

# 2018 NADOHE Annual Conference

*With Urgency and Purpose:*

*Transcending Boundaries, Eliminating Barriers  
Leading with Bold Vision and Bold Moves*

**March 7 – 10, 2018  
Renaissance Hotel  
Washington, DC**

**Wednesday, March 7, 2018**

12:30 p.m. – 5:00 p.m.  
NADOHE Board of Directors Meeting  
*Fireview Room*

1:00 p.m. – 5:00 p.m.  
Pre-Conference Workshop (Pre-Registration Required)  
*Meeting Room 12 - 14*

### *Life as a New Chief Diversity Officer*

Transitioning to a new Chief Diversity Officer (CDO) position is both exciting and challenging. Forging a path of transformational organizational change with increasing demands from multiple underrepresented groups and limited resources is no easy task. In addition to content expertise, your ability to succeed is dependent on continually increasing your capacity to navigate complexities and maintain an authentic sense of self and an unwavering focus on mission. This workshop will tackle these realities and provide practical solutions for navigating your early years as a CDO. Hear from seasoned CDOs and NADOHE CDO fellows still relatively early in their careers who can provide valuable insights. During this workshop, you will also have the opportunity to connect with other new CDOs in attendance and explore case studies. You will also learn more about how NADOHE can be a partner on your CDO journey.

As a result of this workshop, participants will:

- Develop a better sense of the rhythm of the first years of the Chief Diversity Officer Role
- Understand how a cabinet role differs from other roles and how to build mutually beneficially relationships at the Cabinet level
- Understand how the Chief Diversity Officer relates with the board, external constituents, faculty and staff, especially how these relationships change after one becomes a CDO
- Develop a better understanding of the levers for systemic change
- Have their experiences normed by listening to the early journeys of other Chief Diversity Officers
- Focus on building the internal capacity to sustain the demands of the role
- Connect with fellow Chief Diversity Officers with the goal of building a supportive community

Hosted By:  
Ame Lambert, Ph.D.  
Chief Diversity Officer  
Roger Williams University

Moderator:

Christine Stanley, Ph.D.

Professor, Educational Administration and Human Resource Development and Vice President and Vice Provost for Diversity Emerita

Texas A & M University

Presenters:

Gloria Aquino Sosa, Ph.D.

Chief Diversity Officer and Associate Professor and Program Director of the College Student Services  
Saint Mary's College of California

Ande Diaz, Ph.D.

Chief Diversity Officer

St Anselm College

Ame Lambert, Ph.D.

Chief Diversity Officer, Roger Williams University

former Chief Diversity Officer, Champlain College

Joe Joe McManus, Ph.D.

Chief Diversity Officer and Associate Vice President at the Office of Inclusive Excellence at Cal State  
University San Marcos

5:30 p.m. – 6:30 p.m.

Community College Diversity Officer Connection Reception

Hosted by NADOHE

*Meeting Room 15*

You are cordially invited to this special reception for Chief Diversity Officers and diversity practitioners working within the community college space at the annual NADOHE meeting in Washington, DC. Through your effort and commitment, we have made and continue to make tremendous progress in advancing the work of diversity practitioners at community colleges and are pursuing a more equitable representation of our institutions at the national meeting, including the composition of the materials presented. As we continue to advance our work, we are eager to provide the opportunity for fellowship and networking for practitioners specifically working in this space.

5:30 p.m. – 6:30 p.m.

Leadership and The Liberal Arts: A Networking Opportunity for Diversity Leaders

Sponsored by NADOHE, The Liberal Arts Diversity Officers (LADO) and the Consortium for Faculty Diversity (CFD)

*Meeting Room 16*

Please join us for a powerful hour of networking and information gathering as diversity leaders representing Liberal Arts Colleges and Universities come together for this inaugural event. Come prepared to meet new friends and colleagues who, like you, face the challenges of creating change and building infrastructure at institutions small in size but large in tradition and impact. All are welcome and it is our hope to create a nationwide network of Diversity Leaders in the Liberal Arts.

**Thursday, March 8, 2018**

7:45 a.m. – 8:30 a.m.

First-Time Conference Attendee/New Members Orientation

*Grand Ballroom Central*

Enjoy coffee and conversation while learning about what to expect from the conference and your NADOHE membership. All new members and first-time conference attendees are welcome!

8:00 a.m. – 8:45 a.m.

Connection over Coffee

*Grand Ballroom Foyer*

8:45 a.m. – 10:15 a.m.

Opening Conference Keynote and General Session

*Grand Ballroom North*

Special Ceremonial Opening by Raymond F. Reyes, Ph.D., who currently serves as the Associate Academic Vice President and Chief Diversity Officer for Gonzaga University in Spokane, Washington. Dr. Reyes has published numerous articles and book chapters on such topics as campus climate assessment, organizational transparency and trust, leadership theory, Native American leadership, creativity and learning, resilience, program evaluation, school reform and multicultural education, diversity and equity, storytelling, and Attention Deficit Disorder (ADD) in American Indian/Alaskan Native (AI/AN) student populations.

Welcome Remarks by Archie W. Ervin, Ph.D., President, National Association of Diversity Officers in Higher Education

Keynote Speaker – Joy-Ann Reid, Author, Political Analyst, for MSNBC and Host of *AM Joy*

Enjoy the opening general keynote featuring Joy-Ann Reid, who is host of *AM JOY* on MSNBC as well as a national correspondent appearing regularly on primetime programs including *Hardball* with Chris Matthews and *The Last Word* with Lawrence O'Donnell. Joy-Ann Reid is also the author of the book *Fracture: Barack Obama, the Clintons and the Racial Divide* (William Morrow/Harper Collins 2015) and co-author with E.J. Dionne Jr., of *We Are The Change We Seek: the Speeches of Barack Obama* (Bloomsbury, 2017). Reid was previously the Managing Editor of *theGrio.com*, a daily online news and opinion platform devoted to delivering stories and perspectives that reflect and affect African-American audiences. During the 2004 presidential campaign, Reid served as the Florida deputy communications director for the *527 America Coming Together* initiative, and was a press aide in the final stretch of

President Barack Obama's Florida campaign in 2008. Reid graduated from Harvard University in 1991 with a concentration in film, and is a 2003 Knight Center for Specialized Journalism fellow.

