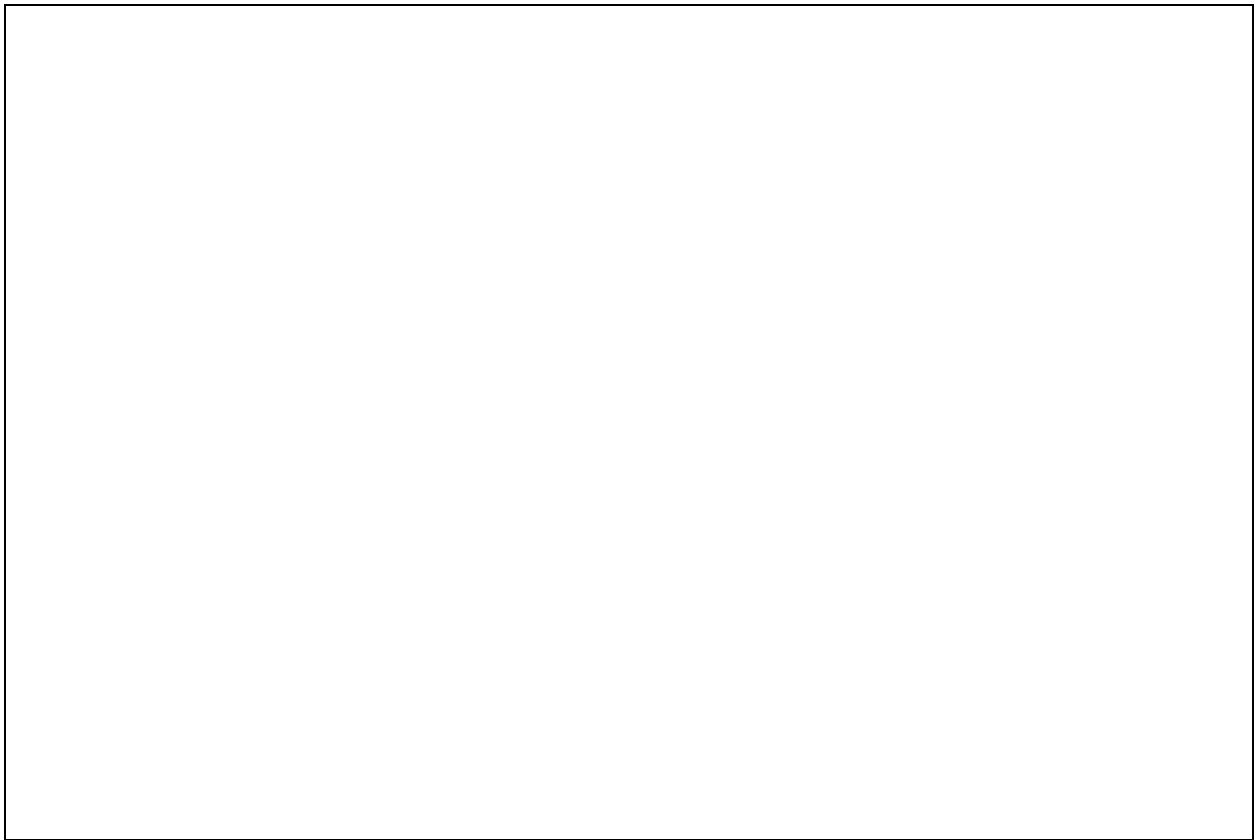
The Black Student Debt Crisis

Jalil Mustaffa Bishop

Activist / Researcher / Co-founder of Equity Research Cooperative

Moderator: George Station, Lecturer in Liberal Studies, California State University, Monterey Bay

