WELCOME

To Our LEADERSHIP CONFERENCE A BROTHERHOOD FOR SUCCESS

UPLIFTING ONE ANOTHER ON THE ROAD TO EXCELLENCE

MARCH 5TH, 2022
9:00AM - 3:00PM
486 CHANDLER STREET
WORCESTER, MA 01602
MAY STREET BUILDING



WORCESTER S T A T E UNIVERSITY OFFICE OF MULTICULTURAL AFFAIRS



MESSAGE FROM WORCESTER STATE UNIVERSITY PRESIDENT BARRY M. MALONEY



Worcester State University is excited to host its first Brotherhood Conference. Its goal is to cultivate leadership among our first generation and/or BIPOC/ALANA students, and especially among the men who are attending the Massachusetts State Universities. Data show that fewer males in general are heading to college, and that those of color face more challenges to graduation. Your participation in this conference should not only help you meet those challenges, it should help us – your state universities – help you to do just that.

Worcester State has worked with city partners on the 100 Males to College program, and with many partners on the state's largest Early College program, which help high school students envision themselves on campus, working toward degrees. And once here – whether it is Worcester State or another Massachusetts university – we want to see students succeed. We offer programs such as the Alternatives for Individual Development Program (A.I.D.), which supports first generation, economically diverse, and/or ALANA (African American, Latine, Asian, and Native American)/BIPOC (Black, Indigenous, and People of Color) students, from the time of their transition to college until graduation. One A.I.D. initiative is the Young Men's Group – a community of university students, faculty, and staff. Several of them are leading today's efforts.

What you learn at the Brotherhood Conference should aid your personal growth and success. It is my hope that you will come away inspired to lead others to achieve, as well.



MISSION/VISION

Our mission is to uplift and empower our men by affirming their experiences, engaging in team building workshops, building upon their own identity and knowledge of self, and enhancing their connection to a network of first generation and/or ALANA/BIPOC men in our greater community.

This community will include high school students, university students, professionals, educators, and community leaders. Our overall goal is to increase our network to assist in access, retention, and graduation of our first generation, low income and/or ALANA/BIPOC males of color in their journey to higher learning.

Together we can examine, model and transform this experience into a stronger brotherhood of excellence.



THANK YOU TO THE CONFERENCE COMMITTEE TEAM

Eriberto Mora-Carrera Staff Associate, Multicultural Affairs; Committee Chair

> **Professor Aldo Garcia Guevara** History & Political Science Department

Professor Carlos Odria Visual & Performing Arts Department

Robert Jennings Community Member and 100 Males to College Coordinator

> Johnny Chavez Worcester State University B.S. 13'

Kirsh Donis Associate Director/ Undergraduate Admissions

Angel Sotomayor Visual and Performing Arts Major, Class of 2024, Office of Multicultural Affairs Ambassador

Cristian Negron Rivera Business Administration Major, Class of 2023, Student Government Association

Ian Njihia

Business Administration Major, Class of 2024, President, Third World Alliance (Multicultural Student Organization) and WSU Residential Assistant

> **Richard Bonsu** Visual and Performing Arts Major, Class of 2024, Office of Multicultural Affairs Ambassador



THANK YOU TO THE CONFERENCE COMMITTEE TEAM

Brian Nguyen Worcester Tech High, Class of 2022 Worcester State University Upward Bound Student

Jaffari Wainaina Abby Kelley Foster, Class of 2022 Worcester State University Upward Bound Student

Juan Davila Abby Kelley Foster, Class of 2022 Worcester State University Upward Bound Student

Richmond Fosu

Abby Kelley Foster, Class of 2024 Worcester State University Upward Bound Student

Frailyn Vasquez Claremont Academy, Class of 2024 Worcester State University Upward Bound Student

William Donkor

Abby Kelley Foster, Class of 2022 Worcester State University Upward Bound Student



THANK YOU TO OUR CO-SPONSORS

The President's Office

The Provost Office

100 Males to College

Office of Student Involvement and Leadership Development

Alumni Association's Advisory Board

University Advancement

Undergraduate Admissions

The Diversity, Inclusion, Affirmative Action, and Equal Opportunity Office

History & Political Science Department

Visual and Performing Arts Department

Publications and Printing Services

Third World Alliance

Boys & Girls Club of Worcester

Diversity and Inclusion Certificate Program – Clark University & Worcester State University Collaborative