Moderator:

Archie W. Ervin, Ph.D.

President, National Association of Diversity Officers in Higher Education

Break

10:15 a.m. – 10:45 am

Concurrent Sessions

10:45 a.m. - Noon

Case Studies (75-minute sessions)

Concurrent Session A1 – Meeting Room 10/11

Relationships that Create Change: Chief Diversity Officers and College Diversity Officers Working Together

The purpose of this case study presentation is to highlight strategic, innovative ways that chief diversity officers may work with college-level diversity officers to make effective social justice change across the university.

Moderator: Carmen Suarez, Ph.D.  
Vice President  
Global Diversity & Inclusion  
Portland State University

Presented by: Anneliese A. Singh, Ph.D., LPC  
Associate Dean of Diversity, Equity and Inclusion  
College of Education  
The University of Georgia

Michelle Garfield Cook, Ph.D.  
Vice Provost for Diversity and Inclusion and Strategic University Initiatives  
The University of Georgia

Concurrent Session A2 – Meeting Room 12/13

The Great Place Initiative: Institutionalizing the Climate Study Process for Real Change

This presentation will provide processes used to create accessible, individualized reports for specific colleges and divisions using climate study data.

Moderator: Arthur Dean, M.Ed.  
Executive Director for Access and Inclusion  
James Madison University

Presented by: Kathryn Wilson, Ph.D.  
Professor, Economics  
Kent State University

Dana Lawless-Andric, M.Ed.,  
Associate Vice President for Diversity, Equity & Inclusion

Kent State University

Mandy Munro-Stasiuk, Ph.D.  
Associate Provost for Academic Affairs  
Kent State University

Alfreda Brown, Ed.D.  
Vice President for Diversity, Equity & Inclusion  
Kent State University

Concurrent Session A3 – Meeting Room 15

"Can We Talk?": Ramping up Racial Literacy Training for Universities

The presenters will share a model for bias training and coping with racial interactions and other identity related stresses.

Moderator: Marilyn Sanders Mobley, Ph.D.  
Vice President Inclusion Diversity, & Equal Opportunity  
Professor of English  
Case Western Reserve University

Presented by: Deborah J. Johnson, Ph.D.  
Professor of Human Development and Family Studies  
Director, Diversity Research Network and Faculty Associate to the  
Director of the Office for Inclusion and Intercultural Initiatives  
Michigan State University

Howard C. Stevenson, Ph.D.  
Constance Clayton Professor of Urban Education  
Professor of Africana Studies in the Human Development & Quantitative  
Methods Division of the Graduate School of Education at the University of  
Pennsylvania

Concurrent Session A4 – Meeting Room 14

Doing the Work Without the Title: Advancing the Inclusive Excellence Effort as a Non-Chief Diversity Officer

The presenter will illustrate the historical significance of non-CDOs and offer suggestions on how to support their work.

Moderator: William T. Jones, J.D., M.S.  
Co-Chief Diversity Officer  
Co-Affirmative Action Officer  
Professor of Legal Studies  
School of Business and Liberal Arts  
SUNY Canton

Presented by: Keith R. Barnes, M.S.Ed.  
Executive Director of Diversity, Equity and Inclusion  
Pikes Peak Community College

Concurrent Session A5 – Penn Quarter

Using Ancestry DNA as a Vehicle to Explore Race and Build Community

The DNA Discussion Project uses both a family narrative and DNA ancestry profiles to explore race and identity and encourages campuses/community dialogues on diversity in a new positive and engaging way.

Moderator: Jeffrey D. Carr, Sr., Ed.D.  
Chief Diversity Officer, Office of the President  
Associate Vice President Student Development  
Adjunct Faculty, Sociology and Social Work  
Point Loma Nazarene University

Presented by: Kent Guion, MD, MA  
Chief Diversity Officer  
University of North Carolina Wilmington

Anita Foeman, Ph.D.  
Professor of Communication Studies  
West Chester University

Concurrent Session A6 – Grand Ballroom North  
A Refresher on Title VI of the Civil Rights Act of 1964: Protecting Our Students from Harassment based on Race, Color, and National Origin

Through a case study focused on Title VI's requirements and a resolution reached by OCR with a university that faced racial harassment incidents on its campus, workshop attendees will gain an in-depth understanding of how to ensure compliance with Title VI in university policies, grievance procedures and training for students, faculty and staff.

Moderator: Ame O. Lambert, Ph.D.  
Chief Diversity Officer  
Office of the President  
Roger Williams University

Presented by: Rhasheda S. Douglas, Esquire  
Director of the Minority Student Program  
Rutgers Law School

Noon – 1:30 p.m.  
(Lunch on own)

Noon – 1:30 p.m.  
Chapters Luncheon  
*Grand Ballroom Central*

NADOHE Concurrent Sessions  
Deep Dives (90-minute sessions)

1:30 p.m. – 3:00 p.m.

Concurrent Session B1 – Grand Ballroom North

Queer-Spectrum and Trans-Spectrum Student Experience in Higher Education: A Meta-Analysis of NSSE, CIRP, SERU-AAU, and ACHA-NCHA Survey Responses

Presenters will share preliminary findings from this meta-analysis, as they relate to campus climate, academic outcomes and health outcomes. Following this, presenters will discuss practical strategies to address disparities facing queer-spectrum and trans-spectrum students at their respective institutions.

Moderator: Joanne G. Woodard  
Vice President, Institutional Equity & Diversity  
Chief Diversity Officer/Affirmative Action Officer  
University of North Texas

Presented by: Maren Greathouse, M.S.  
Director, Tyler Clementi Center  
Rutgers University-New Brunswick

Dr. Susan Rankin, Ph.D.  
CEO and Principal Investigator, Rankin & Associates Consulting  
Faculty Emeritus, Pennsylvania State University

Concurrent Session B2 – Meeting Room 10/11

Implicit Bias and Microaggressions: Eliminating Barriers and Obstacles in Pursuit of Inclusive Excellence

Advice will be shared on how to better foster a culture of respect and meaningful exchange around critical issues. Strategies will be shared on how to mitigate the negative effects of implicit bias and microaggressions on college campuses.