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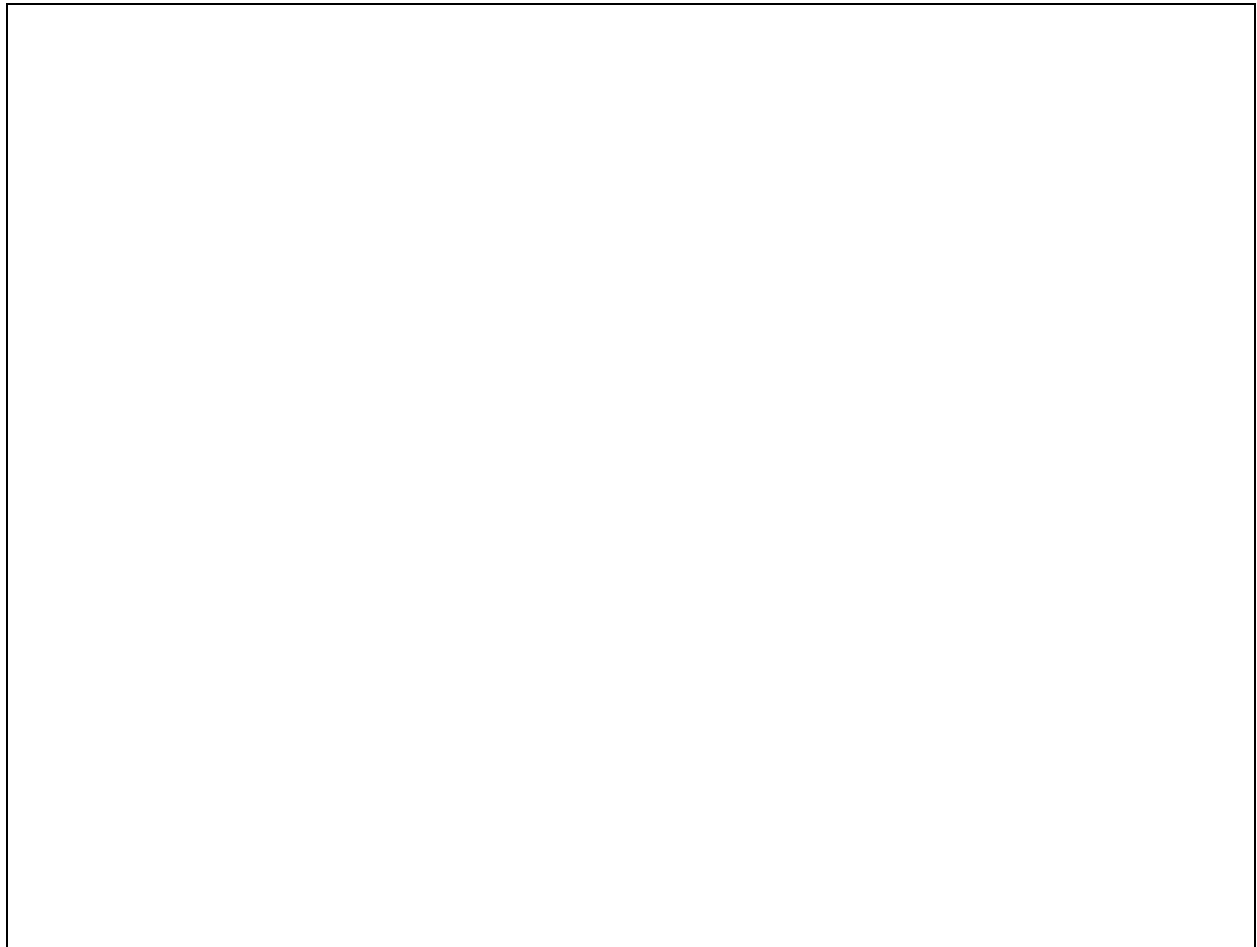


Session 5: 10:45am – 12:15pm

Care, Community, & Connection: How to Effectively Process Social and Political Change
Dr. Monique Turner (California State University, Dominguez Hills, Lecturer in Psychology and a Pre-Licensed Clinical Psychologist) and Gina Carlson (Claremont Graduate University, Claremont, Teaching Fellow with the Preparing Future Faculty program)

Moderator: Dale Allender, Associate Professor of Language and Literacy, California State University, Sacramento

1. What were your expectations for this session?
2. What did you learn unexpectedly?
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Session 6: 12:30pm - 2:00pm

