



NADOHE

National Association of Diversity Officers in Higher Education

WITH URGENCY & PURPOSE

**TRANSCENDING BOUNDARIES,
ELIMINATING BARRIERS, LEADING
WITH BOLD VISION AND BOLD MOVES**



MARCH 7 - 10, 2018

RENAISSANCE HOTEL
WASHINGTON, DC





STANDARDS OF PROFESSIONAL PRACTICE INSTITUTE (SPPI)

JUNE 13 - 16, 2018

This unparalleled initiative is designed to prepare the next generation of research and practice based diversity higher education leaders to become proficient in the Standards of Professional Practice for Chief Diversity Officers. A multi-day program, the SPPI is modeled after other proven and respected professional development programs in higher education. Each day will be structured to focus on one or more of the standards of professional practice and will be led by a primary and secondary faculty member that has served as a college or university chief diversity officer or senior administrator.



GEORGIA INSTITUTE OF TECHNOLOGY
GLOBAL LEARNING CENTER
84 5TH STREET, NW, ATLANTA GA
(404)385-3500



I wish SPPI had been available three years ago when I first became a Diversity Officer. It was the best professional development I've ever experienced. The discussion and learning among the 2017 SPPI class was unparalleled. This and the faculty engagement in and beyond the classroom has resulted in one of the best investments my institution has made in order to further inclusive excellence on our campus.



- Angela Allen, Chief Diversity Officer
West Texas A & M University, 2017 SPPI class

REGISTRATION IS NOW OPEN!

MEMBER REGISTRATION FEE

\$2,500; includes course materials and group meals

Space is limited so reserve your seat today!

LODGING

The Georgia Tech Hotel and Conference Center, 800 Spring Street, NW, Atlanta, GA, 30308, (404)347-9440, is the designated hotel and a special rate, \$169 a night plus applicable taxes and fees, is available to SPPI registrants. More information will be provided upon registration for the event.

RECOGNIZING THE INAUGURAL CLASS (2017)

Angela Allen - West Texas A&M University
Edmund Bertschinger - Massachusetts Institute of Technology
Carolyn Bradley-Guidry - UT Southwestern Medical Center
LaTanya Buck - Princeton University
David Carreon-Bradley - Vassar College
Ron Cole - Allegheny College
Christine Cousineau - Tufts University
Michele DeFreece - State University of New York-Delhi
Ande Diaz - Saint Anselm College
Regina Dixon-Reeves - University of Chicago
Jose Hernandez - University of South Florida
Stanlie James - Arizona State University
Jobi Martinez - Texas Tech University
Joe - Joe McManus - California State University San Marcos
Taran McZee - Grand Valley State University
Ronald Milon - Fashion Institute of Technology
Marilyn Mobley - Case Western Reserve University

Henry Morris - Minnesota State University, Mankato
Ricardo Nazario-Colon - Western Carolina University
Donald Outing - Lehigh University
Paulette Patterson Dilworth - The University of Alabama at Birmingham
Donnie Perkins - The Ohio State University
Alberta Quick - Ramapo College of New Jersey
Robin Rinehart - Lafayette College
Rich Salas - Des Moines University
Lamont Sellers - University of South Dakota
Monica Smith - Elizabethtown College
Michael Snowden - McNeese State University
Gloria Sosa - Saint Mary's College of California
Atiya Stokes-Brown - Bucknell University
Bernadette Tiapo - State University of New York, Potsdam, NY
Kelvin White - University of Oklahoma
Veronica Womack - Georgia College

WELCOME

On behalf of the NADOHE Conference Committee and NADOHE Board of Directors, we welcome you to the 12th Annual Conference. This year, we have nearly 600 registrants, exceeding our previous registration by almost 100 participants. Our theme this year is: NADOHE-With Urgency & Purpose: Transcending boundaries, eliminating barriers, leading with bold vision and bold moves. Today, higher education is faced with many challenges that requires those of us who are committed to advancing diversity, equity, and inclusion within our institutions to remember that change does not occur without taking risks, moving forward with purpose, bold vision and bold moves. We hope that this year's conference renews your spirit, ignites your passion and provides you with new ideas to approach change on your campus.

We considered the feedback from our membership and those who have attended previous conferences and we re-imagined this year's conference. Our program offerings for CDO's and diversity professionals represents all institution types including 2-year and 4-year, public and private, research intensive and liberal arts colleges and universities. There is programming for new and aspiring CDOs including the pre-conference workshop Life as a New Chief Diversity Officer and our post-conference workshop So You Want to Be a CDO, as well as relevant programming for those who have been "doing the work" as seasoned diversity professionals. We have express talks as well as deep dive presentations spanning a plethora of topics – you are sure to find many of interest and value to you and your institution.