Moderator: Arthur Dean, M.Ed.  
Executive Director for Access and Inclusion  
James Madison University

Presented by: Gretchel L. Hathaway, Ph.D.  
Dean of Diversity and Inclusion  
Chief Diversity Officer  
Union College

Jason Benitez, MA, CAS  
Associate Dean of Diversity and Inclusion  
Director of Multicultural Affairs  
Union College

Concurrent Session B3 – Meeting Room 14

Diversity and Inclusion - (Dis)Ability Strategies for Inclusion

This presentation will provide guidance to diversity leaders on how to effectively address and create a culture of inclusion for people with disabilities.

Moderator: Jeanne J. Arnold, MSW, Ed.D.  
Chief Diversity Officer  
Gettysburg College

Presented by: James C. Dockery, JD  
Assistant Vice President for Institutional Equity and Compliance

University of Texas at Dallas

Stephanie Robertson, JD  
Associate Director of Admissions & Diversity Initiatives  
Master of Accounting Program (MAC)  
UNC Kenan-Flagler Business School

Concurrent Session B4 – Meeting Room 12/13

The Power of Talk: Student Letters, Facilitated Conversations, and Orchestrating Change in an In-Direct Culture

The purpose of this session is to introduce participants to a Minnesota community college's experience with facilitated conversations and first voice experience with diversity, equity and inclusion.

Moderator: Alphonse Keasley, Ph.D.  
Associate Vice Chancellor  
The Office of Diversity, Equity and Community Engagement  
University of Colorado Boulder

Presented by: Jay Williams, Ph.D.  
Sociology Instructor  
Minneapolis Community and Technical College

Jessica Shryack, Ph.D.  
Research Analyst with the Department of Strategy, Planning and Accountability  
Minneapolis Community and Technical College

Concurrent Session B5 – Meeting Room 15

The Communicative Practices and Framing Strategies of Chief Diversity Officers in U.S. Colleges and Universities

This presentation examines the CDO's role as their institution's diversity strategic communication officer. By identifying key communication frames, practices, and framing strategies, the presenters seek to inform conference participants on how to improve communication with diverse constituents.

Moderator: William T. Jones, J.D., M.S.  
Co-Chief Diversity Officer  
Co-Affirmative Action Officer  
Professor of Legal Studies  
School of Business and Liberal Arts  
SUNY Canton

Presented by: Kristina Ruiz-Mesa, Ph.D.  
Assistant Professor, Communication Studies  
California State University, Los Angeles  
College of Arts and Letters

Jobi Martinez, Ph.D.  
Graduate Student  
Texas Tech University



College of Media & Communication

NADOHE Concurrent Session  
Learning Lab (75-minute session)

1:45 p.m. – 3:00 p.m.

Concurrent Session B6 – Penn Quarter  
The DC6 Evolution: Building the Blocks of Transformation One Person at A Time

This presentation will engage in spirited conversations about how research, engagement, and assessment allow us to operationalize six central diversity competencies as part of our toolkit for developing campus conversations around inclusive excellence.

Moderator: Jeffrey D. Carr, Sr., Ed.D.  
Chief Diversity Officer, Office of the President  
Associate Vice President Student Development  
Adjunct Faculty, Sociology and Social Work  
Point Loma Nazarene University

Presented by: Jennifer Daniels, MSW  
Associate Director, Office of Equity and Inclusion  
University of Delaware

Dr. Adam Foley  
Associate Director, Office of Equity and Inclusion  
University of Delaware

Dr. James Jones  
Director Emeritus, Center for Study of Diversity  
University of Delaware

Dr. Carol E. Henderson  
Vice Provost for Diversity, Office of the Provost  
University of Delaware

Break

3:00 p.m. – 3:15 p.m.

NADOHE Concurrent Sessions  
Learning Labs (75-minute sessions)

3:15 p.m.– 4:30 p.m.

Concurrent Session C1 – Grand Ballroom North  
Transforming Campus Climate Through Good Practices for Trans Inclusion

This panel is designed for seasoned campus diversity and inclusion professionals who already have a clear grasp on the basics of transgender identity/terminology, but who want to take their knowledge and goodwill to the next level and create broader and deeper impact on campus culture and practices.

Moderator: Roderic R. Land, Ph.D.  
Special Assistant to the President for Equity & Diversity  
Salt Lake Community College

Presented by: Roger L. Worthington (he/him), Ph.D.  
Interim Associate Provost and Chief Diversity Officer

University of Maryland, College Park

Jenna B. Messman (she/her), M. Ed., NCC, CWC  
Sexual Health Program Coordinator  
University Health Center  
University of Maryland, College Park

Nic Sakurai (they/them), MBA, MA, CPC  
Acting Director, LGBT Equity Center  
University of Maryland, College Park

Anneliese Singh (she/her and they/them), Ph.D.  
Associate Dean for Diversity, Equity, and Inclusion  
College of Education  
University of Georgia

#### Concurrent Session C2 – Meeting Room 14

Developing and Implementing Effective Strategic Diversity Plans-Lessons Learned from Academic Medicine

Representatives from four schools/colleges of medicine will share the processes, experiences and successes associated with the development and implementation of strategic diversity plans for each of their institutions. While the focus of the session will be strategic diversity plans as applied to academic medicine, Diversity Officers from all institution types will benefit from the lessons learned and will have the opportunity to work in small groups to develop frameworks for their own strategic diversity plans.

Moderator: Debbie M. Seeberger, Ph.D.  
Assistant Vice President for Diversity & Inclusion  
Towson University

Presented by: Darin Latimore, M.D.  
Deputy Dean for Diversity and Inclusion  
Chief Diversity Officer  
Yale School of Medicine  
Yale University

Veronnie F. Jones, M.D. Ph.D., MSPH  
Associate Vice President for Health Affairs –Diversity Initiatives  
Health Sciences Center Office of Diversity and Inclusion  
University of Louisville

Judy Seidenstein  
Chief Diversity Officer  
Associate Dean of Diversity & Inclusion  
Duke University School of Medicine  
Duke University

Sherree A. Wilson, Ph.D.  
Associate Dean, Cultural Affairs & Diversity Initiatives  
Carver College of Medicine  
University of Iowa

NADOHE Concurrent Sessions  
Deep Dives (90-minute sessions)

3:15 p.m. – 4:45 p.m.