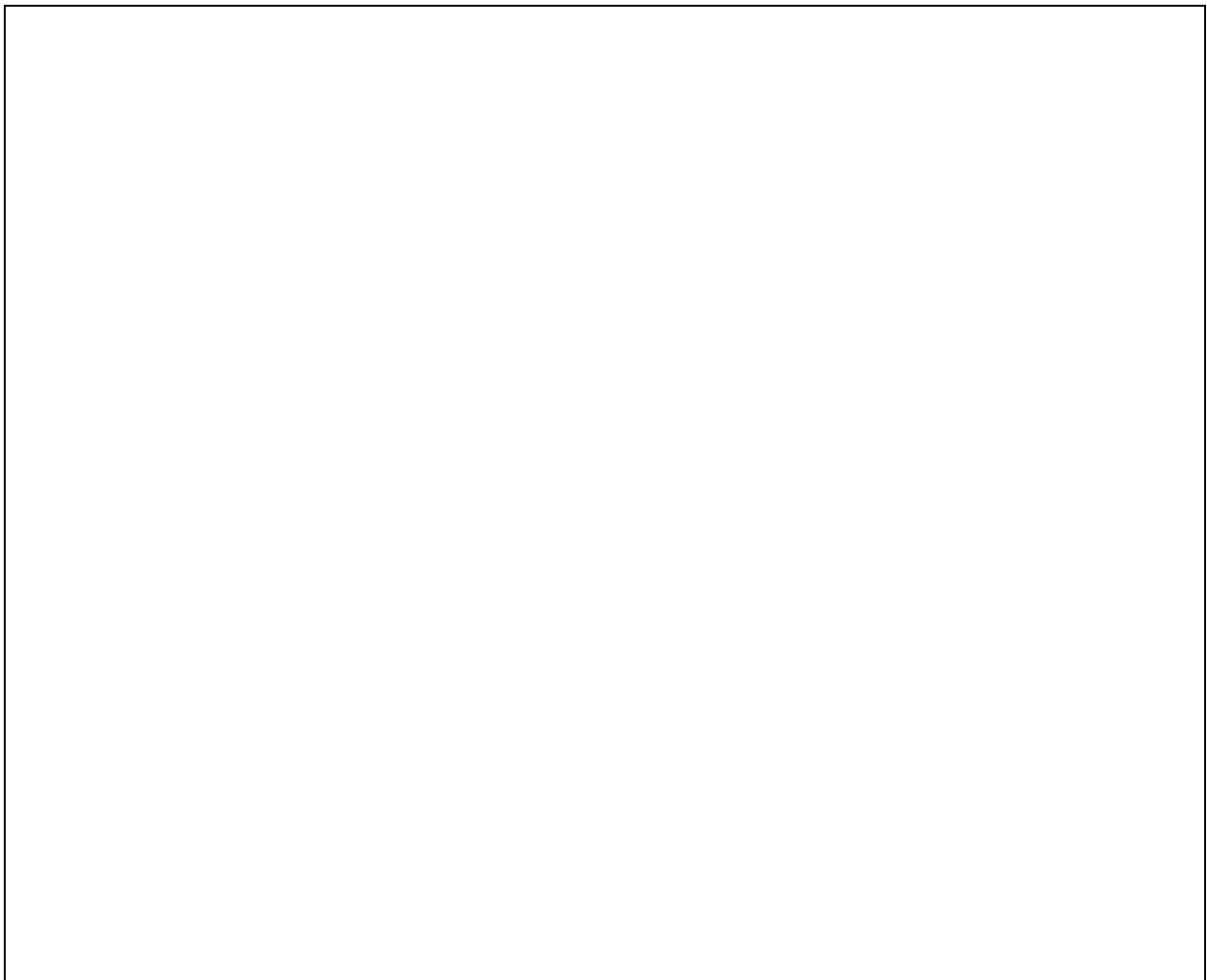
Be a Revolution

Ijeoma Oluo

Writer and Speaker

Moderator: Gloria Rhodes, Outreach and Diversity Initiatives Librarian, San Diego State University

1. What were your expectations for this session?
2. What did you learn unexpectedly?
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Session 7: 2:15pm – 3:45pm

