



Celebrating Women in Leadership
“Building Diversity and Inclusion”

Friday, February 14th, 2020, 10:00-3:00
Joan Weill Student Center, Pine Room, Paul Smith’s College

The purpose of this workshop is to explore tools and strategies that build diversity and inclusion in the workplace and in our communities through the perspectives of immigration, diversity, and gender identity programs.

9:30 Coffee

10:00 Welcome!

10:15 Keynote: **Melissa Otis-Dixon**, Author of *Rural Indigenousness: A History of Iroquoian and Algonquian Peoples of the Adirondacks*

11:00 Panel Presentation: Issues Involving Diversity and Inclusion; **Moderator, Annie Rochon**, Cultural Diversity and Inclusion Council, Paul Smith’s College.

Panel:

Nicky Hylton Patterson, Executive Director, Adirondack Diversity Initiative;

Kim Lareau, North County Immigrant Community Navigator, NYS Office of New Americans; and,

Kelly Metzgar, Executive Director, Adirondack North Country Gender Alliance.

12:25 Group Photo

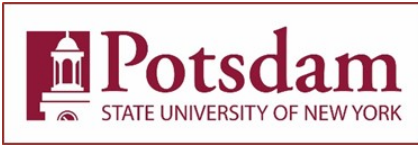
12:30 Lunch (Bob Cat Lounge, Joan Weill Student Center)

1:30 Facilitated Group Discussions: Tangible Actions and Strategies to Build Diversity and Inclusion;
Moderator: Nicky Hylton Patterson, Executive Director, Adirondack Diversity Initiative.

3:00 Adjourn



Willie Janeway and the Adirondack Council



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Program presenters are pictured below, clockwise from top left: Melissa Otis-Dixon; Annie Rochon; Kelly Metzgar; Kim Lareau; and, Nicky Hylton Patterson.



Speaker Bio's

Melissa Otis is a historian and educator. She is the author of *Rural Indigenousness: A History of Iroquoian and Algonquian Peoples of the Adirondacks* (Syracuse University Press, 2018). The book examines the nature of Indigenous populations living in predominantly Euroamerican Adirondack communities and ways in which they maintained their distinct identities. Melissa holds a PhD in history of education from the University of Toronto. Her dissertation research topic was focused on the history of Native peoples in the Adirondacks. Melissa is a Trustee of the Adirondack History Museum.

Annie Rochon received her CEGEP degree in Languages and Literatures from Champlain College, her Bachelor of Arts degree in Specialization in Translation from Concordia University and a Master of Education degree in Foreign Languages from SUNY Plattsburgh. Rochon recently completed a certificate on Fostering Inclusion and Diversity from Yale School of Management. She is a NYS State certified translator and interpreter. Annie is a Paul Smith's College professor and is the co-chair of the College's Global Diversity and Inclusion Council. Having grown up in Montreal, Que., Annie became a U.S. citizen in 2005 and is proud of her Mohawk heritage.

Nicole Hylton-Patterson is the first Executive Director of the Adirondack Diversity Initiative based in Saranac Lake. She has 20 years of experience leading activities and programs geared toward advancing diversity, equity and inclusion. Hylton-Patterson holds a master's degree in Pan African Studies from Syracuse University, a master's degree in Industrial and Organizational Psychology from the Chicago School of Professional Psychology University, and a bachelor's degree in African & African American Studies and Philosophy from Mount Holyoke College. She is currently pursuing a PhD in Afro-LGBTQI+ Justice with Arizona State University.

Kimberly La Reau serves as the North County Immigrant Community Navigator (ICN) at the Plattsburgh-based organization, Joint Council for Economic Opportunity (JCEO), and is part of a statewide network supported by the NYS Office for New Americans. Kim began this position in January 2019, launching the first local effort to broadly identify, reach out to, and serve immigrant and refugee populations. Before her role as ICN, she spent three years in northern Tanzania, where she was program director for a nonprofit working with an indigenous Maasai community living inside a conservation area. Kim graduated magna cum laude from Ithaca College with a BA in Sociology and concentration in gender and sexuality.

Kelly Leigh Metzgar is a transgender woman living in the Adirondack North Country of Upstate NY. Kelly is Co-Founder and Executive Director of Adirondack North Country Gender Alliance and Adirondack North Country Gender Advocacy & Education. Both are based in Saranac Lake. She is also a co-founding board member and Treasurer of Gender Equality NY. Kelly believes in allowing Transgender, Gender Non-Binary and all LGBTQI+ people should live as their true and authentic selves. She strives to educate the public on gender identity, expression, and sexual orientation issues to promote the understanding and acceptance of LGBTQI+ people in all aspects of life.

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