Concurrent Session C3 – Meeting Room 10/11  
Meeting People Where They Are: Creatively Designing Diversity and Inclusion Programs that Eliminate Barriers for People with Marginalized Identities

This presentation will give participants examples of programming that have contributed to positive feedback on annual Diversity Engagement Surveys.

Moderator: Jeanne J. Arnold, MSW, Ed.D.  
Chief Diversity Officer  
Gettysburg College

Presented by: Monica L. Cummings, D. Min.  
Director, Training and Educational Programs  
Office of Diversity and Inclusion  
Rosalind Franklin University of Medicine and Science

Neil Fanning, M.S.  
Director, Diversity and Inclusion Programs  
Office of Diversity and Inclusion  
Rosalind Franklin University of Medicine and Science

Concurrent Session C4 – Meeting Room 12/13  
Uncovering Barriers to D & I Success in Higher Education and Strategies to Address Them

This presentation will highlight institutional structures and cultures that pose challenges to the work of the diversity officer. Strategies to address these challenges will be discussed.

Moderator: Ame O. Lambert, Ph.D.  
Chief Diversity Officer  
Office of the President  
Roger Williams University

Presented by: Monica M. Smith, DSW  
Elizabethtown College

Concurrent Session C5 – Meeting Room 15  
A Case Study in Using Campus Climate Data: Can it Drive Deep Institutional Change?

This session will provide an in-depth examination of how to analyze both the challenges and opportunities of using data for institutional transformation.

Moderator: Arthur Dean, M.Ed.  
Executive Director for Access and Inclusion  
James Madison University

Presented by: Nathalia E. Jaramillo  
Deputy Chief Diversity Officer  
Professor of Interdisciplinary Studies

Kennesaw State University

Erik Malewski  
Chief Diversity Officer  
Professor of Curriculum Studies  
Kennesaw State University

Concurrent Session C6 – Penn Quarter  
Building Diversity and Equity into Faculty/Staff Competencies: A Health Sciences Perspective

Attendees of this session will develop strategies for implementing programs to further develop the cultural awareness and competency skills of faculty and staff.

Moderator: Jewell Winn, Ed.D.  
Senior International Officer, Deputy Chief Diversity Officer  
Assistant Professor in the Department of Educational Administration  
Tennessee State University

Presented by: Mel Freitag, Ph.D.  
Diversity Officer and Clinical Associate  
Professor, School of Nursing  
University of Wisconsin – Madison

Susan Tran Degrand, M.S.  
Outreach, Recruitment & Diversity Affairs  
School of Pharmacy  
University of Wisconsin – Madison

4:45 p.m. – 5:00 p.m.

Break

5:00 p.m. – 6:00 p.m.

NADOHE/ACE Joint Session: Presidents Panel  
Grand Ballroom North

Addressing Challenges and Opportunities of Diversity, Equity, and Inclusion in U.S. Higher Education: The Role of the President in Today's Colleges and Universities

A discussion with a panel of college and university presidents on the role presidents play in advancing Diversity, Equity, and Inclusion in U.S. higher education will take place.

Moderators: Ted Mitchell, Ph.D.  
President  
American Council on Education

Archie W. Ervin, Ph.D.  
President  
National Association of Diversity Officers in Higher Education

Presented By: Nancy Cantor, Ph.D.

Chancellor  
Rutgers University

Ellen N. Junn, Ph.D.  
President  
California State Stanislaus

6:15 p.m. – 7:15 p.m.

Welcome Reception sponsored by TIAA

*Grand Ballroom South*

All attendees are welcome!

**Friday, March 9, 2018**

7:30 a.m. – 9:00 a.m.

Networking Breakfast and Poster Sessions – Grand Ballroom South/Central

Networking for Success!

Join your colleagues for an informal opportunity to get to know a bit about each other and share experiences. Members at each table will have an opportunity to introduce themselves and discuss, what they find most rewarding about their job and what they find to be the most challenging. More seasoned Diversity leaders seated at each table will be able to provide advice to newer members, and all table members can share ideas about strategies for dealing with daily challenges.

Moderators:

Ron Milon, Ph.D.  
Chief Diversity Officer  
Fashion Institute of Technology

Carmen Suarez, Ph.D.  
Vice President  
Global Diversity & Inclusion  
Portland State University

Poster Sessions

Fashionable Muses Salon Project: How the Arts Serve Cultural and International Progress by Blending Academic, Artistic, and Cultural Diversities

Presenter: Susan J. Breton, Ph.D., Director of Counseling and Associate Professor, Fashion Institute of Technology, SUNY

The Promise of Diverse Scientific Teams: The Center for Research, Excellence, and Diversity in Team Science (CREDITS)

Presenter: Barbara Endemano Walker, Ph.D., Special Assistant to the Executive Vice Chancellor for Diversity Initiatives

Intersectionality and Higher Ed

Presenter: Nancy Lopez, Ph. D., Associate Professor, Sociology, University of New Mexico

But it Must be a Struggle: Engaging African American student activists to advance inclusion  
Presenters: Dy'an Marinos, Ed.D. (c), LPC, CDP, Program Coordinator; Division of Equity, Inclusion & Community Impact, University of Cincinnati  
Bleuzette Marshall, Ph.D., Vice President for Equity, Inclusion & Community Impact, University of Cincinnati

The Diversity Ambassador Initiative for Staff, Faculty, and Administrators: Developing Cultural Competence for Organizational Transformation  
Presenters: Richard S. Martinez, Ed.D., Executive Director, Center for Diversity, Equity, and Inclusive Excellence, Azusa Pacific University  
Susan R. Warren, Ph.D., Director of Diversity Programs, Center for Diversity, Equity, and Inclusive Excellence, University of Cincinnati

Connecting Diversity Officers to Minority Postdocs for Faculty Diversity  
Presenter: Alberto I. Roca, Ph.D., Executive Director, Diverse Scholar

Preparing for the D&I Revolution...Building a Broader Community Through Dialogue  
Presenter: Mr. William (Bill) Shackelford, Director of Diversity & Inclusion Services, The HR SOURCE

9:00 a.m. – 10:30 a.m.