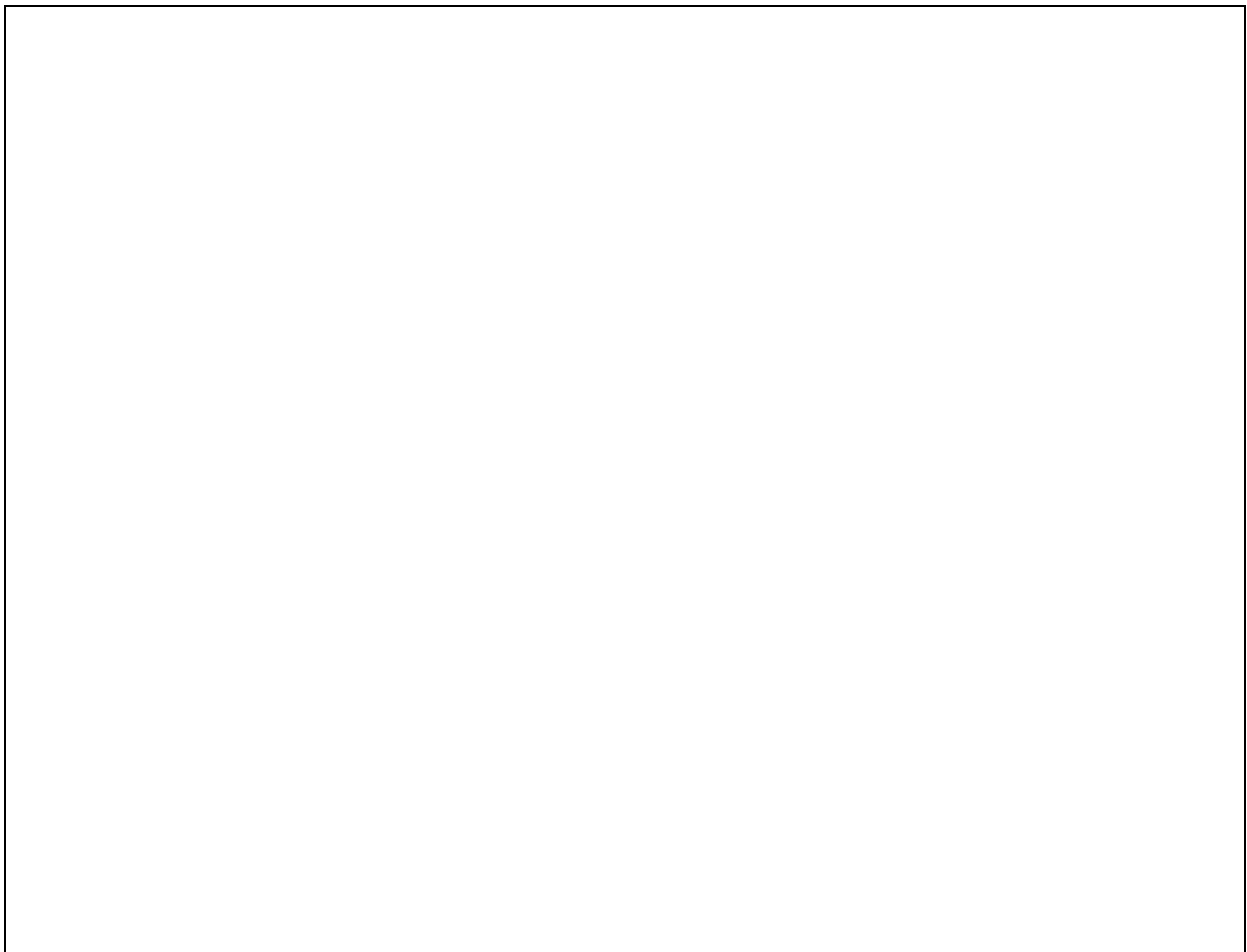
Tapping the Healing Power of Trees

Dr. Theresa Avila

Associate Professor of non-Western Art History at California State University, Channel Islands

Moderator: Dr. Andrea Terry, Assistant Professor of Rhetoric in Communication Studies,
California State University, Sacramento

1. What were your expectations for this session?
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Session 8: 2:15pm – 3:45pm

Black and Palestinian Solidarity

Melina Abdullah (California State University, Los Angeles, Professor of Pan-African Studies at College of Ethnic Studies); Dr. Rabab Abdulhadi (California State University, San Francisco, Founding Director/Senior scholar of Arab and Muslim Ethnicities and Diasporas Studies Program); Dr. Ahlam Muhtaseb (California State University, San Bernardino, Professor of Media Studies) and Dr. Anthony Ratcliff (California State University, Los Angeles, Professor in the Department of Pan-African Studies)

Moderator: Dr. Ahlam Muhtaseb, Professor of Media Studies, California State University, San Bernardino

1. What were your expectations for this session?
2. What did you learn unexpectedly?
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Session 9: 2:15pm – 3:45pm

Resisting & Protecting our Families/Communities Against Immigration Raids -Training for Educators

Guadalupe Cardona (Los Angeles, Association of Raza Educators); Flower/Flor Alvarez (San Diego, Co-Director of Universidad Popular) and Ian Sereulo (San Diego, Attorney, Labor, employment, and immigration law)

Moderator: Margarita Berta-Avila, Professor of Education, California State University, Sacramento; Kim Geron, Professor of Political Science, California State University, East Bay and Michelle Ramos-Pellicia, Professor of Modern Language Studies, California State University, San Marcos

1. What were your expectations for this session?
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Session 10: 4:00pm – 5:30pm

White Evangelical Racism

Anthea Butler

Author and Geraldine R. Segal Professor in American Social Thought, and chair of the department of Religious Studies at the University of Pennsylvania

Moderator: Dr. Andrea Terry, Assistant Professor of Rhetoric in Communication Studies
California State University, Sacramento

1. What were your expectations for this session?
2. What did you learn unexpectedly?
3. What actions will you take on your campus with this information?



Saturday, March 15, 2025

Session I: 7:30am – 9:00am

Energy Healing for Racialized Trauma

Dr. Dale Allender

Associate Professor of Language and Literacy, California State University, Sacramento

Moderator: Dr. Sharon Elise, Professor of Sociology, California State University, San Marcos