NADOHE's conference provides many opportunities for interacting with colleagues, including the welcome reception Thursday evening that is sponsored by our Platinum Sponsor TIAA. You will be able to engage with colleagues across the country at the networking breakfasts on Friday and Saturday. We hope you will also join us for our conference keynote sessions – Thursday, 8:45 am – Joy-Ann Reid, author, political analyst for MSNBC and Host of AM Joy; Friday, 9:00 am – Professor Augustin "Gus" John, visiting professor at Coventry University, Associate Professor of Education and Honorary Fellow of the London Center for Leadership in Learning at the UCL Institute of Education; and Saturday, 10:30 am, Dr. Ibram Kendi, award-winning scholar and New York Times best-selling author, and Founding Director of the Antiracist Research and Policy Center at American University.

Topics of interest to all sectors and experience levels are being offered such as using Ancestry DNA to explore race, queer- and trans-spectrum student experience in higher education, a refresher on Title VI, and how single mothers successfully take care of business in academia. From racial literacy training, creating a comprehensive retention program for underrepresented students, assessment mechanisms for diversity work in legal education, how the arts serve cultural and international progress, to public policy briefings, we have something for everyone.

So take the time to peruse this program to find the topics of interest to you, introduce or reintroduce yourself to your colleagues and of course, enjoy your time in DC!



ARCHIE W. ERVIN

PRESIDENT, NADOHE
VICE PRESIDENT AND CHIEF DIVERSITY OFFICER
INSTITUTE DIVERSITY
GEORGIA INSTITUTE OF TECHNOLOGY



PAULETTE GRANBERRY RUSSELL

CONFERENCE CHAIR, NADOHE
SENIOR ADVISOR TO THE PRESIDENT & DIRECTOR OFFICE FOR
INCLUSION & INTERCULTURAL INITIATIVES
MICHIGAN STATE UNIVERSITY

CONFERENCE COMMITTEE

Jeanne Arnold - Gettysburg College

Gwenne Berry - University of Northern Iowa

Jeffrey Carr - Point Loma Nazarene University

Arthur Dean - James Madison University

Andriel Dees - Capella University

Paulette Granberry Russell - Michigan State University

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Ame Lambert - Roger Williams University

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Jennifer Mitchner - Michigan State University

Debra Nolan - NADOHE

Clyde Pickett - Minnesota State University

Carmen Suarez - Portland State University

Joanne Woodard - University of Northern Texas

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REGISTRATION DESK HOURS

Wednesday, March 7 – 10:00 A.M. - 6:00 P.M.
Thursday, March 8 – 7:00 A.M. - 5:00 P.M.
Friday, March 9 – 7:00 A.M. - 5:00 P.M.
Saturday, March 10 – 7:00 A.M. - 2:00 P.M.



BOARD OF DIRECTORS

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William Jones (2017 - 2020) - SUNY, Canton
Rosemary Kilkenny (2017 - 2020) - Georgetown University
Jewell Winn (2015 - 2018) - Tennessee State University
Clyde Wilson Pickett (2015 - 2018) - Minnesota State University

JDHE EDITOR (EX-OFFICIO)

Kimberly A. Griffin - University of Maryland (Incoming 2018)
Roger L. Worthington - University of Maryland

COUNCIL OF REPRESENTATIVES CHAIR (EX-OFFICIO)

Jeffrey Carr (2015 - 2018) - Point Loma Nazarene University

SCHEDULE-AT-A-GLANCE

WEDNESDAY, MARCH 7, 2018

12:30 P.M. – 5:00 P.M.

NADOHE Board of Directors Meeting
Fire View Room

1:00 P.M. – 5:00 P.M.

Pre-Conference Workshop
(Pre-Registration Required)
Life as a New Chief Diversity Officer
Meeting Room 12-14

5:30 P.M. – 6:30 P.M.

Community College Diversity Officer
Connection Reception
Hosted by NADOHE
Meeting Room 15

5:30 P.M. – 6:30 P.M.

Leadership in the Liberal Arts: A
Networking Opportunity for Diversity
Officers in the Liberal Arts
Hosted by NADOHE, LADO, CFD,
ACM
Meeting Room 16

THURSDAY, MARCH 8, 2018

7:45 A.M. – 8:30 A.M.

First-Time Conference Attendee/New
Members Orientation
Renaissance Ballroom

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/Central

10:15 A.M. – 10:45 A.M.

Break

10:45 A.M. – 12:00 P.M.

Concurrent Session A1
Relationships that Create Change:
Chief Diversity Officers and College
Diversity Officers Working Together
Meeting Room 10/11

10:45 A.M. – 12:00 P.M.

Concurrent Session A2
The Great Place Initiative:
Institutionalizing the Climate Study
Process for Real Change
Meeting Room 12/13

10:45 A.M. – 12:00 P.M.