CONFERENCE AGENDA

Registration & Continental Breakfast

May Street Building 8:00AM - 9:00AM

Welcome & Opening Keynote Address

May Street Building 9:00AM - 9:30AM

Session 1

Sullivan Building Concurrent Workshop 1 9:35AM - 10:25AM

Session 2

Sullivan Building Concurrent Workshop 2 10:35AM - 11:25AM

Session 3

Sullivan Building Concurrent Workshop 3 11:35AM - 12:25PM

Lunch & Network

May Street Building 12:35PM - 1:20PM

<u>Trill Or Not Trill</u>

May Street Building 1:30PM - 2:30PM

Closing Speaker

May Street Building 2:30PM - 3:00PM



KEYNOTE SPEAKER 9:00AM - 9:30AM



Joseph M. Corazzini

Vice President for Government and Community Affairs, Clark University

Joseph M. Corazzini currently serves as Clark University's Vice President for Government and Community Affairs. Prior to his appointment, he served as Assistant Superintendent of Equity, Diversity, and Community Development and Director of Community Resource Development for the Framingham Public Schools. Mr. Corazzini has been an active member of the Worcester community and held many roles at, United Way, Worcester Education Collaborative, and Dynammy, which have focused on education, social justice and engage in dialogue and action on national issues affecting our first generation, low income and communities of color. As a Worcester native, Worcester State University- OMA/AID Alumni, expert community organizer, and someone skilled at developing partnerships, he has committed himself to advancing educational equity and community development work. Corazzini holds a B.A, History and M.S., Non Profit Management from Worcester State University.

CLOSING REMARKS 2:30PM - 3:00 PM



Eric D. Batista

Assistant City Manager, City of Worcester

Eric D. Batista is a native of Puerto Rico but a longtime Worcester resident who has spent more than 15 years in public service. He is a Clark University Bruce Wells Scholars Upward Bound Alumn. For the past nine years, Mr. Batista has been a key leader in the Office of City Manager Edward M. Augustus, Jr. as Chief of Operations and the Director of Innovation. Through this time, he led the development and implementation of special projects and initiatives, creating economic development opportunities through innovative smart city solutions. In this role he has also overseen the creation of the City's Strategic Plan and Performance Measures. In 2021, the City of Worcester appointed Mr. Batista to Assistant City Manager, becoming the first person of color in this role. A former President of Adelante Worcester, current member of the Governor's Latino Advisory Commission. Board member of Worcester Community Action Council, Seven Hills Foundation., and the Latino Education Institute. Eric holds an A.S., Architectural Engineering, B.S., M.B.A., Economics from Assumption University.



SECTION 1 | BLOCK 1 | [9:35AM -10:25AM]

"Racial Trauma: Skills and Interventions to Address Racial Trauma" [9:35am -10:25am] Room: S*205

Workshop Description: Ongoing experiences of racism, racist bias and exposure can often lead to *racial trauma*. Race-based traumatic stress (RBTS) has been identified in a 2007 paper written by Carter on, 'Racism and Psychological and Emotional Injury' to be comparable to DSM-5 criteria for PTSD. In this workshop, we will engage on how racism can create trauma, identify skills and interventions to properly address racial trauma, and explore ways in which we can embark to heal.

Type of Workshop: Interactive, Identifying resources, tools and strategies.

Target Audience: High School Students and Undergraduate Students.



Eric Roldan

LICSW, Director of Outpatient Services, Open Sky Community Services

Eric Roldan, LICSW is the Director of Outpatient Services at Open Sky Community Services. In this capacity, he oversees the operations of the Outpatient department. Throughout his career, he focused his work with the substance use, LGBTQIA+, and youth populations of Worcester County. Eric is committed to breaking barriers to treatment that include stigma and access to mental health treatment for marginalized populations.