General Session Keynote and Public Policy Briefing  
Grand Ballroom South/Central

Keynote Speaker – Professor Augustine "Gus" John, Visiting Professor at Coventry University, where he works with the Vice Chancellor and University Leadership Team in improving the strategic management of the University and building a culture of equity will discuss *Rising Nationalism and the Impact on Higher Education in the United Kingdom*. Professor John is also an Associate Professor of Education and Honorary Fellow of the London Centre for Leadership in Learning at the UCL Institute of Education.

Legislative Public Policy Briefing - Luis Maldonado, Chief Advocacy Officer, Hispanic Association of Colleges and Universities (HACU) will provide a legislative update on Deferred Action for Early Arrivals (DACA), the Higher Reauthorization Act and what colleges and how CDO's can proactively advocate and assist their colleges and universities to respond to changing legislation.

Moderator:

Archie W. Ervin, Ph.D.

President, National Association of Diversity Officers in Higher Education

Break

10:30 a.m. – 10:45 a.m.

NADOHE Concurrent Sessions  
Learning Labs (75-minute sessions)

10:45 a.m. - Noon

Concurrent Session D1 – Grand Ballroom North

CDO Survival in the Academy: How Current and Aspiring CDOs Can Prevent Burnout and Cope with Battle Fatigue

This session will provide vital strategies and coping skills for building strong relationships, making decisions that are evidence-based and maintaining longevity in the profession.

Moderator: Joanne G. Woodard  
Vice President, Institutional Equity & Diversity  
Chief Diversity Officer/Affirmative Action Officer  
University of North Texas

Presented by: Devona F. Pierre, Ed.D.  
Assistant Director Faculty/Staff Diversity Initiatives  
University of South Florida

Jose E. Hernandez, Ed.D.  
Diversity Consultant (Retired CDO, University of South Florida System)

Taffye Benson Clayton, Ph.D.  
Associate Provost and Vice President for Inclusion and Diversity  
Auburn University

Kevin McDonald, JD, Ed.D.  
Vice Chancellor of Inclusion Diversity and Equity  
Chief Diversity Officer  
University of Missouri System

Concurrent Session D2 – Meeting Room 12

Leading with Vision: The Chief Diversity Officer As Campus Curriculum Leader and Change Agent

There is no greater place on a college/university campus to impact conversations about diversity and inclusion than in the classroom. Presenters will discuss how the CDO can be a proactive leader in ensuring that excellence in college teaching translates into college classrooms which are inclusive learning environments where diversity is endemic in curriculum, instruction, and assessment.

Moderator: William T. Jones, J.D., M.S.  
Co-Chief Diversity Officer  
Co-Affirmative Action Officer  
Professor of Legal Studies  
School of Business and Liberal Arts  
SUNY Canton

Presented by: Etheline Desir, MBA  
Desir Group

B. Joyce Stallworth, Ed.D.  
Desir Group

Paulette Patterson Dilworth, Ph.D.  
University of Alabama at Birmingham

Concurrent Session D3 – Meeting Room 13

Staying Power: Creating a Comprehensive Retention Program for Underrepresented Students

This interactive workshop will provide participants with tangible takeaways that can be easily altered and adapted to individual campus environments. Participants will be challenged to think critically about the hidden issues facing underrepresented students.

Moderator: Ame O. Lambert, Ph.D.  
Chief Diversity Officer  
Office of the President  
Roger Williams University

Presented by: Henry Morris, Ed.D.  
Dean, Institutional Diversity  
Minnesota State University, Mankato

Kelly Meier, Ed.D.  
Senior Director, Institutional Diversity  
Minnesota State University, Mankato

Briana Williamson, M.S.  
Retention Specialist, Institutional Diversity  
Minnesota State University, Mankato

NADOHE Concurrent Sessions  
Case Studies (75-minute sessions)

10:45 a.m - Noon

Concurrent Session D4 – Meeting Room 10/11

Navigating Landmines and Leveraging Institutional Change: Adversarial Media Exposure and Misinformation in the World of Title IX and Inclusive Excellence

This session presents information on how to navigate real and potential landmines and leverage institutional change when your campus is faced with adversarial media exposure and misinformation. Risk and liability exposure to institutions and practitioners in the field will be discussed.

Moderator: Roderic R. Land, Ph.D.  
Special Assistant to the President for Equity & Diversity  
Salt Lake Community College

Presented by: Sheree M. Marlowe, JD  
Chief Officer of Diversity and Inclusion  
Clark University

Concurrent Session D5 – Meeting Room 16

Don't Waste A Good Crises: How The Black Student Task Force Demands Revolutionizes Equity, Inclusion and Diversity at the University of Oregon

Presenters will provide attendees with five steps that were essential in turning their crises into an opportunity, and subsequently share some of the pitfalls and struggles along the way.

Moderator: Archie W. Ervin, Ph.D.  
Vice President & Chief Diversity Officer  
Institute Diversity  
Georgia Institute of Technology



Presented by: Yvette M. Alex-Assensoh, Ph.D., J.D.  
Vice President  
Professor, Department of Political Science  
University of Oregon

Diamante Jamison, Alum  
Black Student Task Force  
University of Oregon

NADOHE Concurrent Sessions  
Deep Dive (90-minute session)

10:45 a.m. – 12:15 p.m.

Concurrent Session D6 – Meeting Room 14  
Creating a Culturally Competent and Responsive Campus Community

Many questions will be answered in this interactive session about what it will take to create a truly multicultural campus community. Through personal stories, diversity exercises, role-play, and other experiential modalities, we will explore not only in what ways we have become mired, but also what is still needed to truly make use of the cultural richness inherent in the gifts and contributions of our students, staff, administrators and professors.

