Characteristics of Invisible Discrimination and Diversity in Students of a Public University ........................................1
   Margarita Córdova, Gladys Puza, Olga Curro, Lázaro Lizarbe, and Mario Chauca

The Effect of Semi-permanent Makeup and Makeup on Female Body Image and Social Anxiety ......................... 6
   Tien-Li Chen and Chien Mei-Chi

Effect of Articulation Reflective Approach on Learning Outcomes Retelling the Fable Contents to Singkawang Junior High School Student ............................................................................................................. 11
   Susan Neni Triani, Fitri Fitri, Heru Susanto, Eti Sunarsih, Lili Yanti, and Andi Mursidi

Expected Competencies of Construction Management Graduates Working in China ........................................... 16
   Yi Wang and Kam Cheng

Digital Transformation in Marketing through a Customer Knowledge Management Approach for Startups and SMEs: An EdTech Startup Case Study ...................................................................................... 25
   M. Kaoud and N. A. El Dine