"Failure Is an Option" [9:35am -10:25am]

Room: S*219

Workshop Description: Failure is essential for success. It strengthens the roots in your minds, engages internalization of those thoughts and feelings of fear so that you can confront yourself early for the next best you. In this workshop, we will talk more about the misconceptions of failure as I share my journey in the world of business and education. I will share how I was able to reframe my experience and leverage them by simply trusting in my skills and myself. This is the psychological and social secret to turning your next failure into success.

Type of Workshop: Interactive

Target Audience: High School Students and Undergraduate Students.



Geraldo Maldonado

Quinsigamond Community College at Southbridge Site Director & Adjunct Business Professor, Quinsigamond Community College

Mr. Maldonado is currently the Director of Quinsigamond Community College at Southbridge and an Adjunct Business Professor. He grew up in Great Brook Valley in Worcester and graduated from Burncoat High School. He was an Upward Bound student at Worcester State College. He eventually continued his education at Quinsigamond Community College where he earned his associate degree in Business Administration. He then earned a Bachelor's in Business Administration from Worcester State College and an MBA from Anna Maria College. His career includes serving in the United States Air Force, working in the private banking and investment fields, and currently working in higher education.



SECTION 1 | BLOCK 1 | [9:35AM -10:25AM]

"From Sweats to Suits" [9:35am -10:25am]

Room: S*230

Workshop Description: In this workshop, we will explore a) the importance and benefits of creating a positive professional image, b) developing an awareness of the social and unspoken norm of dress code expectations within different work environments, and c) where you can acquire affordable formal and business attire.

Type of Workshop: Identifying resources, tools, and strategies.

Target Audience: High School Students, Undergraduate Students, Professionals, Educators, Community Leaders



Johnny K. Chavez

Care Manager, Nanotuck Resource Associates

Johnny K. Chavez holds a B.S., Psychology and Spanish (2013) from Worcester State University. He has over seven years of professional experience serving our community members with intellectual and physical disabilities. In current role at Nanotuck Resource Associates, he advocates for member's needs, supervises caregivers' roles and client's homes. In addition, Johnny is also a co-owner of Style and Comfort, Corp. a construction company that provides Innovative home renovation services which services clients and communities across the Commonwealth of Massachusetts. He is also a member of the OMA Young Men's Group where he spends his time mentoring university college students on their adjustment at Worcester State University.

"From Paralyzed to Prosperous: Developing Habits of Success" [9:35am -10:25am] Room: S*232

Workshop Description: YOU are REASON! Understanding ourselves takes time, investment and work. We live with different levels of intensity. D.I.S.C is a behavioral theory that encourages us to learn and understand, and appreciate our own behavioral style. In this workshop, we will discuss how to use the D.I.S.C. behavioral assessment to set personal and career goals and build habits necessary to attain those goals.

Type of Workshop: Interactive, Identifying resources, tools and strategies, D.I.S.C. Assessment **Target Audience:** High School Students, Undergraduate Students, Professionals, Educators, Community Leaders



Jorge A. Sierra

Jorge Sierra & Associates

Jorge Sierra is a motivational speaker and self-change advocate taking his audience by storm with his transparent and inspiring story of triumph and perseverance. As a member of the ETA Certified Speakers program, Jorge studies under the tutelage of World-Renowned Motivational Speaker and Author, Dr. Eric Thomas, whom he credits for changing his life. The series of changes he made allowed him to no longer be confined to his mental wheelchair as well as his physical wheelchair. Jorge now uses his life experience to motivate and guides individuals to destroy their own mental wheelchairs. He helps them see past their physical and mental challenges so they can walk in their purpose. Mr. Sierra is a student at Quinsigamond Community College.



SECTION 2 | BLOCK 2 | [10:35AM -11:25AM]

"Drumming for Health and Healing: How Music helps us to Build the Best Community" [10:35am -11:25am] Room: S*301

Workshop Description: This workshop has two parts. The first part begins by discussing selected drumming traditions from around the world. We will discover that, even though each of the ensembles we discuss is unique and has a distinctive sound, all of them share a common feature; they train their musicians to build community. Good drumming and good music require teamwork, empathy, and the ability to navigate interpersonal relationships and everyday tasks in a fluent and positive way. The second part of the workshop will put into practice some of these concepts by showing participants how two perform basic interlockings patterns on percussion instruments.