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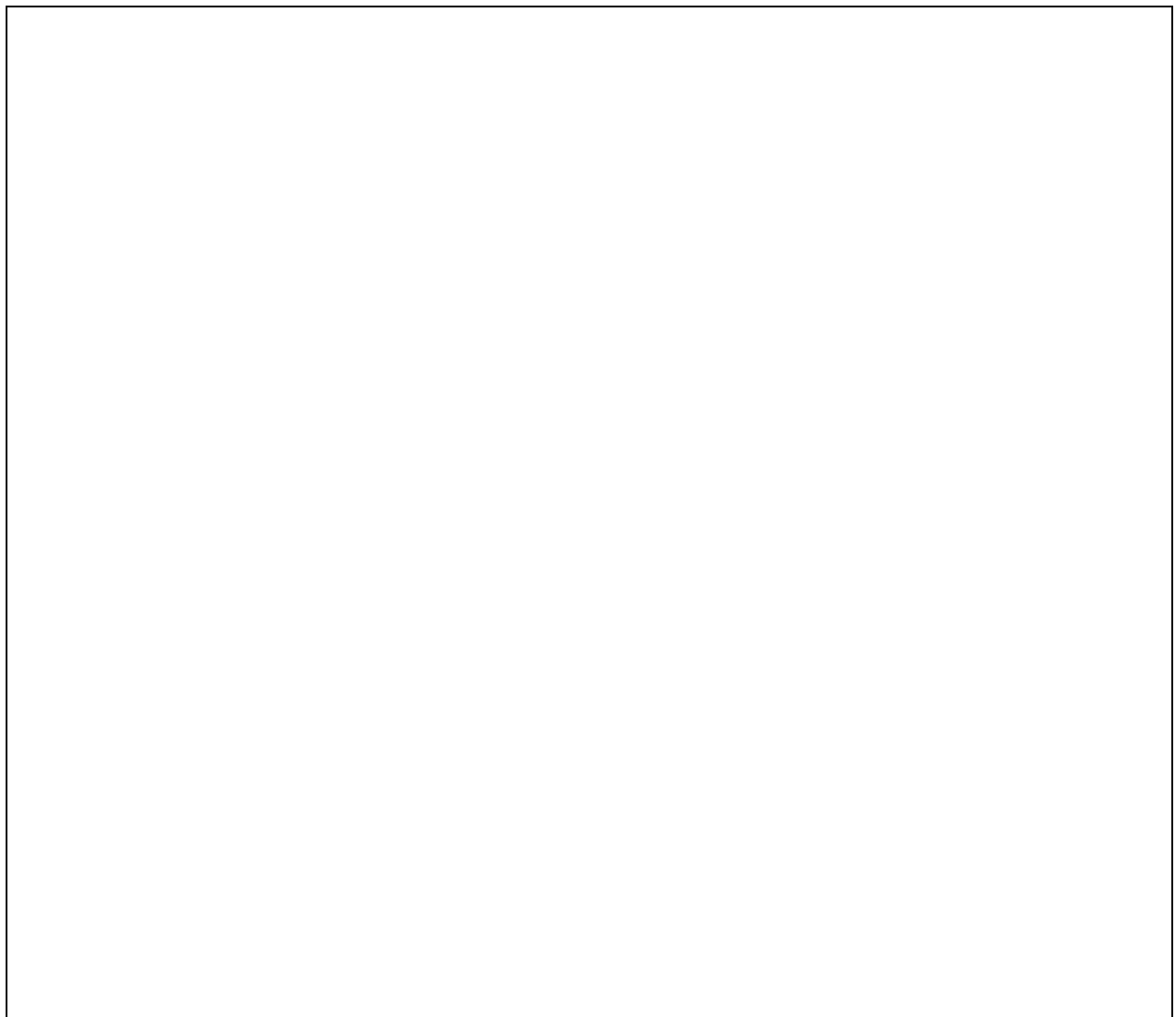
Session 2: 9:15am – 10:45am

Short Changing Students: How the CSU is Failing Our Future

President Charles Toombs (San Diego State University, Professor of Africana Studies); Dr. Sharon Elise (California State University, San Marcos, Professor of Sociology) and Dr. Chris Cox (San Jose State University, Lecturer of Sociology and Interdisciplinary Social Science)

Moderator: Meghan O'Donnell, Associate Vice President, Lecturers, North

1. What were your expectations for this session?
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Session 3: 11:00am-12:30pm

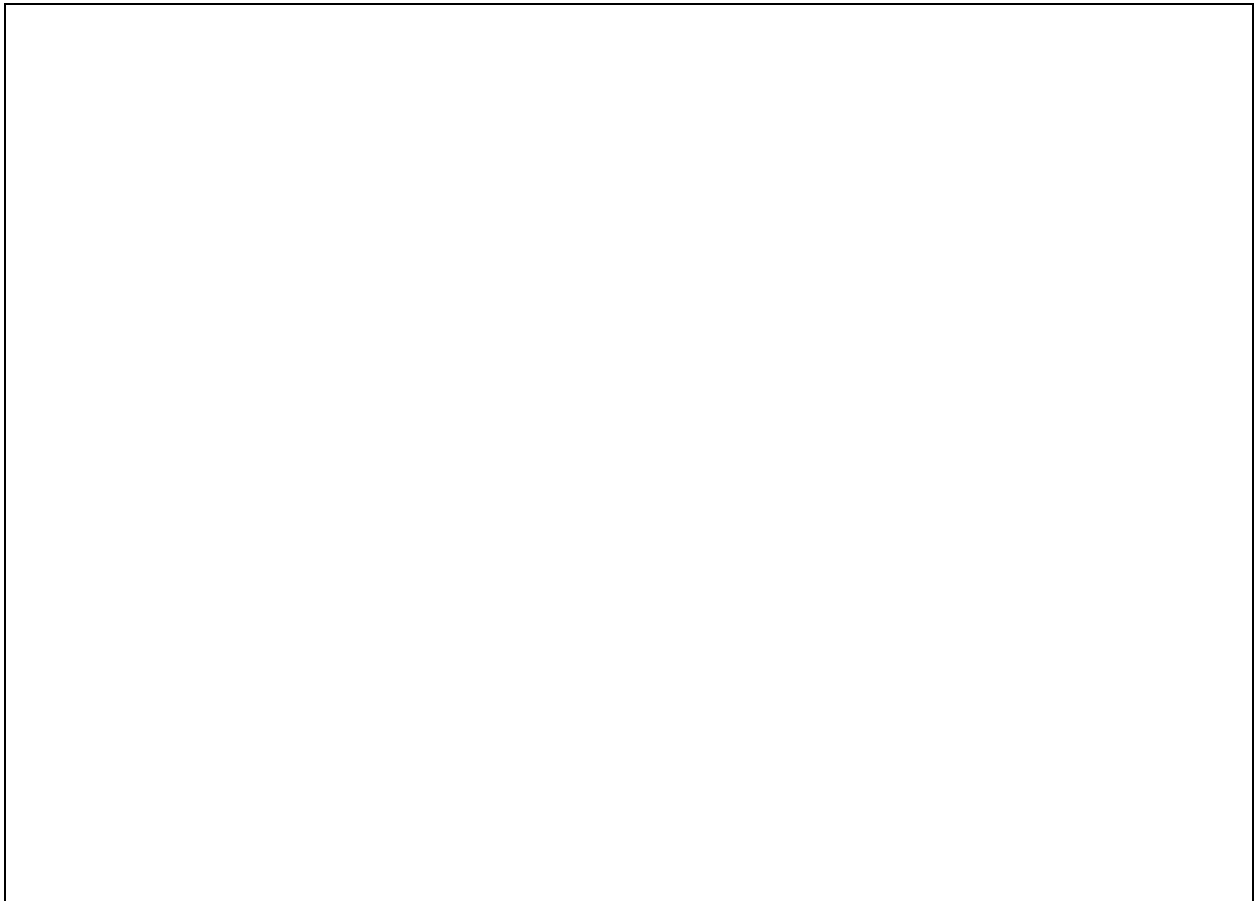
Who are they after this week: supporting faculty during periods of targeted harassment by members of the public