Moderator: Arthur Dean, M.Ed.  
Executive Director for Access and Inclusion  
James Madison University

Presented by: Lee Mun Wah, M.A., M.S.  
Executive Director, Founder, Master Trainer  
Stir-fry Seminars & Consulting

12:15 – 1:30 pm  
Lunch on your own

1:30 – 2:00 pm  
NADOHE Standing Committee Ted Talks - Opportunities for Involvement  
*Grand Ballroom South/Central*

2:00 – 2:30 pm  
NADOHE Annual Membership Meeting  
*Grand Ballroom South/Central*

While voting on association business is limited to Institutional Members, all members are encouraged to attend the Annual Membership Meeting.

Break  
2:30 – 2:45 pm

NADOHE Express Talks  
Group E – Meeting Room 12

2:45 p.m. – 3:50 p.m.

Moderator: Joanne G. Woodard  
Vice President, Institutional Equity & Diversity  
Chief Diversity Officer/Affirmative Action Officer  
University of North Texas

Session E1 2:45 p.m.– 3:00 p.m.  
From Personal to Professional to Political: How Raising a Gender Nonconforming Child has Changed Me,  
My Profession, and the World Around Me.

Presented by: Graciela Slersaransky-Poe, Ph.D.  
Professor  
Arcadia University

Session E2 3:10 p.m. – 3:25 p.m.  
Being a Catalyst for Change: Challenges and Opportunities Facing Women of Color in Higher Education  
Presented by: Roberta J. Wilburn, Ed.D., Th.D.  
Associate Dean for Graduate Studies & Diversity Initiatives  
Whitworth University

Session E3 3:35 p.m.– 3:50 p.m.  
Like a Boss: How Single Mothers Successfully Take Care of Business in the World of Academia

Presented by: Sara Villanueva, Ph.D.  
Professor of Psychology  
Faculty Fellow on Diversity, Equity and Inclusion  
St. Edwards University

NADOHE Express Talks 2:45 p.m. – 3:50 p.m.  
Group F – Meeting Room 13  
NADOHE Express Talks

Moderator: Kevin G. McDonald, J.D., Ed.D.  
Chief Diversity, Equity, and Inclusion Officer  
University of Missouri System

Session F1 2:45 p.m. – 3:00 p.m.  
Let's Talk About Building Names: A Model for Engaging in Difficult Institutional Conversations About  
History

Presented by: Scott Vignos, J.D.  
Director of Strategic Initiatives  
Office of Institutional Diversity  
Oregon State University

Session F2 3:10 p.m. – 3:25 p.m.  
Strategic Partnering: How Diversity Officers Can Be an Integral Part of Changing Face and Culture of  
Nursing, Allied Health Programs, Medical and Dental School Through Active Mentoring

Presented by: Wallena Gould, Ed.D., CRNA, FAAN  
Diversity in Nurse Anesthesia Mentorship Program

Session F3 3:35 p.m. – 3:50 p.m.  
Grassroots DE&I: Working with Faculty to Promote Institutional Change

Presented by: Sara Villanueva, Ph.D.  
Professor of Psychology  
Faculty Fellow on Diversity, Equity and Inclusion  
St. Edward's University

NADOHE Express Talks  
Group G – Grand Ballroom North

2:45 p.m. – 3:50 p.m.

Moderator: Elizabeth F. Ortiz, Ed.D.  
Vice President, Institutional Diversity and Equity  
DePaul University

Session G1  
It's Not Enough to Create Gender Neutral Bathrooms - A Personal Guide to Affirming the Individual and Transforming the Institution

2:45 p.m. – 3:00 p.m.

Presented by: Jay L. Austin, J.D.  
Assistant Dean Admissions and Student Financial Services  
University of California, Irvine School of Law

Session G2  
Assessment Mechanisms for Diversity Work in Legal Education

3:10 p.m. – 3:25 p.m.

Presented by: Rachel Patterson, J.D.  
Director, Programs for Diversity AccessLex Institute

Session G3  
We Can't Breathe: How Top Law Schools Can Resuscitate an Inclusive Climate for Minority & Low-Income Students

3:35 p.m. – 3:50 p.m.

Presented by: Taifha Natalee Baker, J.D.  
Assistant Director of Student Life for Diversity Initiatives  
University of South Carolina Aiken

NADOHE Express Talks  
Group H – Meeting Room 14

2:45 p.m. – 3:50 p.m.

NADOHE Express Talks  
Moderator: Sumun L. Pendakur, Ed.D.  
Chief Learning Officer and Director, USC Equity Institutes  
USC Race and Equity Center  
University of Southern California

Session H1  
Showing Up as Authentic Diversity Leaders

2:45 p.m. – 3:00 p.m.

Presented by: Denise Boston, Ph.D.  
Dean of Diversity and Inclusion  
California Institute of Integral Studies

Session H2  
Intercultural Conversations: An Open Door to Dialogue and Integration

3:10 p.m. – 3:25 p.m.

Presented by: Fidelis Teresa D’Cunha, Ph.D.  
District Provost  
Diversity and Inclusion  
Wayne County Community College District

NADOHE Express Talks  
Group I – Meeting Room 10/11 2:45 p.m. – 3:50 p.m.

Moderator: Jeffrey D. Carr, Sr., Ed.D.  
Chief Diversity Officer, Office of the President  
Associate Vice President Student Development  
Adjunct Faculty, Sociology and Social Work  
Point Loma Nazarene University

Session I1  
Everyone Has a Story: A Diversity Story 2:45 p.m. – 3:00 p.m.

Presented by: Jeffrey L. Wilson, Ph.D.  
Associate Professor of Higher Education  
Virginia Commonwealth University

Session I2  
Influence Policy, Offer Programming, and Facilitate Practice: It's What We Do 3:10 p.m. – 3:25 p.m.

Presented by: José Villalba, Ph. D.  
Interim Chief Diversity Officer  
Wake Forest University

Session I3  
Supporting Diversity Officers By Recognizing Work as Pastoral Practice 3:35 p.m. – 3:50 p.m.

Presented by: Mary J. Wardell, Ed.D.  
Vice Provost and Chief Diversity Officer  
University of San Francisco

Concurrent Sessions  
Learning Labs (75-minute session) 2:45 p.m. – 4:00 p.m.