Type of Workshop: Research Based, Highly Interactive

Target Audience: High School Students, Undergraduate Students, Professionals, Educators, Community Leaders



Dr. Carlos Odria

Visiting Assistant Professor of Music- Worcester State University Professor Carlos Odria is an Assistant Professor at Worcester State University's Visual and Performing Arts Department. He is a professional performing artist and holds a Ph.D. in Ethnomusicology from Florida State University. Odria's academic research on collective music-making and bodily practice has been published in leading peer-reviewed journals.

"Event Planning 101" [10:35am -11:25am]

Room: S*309

Workshop Description: Every program, event, and gathering has a plan. Great programming takes into account management, execution, and control of the intent to delivery of goals and objectives. In this workshop, we will explore the logistics involved in event planning-research of venues, staffing, pre-planning phase to post evaluation, budgeting, risk analysis, and marketing. We will also consider the benefits and challenges of working with a small marketing group and what it takes to create a marketing campaign that could propel social engagement and social impact.

Type of Workshop: Identifying resources, tools and strategies. **Target Audience:** High School Students, Undergraduate Students



Bolaji Ojo

Concurrent Enrollment Coordinator, Worcester State University

Bolaji Ojo holds a B.S., Communications-Public Relations/Marketing from Salem State University with a Bachelor's of Science in Communications/concentration in Public Relations and a minor in Marketing. He comes to Worcester State University from the Boys & Girls Club- Worcester. Currently, as the Concurrent Enrollment Coordinator at Worcester State University, Bolaji works collaboratively with many campus sites on dual enrollment experiences take at Worcester State University, i.e. Early College and 100 Males to College programs.



SECTION 2 | BLOCK 2 | [10:35AM -11:25AM]

"Going to Law School and Pursuing A Law Practice" [10:35am -11:25am] Room: S*314

Workshop Description: Pursuing a law career requires a serious commitment to the legal profession. Our legal system more than ever, requires the recruitment and retention of dedicated and qualified lawyers that are trained to practice in the 21st century. There should also be a drive to strive for justice and equity in our legal system for all Americans. During this workshop, I will share more about my journey to the field of law, different areas of law and 'what it means to be a lawyer.' I will also share what aspects of practicing law are rewarding, empowering and challenging.

Type of Workshop: Experimental Based, Lecture Based **Target Audience:** High School Students and Undergraduate Students.



Hector E. Pineiro, Esq.

Litigation

Hector E. Pineiro, Juris Doctorate; Attorney Pineiro has been in private practice since 1994.Admitted: Supreme Judicial Court, MA 1989, U.S.Dist. Ct., MA; U.S District Court, District of Puerto Rico August 2004; U.S. District Court, District of Vermont, 2007; United States First Circuit Court of Appeals 2007. Advisory Boards Massachusetts Legal Services Corporation, Worcester, MA (past membership); Advisory Board National Police Accountability Project – A Project of the National Lawyers Guild, Legal Panel and cooperating attorney for the American Civil Liberties Union -Massachusetts. Committee Membership Joint Bar Committee –Massachusetts Bar Association (October 2008-Present). Past membership in Judicial Committees: Served at the request of U.S.

Magistrate Swartwood – U.S. District Court for the District of Massachusetts in a federal judicial nominating committee to screen potential candidates-applicants for the U.S. Federal Magistrate position –central district.

"What is an Internship and Core Skills Building" [10:35am -11:25am] Room: S*320

Workshop Description: According to the National Association of Colleges and Employers (NACE), internships significantly affect the development and initial career outcomes post-graduation. About 70 percent of employers make full time job offers to interns. In this workshop examine the importance of an internship experience on your career development, how to obtain one and what core skills will set you apart from your peers.

Type of Workshop: Interactive, Identifying resources, tools and strategies. **Target Audience:** High School Students and Undergraduate Students.