Nina (9-uh) Flores

Associate Professor of Equity, Education & Social Justice MA program

Moderator: Dr. Andrea Terry, Assistant Professor of Rhetoric in Communication Studies,
California State University, Sacramento

1. What were your expectations for this session?
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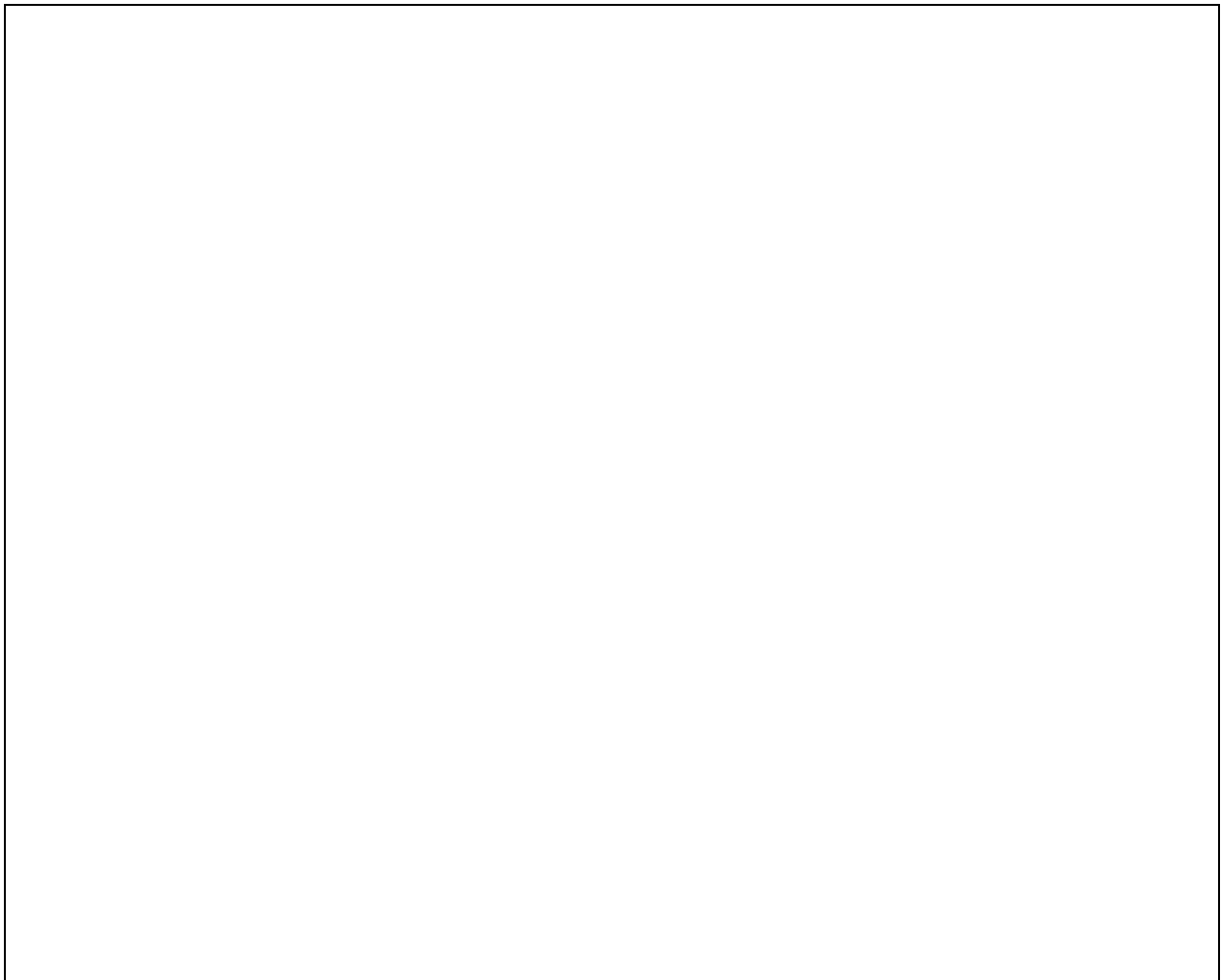
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Session 4: 11:00am – 12:30pm