Concurrent Session J1 - Meeting Room 16

Something Old, Something New, Something Borrowed, Something Blue: Proposing a New Framework for Employee Engagement Groups that Creates the Marriage of Engagement, Retention, and Innovation

This presentation will propose “Employee Engagement Groups” as a new approach to talent management and engagement, building upon the history and successes of effective diverse and inclusive recruitment, engagement and retention practices, both on and off campus.

Moderator: Taniecea Arceneaux Mallery, Ph.D.  
Director of Equity, Diversity and Community Engagement  
University of Louisiana at Lafayette

Presented by: Katrice A. Albert, Ph.D.  
NCAA Exec. VP for Inclusion and Human Resources/Chief Inclusion Officer  
Sonja N. Robinson, Ph.D.  
NCAA Director of Inclusion  
Dori Armstead  
NCAA Director of Human Resources

Concurrent Session J2 - Meeting Room 15

Raising Funds for Operating and Strategic Initiatives

One of the realities that many Chief Diversity Officers face is the challenge of leading offices that are underfunded. This session will provide information about ways CDOs can engage in collaborations with campus Development and Institutional Advancement Offices and be proactive on their own behalf to raise funds for operating and strategic initiatives.

Moderator: William T. Jones, J.D., M.S.  
Co-Chief Diversity Officer  
Co-Affirmative Action Officer  
Professor of Legal Studies  
School of Business and Liberal Arts  
SUNY Canton

Presented By:

Michele Minter  
Vice Provost for Institutional Equity and Diversity and Chief Diversity Officer  
Princeton University

Marilyn Sanders Mobley, Ph.D.  
Vice President Inclusion Diversity, & Equal Opportunity  
Professor of English  
Case Western Reserve University

Break

4:00 – 4:15 pm

NADOHE Concurrent Sessions  
Deep Dives (90-minute sessions)

4:15 p.m. – 5:45 p.m.

Concurrent Session K1 – Meeting Room 10/11

The Equity in Mental Health Framework: Addressing the Mental Health Needs of Students of Color

This session focused on overview of the growing mental health crisis on college campuses with a focus on mental health disparities and a description of the new Equity in Mental Health Framework (EMHF). Seasoned and new Diversity Officers will learn about this first-of-its-kind resource available to provide hope for future students.

Moderator: Rich A. Salas, Ph.D.  
Chief Diversity Officer  
Assistant Professor

Multicultural Affairs  
Des Moines University

Presented by: Alfiee M. Breland-Noble, Ph.D., MHSc  
The Steve Fund and JED Foundation

Kim Bobby  
Chief of Staff  
Prince George's Community College  
The Steve Fund National Advisory Board Member

Concurrent Session K2 – Meeting Room 12  
Incorporating Equity in the Tenure Process

This presentation is designed to advise diversity officers and other administrators on strategies to support diverse faculty members through the tenure and renewal process. The experience of attendees can range from entry level to advanced.

Moderator: Amanda Kim, Ph.D.  
Senior Advisor to the President for Equity, Diversity and Inclusion  
Title IX & Section 504 Coordinator  
St. Norbert College

Presented by: Ameerah McBride, JD  
Special Assistant to the Chancellor  
Director of Equal Opportunity & Access/Title IX Coordinator  
University of Wisconsin Oshkosh

Concurrent Session K3 – Meeting Room 13  
Serving all our constituents: Building LGBTQ competency into the C-Suite

This session is designed for CDOs and diversity professionals who want to increase their competency around serving LGBTQ students, faculty and staff. This deep dive will provide an introduction to LGBTQ identities and the needs of LGBTQ-identified students, faculty, and staff.

Moderator: Ande Diaz, Ph.D.  
Chief Diversity Officer  
St. Anselm College

Presented by: Angela Mazaris, Ph.D.  
Founding Director, LGBTQ Center  
Wake Forest University

Concurrent Session K4 – Meeting Room 14  
Reducing Microaggressions: From Awareness to Action Through Giving Voice

Participants will experience a *Giving Voice* forum followed by discussions on the many uses of interactive theatre and how to develop this type of training to meet the needs of their own environments.

Moderator: Archie W. Ervin, Ph.D.  
Vice President for Institute Diversity

Georgia Institute of Technology

Presented by: Carol J. Maples, Ed.D.  
Director of Giving Voice  
Professor  
Missouri State University

Concurrent Session K5 – Meeting Room 16  
From the Ground Up: Step-By-Step Guide to Creating a Cultural Responsiveness Training Program

The presenter will explore the process of building a robust cultural responsiveness curriculum that acknowledges the need for deliberate staff development in addressing the impact of collective culture on individuals. Additionally, the presenter will share successes and challenges encountered while creating and launching a university-wide staff-facing program conceptualized and offered through student affairs.

Moderator:  
Kevin G. McDonald, J.D., Ed.D.  
Chief Diversity, Equity, and Inclusion Officer  
University of Missouri System

Presented by: Courtney J. Jones, MBA  
University of Maryland, Baltimore  
  
Ebony Nicholson, MSW  
University of Maryland, Baltimore

Concurrent Session K6 – Meeting Room Grand Ballroom North  
Academic Freedom or Hate Speech: The Chief Diversity Officer Dilemma

The purpose of this presentation is to engage leaders across institutional types in a thoughtful critical analysis of how to respond to a rising credible concern on college campuses; the implications of deciding whether or not to accept an invitation request from proponents of hate speech to speak on campus.

Moderator: Alfreda Brown, Ed.D.  
Vice President  
Diversity, Equity and Inclusion  
Kent State University

Presented by: Susan (Sue) Rankin, Ph.D.  
Principal and CEO, Rankin and Associates Consulting  
  
Emil L. Cunningham, Ph.D.  
Director, Office of Diversity and Inclusion  
The Pennsylvania State University

6:15 – 7:30 pm

Awards Ceremony and Reception – Grand Ballroom South

All attendees are invited to the reception and awards ceremony in recognition of colleagues who advance inclusive excellence in higher education. The *Insight Into Diversity* global scholarship recipients will also be recognized at this time.