Walter Jovel

Youth Employment Coordinator, MassHire Metro South/West

Walter Jovel has had a long trajectory working with youth. He is currently working as the Youth Employment Coordinator at MassHire Metro South/West. While attending college, his first job was at the Worcester Youth Center as a Program Coordinator. During his time there, he co-founded and is currently the Assistant Director of the H.O.P.E. Coalition. H.O.P.E. stands for (Healthy Options for Prevention and Education) and its Peer Leadership Program aims to be the voice of the young people in Worcester. Walter holds a B.S., Psychology from Worcester State University. Upon his graduation, he started working at the Willis Center as a bilingual Foster Care Case Manager, engaging with DCF youth and families. His passion also extends in his work with Worcester Chamber of Commerce' Worcester

Youth Leadership Institute, a summer program which employs youth to network and learn from local stakeholders in the community, government and business sectors.





SECTION 3 | BLOCK 3 | [11:35AM -12:25PM]

"You Belong! Owning Your Story" [11:35am -12:25pm]

Room: S*205

Workshop Description: Participants will be able to understand what makes them unique and part of a community, as well as the role identity and community play in establishing a sense of belonging. Participants will engage in open dialogue and activities that encourage vulnerability and demonstrate the power of storytelling.

Type of Workshop: Experimental Based, and Identifying resources, tools and strategies. **Target Audience:** High School Students and Undergraduate Students.



Domingo A. Coto, el/he/him/his, Program Liaison, Northeastern University

Domingo A. Coto (el/he/him/his) is a staff member at Northeastern University with a background in student affairs. Domingo has worked in higher education for over seven years and has a background in residence life, orientation, organizational leadership, Greek life, and student activities, which he strives to infuse with diversity, equity, and inclusion every day.

""Re-Surrected" A New Way of Living" [11:35am -12:25pm]

Room: S*219

Workshop Description: In this workshop we will be addressing a variety of ways of "Self-Understanding" **Type of Workshop**: Interactive Lecture Based, and Identifying resources, tools and strategies. **Target Audience:** High School Students, Undergraduate Students, Professionals, Educators, Community Leaders



Derrick Kiser, LMHC

CEO & Founder at Fresh Start Wellness Center In

Derrick Kiser- LMHC is the CEO and founder of Fresh Start Wellness Center, and a graduate from Worcester State University and TWA alumni. Fresh Start is a minority owned non-profit that creates and implements mental health programs in the educational and criminal justice system. He started Fresh Start as a solution to a problem he directly lived through when he co-founded the first gang in Worcester, MA. He works directly with high-risk individuals in his professional work in the school system, foster care, DYS, correctional facility, community based in home therapy, and acquired degrees and certifications directly related to aiding this population. These accolades, paired with his involvement with the criminal justice system made him the leader needed to. "Building A Healthy Foundation for the Next Generation"



SECTION 3 | BLOCK 3 | [11:35AM -12:25PM]

"How Can Habits of Success and Restorative Justice Practices Impact a Student's Future After High School and Beyond?" [11:35am -12:25pm]

Room: S*230

Workshop Description: This workshop will focus on the work I do as a male educator of color around restorative justice in our schools, and building habits of success to enable students to tackle some important topics and issues. In my post-graduate class Beyond BDEA, I have used these topics to help high-school students who are off-track refocus. They can use their second chance as a platform towards to success while tackling current issues. Our young people are facing mental health, attendance, ethical and moral dilemma and decision-making and I frame the course to increase student engagement, collaboration and classroom and school community.

Type of Workshop: Lecture Based, Interactive

Target Audience: Undergraduate Students, Professionals, Educators



Chris Johnson BS Business Administration Johnson and Wales University M.Ed UMass Boston

Chris is a Math Teacher/Beyond BDEA Teacher and a Co-coordinator Teacher's asst program@ BDEA. Chris is also currently serving as an Advisory Board Member Project TLC @ UMass Boston and currently in MEOC (male educators of color) Leadership Program in BPS. He has been a teacher for 20 years, 17 of them in the Boston Public Schools where he works with at-risk youth with diverse struggles and adversity. His approach focuses on an 'Asset Model'examining how we support and look at education in a way that encourages our youth to attend school and channel their struggles.

"Unlocking Your Potential" [11:35am -12:25pm] Room: S*232

Workshop Description: I've always wanted to be.... I've always wanted to travel to.... I've always wanted to do this...." Unlocking your potential often refers to your development of opportunities, capabilities, power, and possibilities. This workshop will be centered on learning more about yourself, developing a mindset to thrive and turning the abstract into a step-by-step plan to get you there.