Concurrent Session A3
“Can We Talk?”: Ramping up Racial
Literacy Training for Universities
Meeting Room 15

10:45 A.M. – 12:00 P.M.

Concurrent Session A4
Doing the Work Without the Title:
Advancing the Inclusive Excellence
Effort as a Non-Chief Diversity Officer
Meeting Room 14

10:45 A.M. – 12:00 P.M.

Concurrent Session A5
Using Ancestry DNA as a Vehicle to
Explore Race and Build Community
Penn Quarter

10:45 A.M. – 12:00 P.M.

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

12:00 P.M. – 1:30 P.M.

(Lunch on Own)

12:00 P.M. – 1:30 P.M.

Chapters Luncheon
(Pre-Registration Required)
Renaissance Ballroom

1:30 P.M. – 3:00 P.M.

Concurrent Session B1
Queer-Spectrum and Trans-Spectrum
Student Experience in Higher
Education: A Meta-Analysis of NSSE,
CIRP, SERU-AAU, and ACHA-NCHA
Survey Responses
Grand Ballroom North/Central

1:30 P.M. – 3:00 P.M.

Concurrent Session B2
Implicit Bias and Microaggressions:
Eliminating Barriers and Obstacles in
Pursuit of Inclusive Excellence
Meeting Room 10/11

1:30 P.M. – 3:00 P.M.

Concurrent Session B3
Diversity and Inclusion - (Dis)Ability
Strategies for Inclusion
Meeting Room 14

1:30 P.M. – 3:00 P.M.

Concurrent Session B4
The Power of Talk: Student Letters,
Facilitated Conversations, and
Orchestrating Change in an In-Direct
Culture
Meeting Room 12/13

1:30 P.M. – 3:00 P.M.

Concurrent Session B5
The Communicative Practices and
Framing Strategies of Chief Diversity
Officers in U.S. Colleges and
Universities
Meeting Room 15

1:45 P.M. – 3:00 P.M.

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

3:00 P.M. – 3:15 P.M.

Break

THURSDAY, MARCH 8, 2018

3:15 P.M. – 4:30 P.M.

Concurrent Session C1
Transforming Campus Climate
Through Good Practices for Trans
Inclusion
Renaissance Ballroom

3:15 P.M. – 4:30 P.M.

Concurrent Session C2
Developing and Implementing
Effective Strategic Diversity Plans-
Lessons Learned from Academic
Medicine
Meeting Room 14

3:15 P.M. – 4:45 P.M.

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

3:15 P.M. – 4:45 P.M.

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

3:15 P.M. – 4:45 P.M.

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

3:15 P.M. – 4:45 P.M.

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

4:45 P.M. – 5:00 P.M.

Break

5:00 P.M. – 6:00 P.M.

NADOHE/ACE Joint Session:
Presidents/Chancellors Panel
Grand Ballroom North/Central

6:15 P.M. – 7:15 P.M.

Welcome Reception sponsored by TIAA
Grand Ballroom South

FRIDAY, MARCH 9, 2018

7:30 A.M. – 9:00 A.M.

Networking Breakfast and Poster
Sessions
Grand Ballroom North/Central

9:00 A.M. – 10:30 A.M.

General Session/Keynote
Grand Ballroom North/Central

10:30 A.M. – 10:45 A.M.

Break

10:45 A.M. – 12:00 P.M.

Concurrent Session D1
CDO Survival in the Academy: How
Current and Aspiring CDOs Can
Prevent Burnout and Cope with Battle
Fatigue
Grand Ballroom South

10:45 A.M. – 12:00 P.M.

Concurrent Session D2
Leading with Vision: The Chief
Diversity Officer As Campus
Curriculum Leader and Change Agent
Meeting Room 12

10:45 A.M. – 12:00 P.M.

Concurrent Session D3
Staying Power: Creating a
Comprehensive Retention Program for
Underrepresented Students
Meeting Room 13

10:45 A.M. – 12:00 P.M.

Concurrent Session D4
Navigating Landmines and Leveraging
Institutional Change: Adversarial
Media Exposure and Misinformation
in the World of Title IX and Inclusive
Excellence
Meeting Room 10/11

10:45 A.M. – 12:00 P.M.

Concurrent Session D5
Don't Waste A Good Crises: How The
Black Student Task Force Demands
Revolutionizes Equity, Inclusion and
Diversity at the University of Oregon
Meeting Room 16

10:45 A.M. – 12:15 P.M.

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

12:15 P.M. – 1:30 P.M.

(Lunch on Own)

1:30 P.M. – 2:00 P.M.

NADOHE Standing Committee
TED Style Talks - Opportunities for
Involvement
Grand Ballroom North/Central

2:00 P.M. – 2:30 P.M.

NADOHE Annual Membership
Meeting
Grand Ballroom North/Central

2:30 P.M. – 2:45 P.M.