Building Connections, Support and Protections for Immigrant Communities on Campus
Karla Castillo (San Francisco State University, Licensed Marriage and Family Therapist) and
Nancy Jodaitis (Higher Ed Immigration, Director of Higher Education, Immigrants Rising)

Moderator: Melissa Cardenas-Dow, Librarian, California State University, Sacramento

1. What were your expectations for this session?
2. What did you learn unexpectedly?
3. What actions will you take on your campus with this information?



Session 5: 11:00am – 12:30pm

CWT Toolkit and TPM

Dr. Sharon Elise (California State University, San Marcos, Professor of Sociology) and Dr. Lori Walkington (California State University, San Marcos, Associate Professor and Graduate Program Coordinator, Sociology)

Moderator: Dr. Chris Cox, Lecturer of Sociology and Interdisciplinary Social Science, California State University, San Jose

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Session 6: 12:30pm – 2:00pm

We Are Not Here to Be Bystanders

Linda Sarsour

Author and American Political Activist

Moderator: Dr. Dale Allender, Associate Professor of Language and Literacy, California State University, Sacramento

What were your expectations for this session?

What did you learn unexpectedly?

What actions will you take on your campus with this information?



Session 7: 2:15pm – 3:45pm

Mad Scholarships and Activisms: Cultivating Neurodivergent-Centered Learning and Organizing Spaces

Dr. Pau Abustan (California State University, Los Angeles, Assistant Professor of Women's, Gender, and Sexuality Studies) and Kelan Koning (California State University, Northridge, Lecturer in the Department of English)

Moderator: Dr. Ahlam Muhtaseb, Professor of Media Studies, California State University, San Bernardino

What were your expectations for this session?

What did you learn unexpectedly?

What actions will you take on your campus with this information?