Type of Workshop: Interactive, Identifying resources, tools and strategies. **Target Audience:** High School Students and Undergraduate Students.



Andrew Ngo, he/his Product Manager Humana

Andrew Ngo is currently a Product Manager at Humana in Digital Health. Andrew started his career in finance at State Street Global Advisors and then pivoted into healthcare working in Pharmacy Product Development at CVS Health. Andrew holds a B.A, Business Administration/Economics at Worcester State University. While at Worcester State, Andrew was a commuter and a student leader. Andrew is a proud WSU Upward Bound alumn and South High graduate. Andrew currently serves as the Vice President on WSU's Alumni Association Advisory Board and Colony Retirement Homes' Board of Directors.



<u>Trill Or Not Trill</u> Trill Or Not Trill | 1:30PM - 2:30PM



Jeff Dess Lenny Williams Author, Co-Founder, Trill Or Not Trill Professor, Author, Co-Founder, Trill Or Not Trill

Trill or Not Trill is a leadership institute specialized in culturally responsive leadership. Through a myriad of services, we focus on integrating unconventional audience driven and culturally relevant content into career readiness and professional development. The impact of the work includes but is not limited to creating new student leaders and change agents who will provide additional leadership value to their campus. The programs are guided by inclusion, resilience, innovation and integrity

The Laws of Trill (PRESENTATION)

The Laws of Trill will take your success to a creative and motivational height. Through this interactive presentation, students will learn ways to stay motivated and reach their highest levels of success. Listen to the Trill or Not Trill Founders, Mr. Jeff Dess and Professor Williams as they both drop the gems that are guaranteed to enhance your personal growth and beyond. Each law will provide participants with specific tips on building a successful lifestyle during the next few years of their lives.



THANK YOU!

Thank you for your participation and attendance at today's conference. You have the vision, knowledge, strength, and experience to help us continue to pave the way into the future. You are our greatest assets today and tomorrow. Let's continue on the pathway of building a stronger brotherhood of excellence.

Please take a few moments to complete this Post Conference Survey.



We greatly value your feedback and look to use it to help us make improvements to our overall program.

Donate: Help Make A Difference!



Stay Connected!



 $@wsu_brotherhood4success$



Notes



Notes



- Sullivan Auditorium
 - Facilities (TA) e
- Sullivan Commons Woo Café—1st floor Sullivan Academic Center (S) Eager Auditorium-1st floor
- 4 WRTA Bus Shelter
- 5 Sagamore Road Studios Shuttle Stop
- 6 Shaughnessy Administration Bldg. (A) Academic Mall (various services)-1st floor Admissions, Fuller Theater-2nd floor

Bus and Shuttle Stops: 4, 5 and 15

- Chandler's Juice and Smoothies Wellness Center (WELL)
- Ghosh Science & Technology Center (ST) 102 Auditorium—1st floor ω
 - Mary Cosgrove Dolphin Gallery-1st floor Rockwood Softball Field 0
- 10 Kevin Lyons Baseball Diamond
 - 11 Coughlin Athletic Field
 - 12 Student Center (SC)

Bookstore, Food Court, Blue Lounge-1st floor Lancer's Loft, Fallon & Foster Rooms-3rd floor

- Mail Center-1st floor (student package pickup) Information Technology Services-3rd floor 13 Learning Resource Center (LRC) Multicultural Affairs-1st floor Library-2nd & 3rd floors Starbucks Café-2nd floor
 - 14 Parking Garage
 - 15 Goddard Lot Shuttle Stop
- 16 Wasylean Hall—Residence (W)
- Woo Scoops, University Police-1st floor
 - 17 Tennis Courts
- 18 Chandler Village—Residence (CV)

- Pulse On Dining (POD)-1st floor Health Services-Lower Level
 - 20 Dowden Hall—Residence (DH) C-Store—Lobby
- 21 Campus Ministry
- 22 May Street Building & Auditorium (M)
- 23 IUI Garden for All Ages
 - 24 Latino Education Institute (LEI)
 - 25 Sagamore Road Studios
 - Worcester Center for Crafts