**Saturday, March 10, 2018**

NADOHE Networking Breakfast

7:30 a.m. – 8:45 a.m.

Networking Breakfast Sponsored by The PhD Project  
Grand Ballroom South/Central

Moderators:

Ron Milon, Ph.D.  
Chief Diversity Officer  
Fashion Institute of Technology

Carmen Suarez, Ph.D.  
Vice President  
Global Diversity & Inclusion  
Portland State University

Discuss the following hot topics with colleagues during a facilitated networking breakfast, including:

- Civility on campus
- Historical structures, statues and buildings--facilitating calls for removal and/or renaming
- Diversifying faculty
- Generational differences in defining and understanding free speech
- Cultural responsiveness in curriculum, pedagogy and services
- DEI metrics, analytics and measurement
- Supporting gender identity and making gender fluidity concrete on campuses
- Strategic planning
- Responding to bias incidences and hate crimes
- Growing your department/leveraging more resources
- Inclusive excellence: What is it? How do we get there?

8:45 a.m. – 9:15 a.m.

Special Session By TIAA

*Grand Ballroom South/Central*

The Intersection of Implicit Bias and Leadership

Everyone harbors bias and takes them into the workplace. Implicit bias in the workplace can stymie diversity, recruiting and retention efforts, and unknowingly shape an organization's culture. Implicit bias can skew talent and performance reviews. It affects who gets hired, promoted, and developed. To what extent are our organizational culture and business results being affected by implicit bias? This session will explore the impact of implicit bias on leadership and organizational effectiveness. It will also examine the role of leadership in uncovering and addressing implicit bias within their institutions.

Introducer: Stephanie Bell-Rose  
Senior Managing Director and Head of  
TIAA Institute



Presented by:

Anne Ollen  
Senior Director  
TIAA Institute

Natasha Radden  
Senior Vice President and Chief Diversity Officer  
TIAA

9:15 a.m. – 10:15 a.m.

President's Task Group Report/Discussion  
*Grand Ballroom South/Central*

In September 2017, NADOHE President Archie W. Ervin convened a task group to develop and disseminate an advisory document offering strategic and tactical advice to NADOHE CDOs/diversity professionals who may be required to respond to and manage events similar to those in Charlottesville, Virginia, on their respective campuses. The task group has been in the process of identifying “best practices” for dealing with controversial issues on a wide range of topics and is seeking to provide an update to members and obtain input from those in attendance.

Break

10:15 a.m. – 10:30 a.m.

10:30 a.m. – 11:45 a.m.

Closing General Session/Keynote  
*Grand Ballroom South/Central*

Ibram Kendi, Ph.D., is an award-winning scholar and a *New York Times* best-selling author. He is Professor of History and International Relations and the Founding Director of the Antiracist Research and Policy Center at American University. He is the author of *Toward an Antiracist Higher Education* and his second book, *Stamped from the Beginning: The Definitive History of Racist Ideas in America*, won the 2016 National Book Award for Nonfiction. His next book, which will be published by One World/Random House, is tentatively titled, *How to Be an Antiracist: A Memoir of My Journey*.

Moderator:

William B. Harvey, Ph.D.

Founding President, National Association of Diversity Officers in Higher Education

Conference Keynote:

Ibram Kendi, Ph.D.

Professor of History and International Relations and Founding Director of the Antiracist Research and Policy Center American University

11:45 a.m. - Noon

## Conference Closing Remarks

Archie W. Ervin, Ph.D.

President, National Association of Diversity Officers in Higher Education

1:00 p.m. – 4:00 p.m.

Post Conference Workshop (Pre-Registration Required)

*Mount Vernon Square B*

### So, You Want to Be a CDO

End the conference by learning from the insights of experienced diversity practitioners and consultants, who will cover a range of relevant CDO competences, including access, governance and strategy development in an extended Ted Talk Style format. Becoming a chief diversity officer in higher education is a far less linear progression than other executive positions in the academy. CDOs come from all sectors of the higher education institutions, and sometimes from outside of the college or university. They emanate from the faculty ranks, student affairs offices, and equity and human resources positions. Developing the next generation of CDOs is critically important as more inaugural chief diversity officer positions are created across the country. The purpose of this session is to ground newer and aspiring CDOs by learning from those who have served in Chief Diversity Officer roles, and those whose efforts has informed the work of Chief Diversity Officers. The presentations will offer insights on what it means to participate in the C-Suite, working at the 30,000-foot level, and capacities are required for success. The session will benefit those seeking a Chief Diversity Officer position, early career CDOs and mid-level CDOs. As a result of this workshop, Participants will learn how:

- To introduce participants to the critical competencies of C-suite officers
- To describe higher-level strategic thinking for creating policy and providing for implementation of new policies
- To outline practical tools and strategies that participants can apply to their work as CDOs or prepare to apply as CDOs

### Moderator:

Alphonse Keasley, Ph.D.

Associate Vice Chancellor

The Office of Diversity, Equity and Community Engagement

University of Colorado Boulder

### Presenters:

Chief Diversity Officers:

Jeanne J. Arnold, MSW, Ed.D.

Inaugural CDO, Gettysburg College/Inaugural Vice President for Inclusion and Equity, Grand Valley State University

Ame Lambert, Ph.D.

Chief Diversity Officer, Roger Williams University; former Chief Diversity Officer, Champlain College

Roderic R. Land, Ph.D.

Special Assistant to the President for Equity & Diversity  
Salt Lake Community College

Paulette Granberry Russell, J. D.

Senior Advisor to the President for Diversity  
Director, Office for Inclusion and Intercultural Initiatives  
Michigan State University

Elizabeth F. Ortiz, Ed.D.

Vice President, Institutional Diversity and Equity  
DePaul University

Consultants:

Nicole Johnson-Reece, the Newbie Navigator, Johnson Reece Consulting

Wendell D. Hall, Ph.D., Senior Director, Higher Education, College Board

Art Coleman, J.D., Managing Partner, EducationCounsel, LLC

David Dixon, J.D., Senior Legal & Policy Advisor, EducationCounsel, LLC