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Session 8: 2:15pm – 3:45pm

Queers for Palestine!: Academic Freedom Repression and Pinkwashing

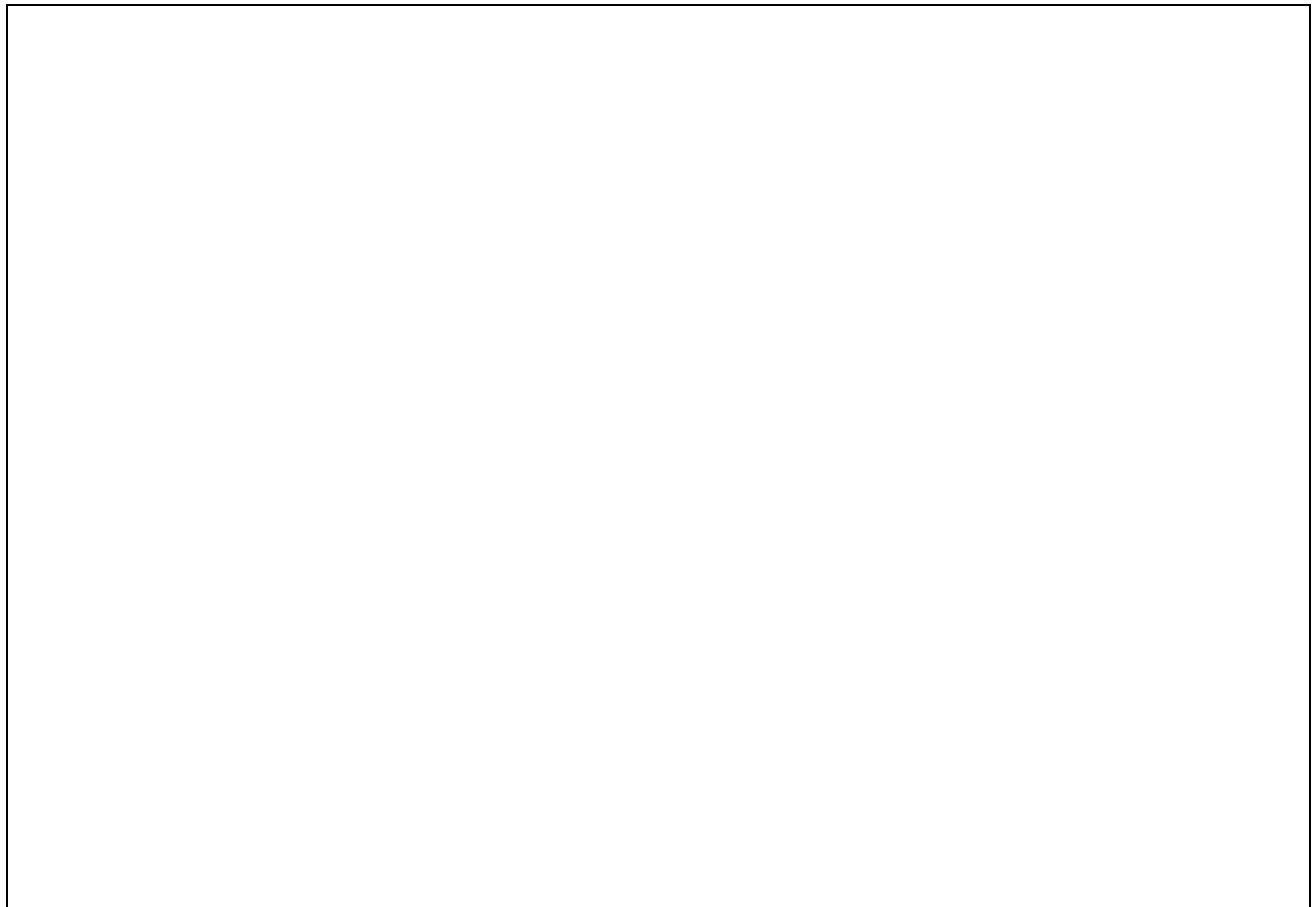
Sang Kil (San Jose State University, Professor in the Justice Studies Department); Dr. Ahlam Muhtaseb (California State University San Bernardino, Professor of Media Studies); Dr. Rouhollah Aghasaleh (Cal Poly Humboldt, Assistant Professor in the School of Education) and Dean Harootunian (Cal Poly Humboldt, Student of Liberal Studies Elementary Education with an emphasis on art)

Moderator: Dr. Stevie Ruiz, Associate Professor in Chicana and Chicano Studies, California State University, Northridge

What were your expectations for this session?

What did you learn unexpectedly?

What actions will you take on your campus with this information?



Session 9: 2:15pm – 3:45pm

Rupture and Jubilation: A Victory for Liberatory Ethnic Studies

Theresa Montano (California State University, Northridge, Professor/Associate Chair of Chicano/Studies); Dr. Tracie Noriega (Association of CA School Administrators, Senior Director of Diversity, Equity, Inclusion, and Professional Learning) and Dr. Charles Toombs (San Diego State University, Professor of Africana Studies)

Moderator: Dr. Libby Lewis, Associate Professor, Sociology and Pan-African Studies, California State University, Los Angeles

What were your expectations for this session?

What did you learn unexpectedly?

What actions will you take on your campus with this information?



Session 10: 4:00pm – 5:30pm

Dying of Whiteness

Jonathan Metzl

Author, Psychiatrist, Professor of Sociology and Psychiatry and the director of the Department of Medicine, Health, and Society, Vanderbilt University

Moderator: Vang Vang, Librarian, California State University, Fresno

What were your expectations for this session?

What did you learn unexpectedly?

What actions will you take on your campus with this information?

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Session II: 6:30pm – 8:00pm

The Intersection of Technology, Power and Society

Dr. Safiya Umoja Noble


Director of the Center on Race & Digital Justice and the Co-Director of the Minderoo Initiative on Tech & Power at the UCLA Center for Critical Internet Inquiry

Moderator: Dr. Sharon Elise, Professor of Sociology, California State University, San Marcos

What were your expectations for this session?

What did you learn unexpectedly?

What actions will you take on your campus with this information?

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Sunday, March 16, 2025

Session 1: 9:15am – 10:45am

Equitable Leadership Development and Systems Change

Nataki Garrett

Director, Producer, Playwright, Educator, Activist, and Mentor

Moderator: Mark Allan Davis, Assistant Professor of Africana Studies, California State University, San Francisco, and Vang Vang, Librarian, California State University, Fresno

What were your expectations for this session?

What did you learn unexpectedly?

What actions will you take on your campus with this information?

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Session 2: 11:00am – 12:30pm

Communicating Realness: Being together and sharing before we part

Vang Vang (California State University, Fresno, Librarian) and Mark Allan Davis (California State University, San Francisco, Assistant Professor of Africana Studies)

Moderator: Mark Allan Davis, Assistant Professor of Africana Studies, California State University, San Francisco and Vang Vang, Librarian, California State University, Fresno

What were your expectations for this session?

What did you learn unexpectedly?

What actions will you take on your campus with this information?

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