Break

2:45 P.M. – 3:55 P.M.

Group E
NADOHE Express Talks
Meeting Room 12

2:45 P.M. – 3:05 P.M.

Session E1
From Personal to Professional to
Political: How Raising a Gender
Nonconforming Child has Changed
Me, My Profession, and the World
Around Me.

3:10 P.M. – 3:30 P.M.

Session E2
Being a Catalyst for Change:
Challenges and Opportunities Facing
Women of Color in Higher Education

3:35 P.M. – 3:55 P.M.

Session E3
Like a Boss: How Single Mothers
Successfully Take Care of Business in
the World of Academia

2:45 P.M. – 3:55 P.M.

Group F
NADOHE Express Talks
Meeting Room 13

2:45 P.M. – 3:05 P.M.

Session F1
Let's Talk About Building Names:
A Model for Engaging in Difficult
Institutional Conversations About
History

3:10 P.M. – 3:30 P.M.

Session F2
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

3:35 P.M. – 3:55 P.M.

Session F3

Grassroots DE&I: Working with Faculty to Promote Institutional Change

2:45 P.M. – 3:55 P.M.

Group G

NADOHE Express Talks
*Grand Ballroom South***2:45 P.M. – 3:05 P.M.**

Session G1

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

3:10 P.M. – 3:30 P.M.

Session G2

Assessment Mechanisms for Diversity Work in Legal Education

3:35 P.M. – 3:55 P.M.

Session G3

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

2:45 P.M. – 3:30 P.M.

Group H

NADOHE Express Talks
*Meeting Room 14***2:45 P.M. – 3:05 P.M.**

Session H1

Showing Up as Authentic Diversity Leaders

3:10 P.M. – 3:30 P.M.

Session H2

Intercultural Conversations: An Open Door to Dialogue and Integration

2:45 P.M. – 3:55 P.M.

Group I

NADOHE Express Talks
*Meeting Room 10/11***2:45 P.M. – 3:05 P.M.**

Session I1

Everyone Has a Story: A Diversity Story

3:10 P.M. – 3:30 P.M.

Session I2

Influence Policy, Offer Programming, and Facilitate Practice: It's What We Do

3:35 P.M. – 3:55 P.M.

Session I3

Supporting Diversity Officers By Recognizing Work as Pastoral Practice

2:45 P.M. – 4:00 P.M.

Concurrent Session J1

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
*Meeting Room 16***2:45 P.M. – 4:00 P.M.**

Concurrent Session J2

Raising Funds for Operating and Strategic Initiatives
*Meeting Room 15***4:00 P.M. – 4:15 P.M.**

Break

4:15 P.M. – 5:45 P.M.

Concurrent Session K1

The Equity in Mental Health Framework: Addressing the Mental Health Needs of Students of Color
*Meeting Room 10/11***4:15 P.M. – 5:45 P.M.**

Concurrent Session K2

Incorporating Equity in the Tenure Process
*Meeting Room 12***4:15 P.M. – 5:45 P.M.**

Concurrent Session K3

Serving all our constituents: Building LGBTQ competency into the C-Suite
*Meeting Room 13***4:15 P.M. – 5:45 P.M.**

Concurrent Session K4

Reducing Microaggressions: From Awareness to Action Through Giving Voice
*Meeting Room 14***4:15 P.M. – 5:45 P.M.**

Concurrent Session K5

From the Ground Up: Step-By-Step Guide to Creating a Cultural Responsiveness Training Program
*Meeting Room 16***4:15 P.M. – 5:45 P.M.**

Concurrent Session K6

Academic Freedom or Hate Speech: The Chief Diversity Officer Dilemma
*Grand Ballroom South***6:00 P.M. – 7:30 P.M.**Awards Ceremony and Reception
*Grand Ballroom North/Central*SATURDAY,
MARCH 10, 2018**7:30 A.M. – 8:45 A.M.**Networking Breakfast Sponsored by The PhD Project
*Grand Ballroom North/Central***8:45 A.M. – 9:15 A.M.**Special Session By TIAA
*Grand Ballroom North/Central***9:15 A.M. – 10:15 A.M.**President's Task Group Report/ Membership Discussion
*Grand Ballroom North/Central***10:15 A.M. – 10:30 A.M.**

Break

10:30 A.M. – 11:45 A.M.Closing General Session/Keynote
*Grand Ballroom North/Central***11:45 A.M. – 12:00 P.M.**

Conference Closing Remarks

1:00 P.M. – 4:00 P.M.Post Conference Workshop (Pre-Registration Required)
So, You Want to Be a CDO
Mount Vernon Square B

NADOHE HAS GONE MOBILE!

guidebook

DOWNLOAD OUR
CONFERENCE PROGRAM.

To get the guide, choose one of the methods below:

1. Download 'Guidebook' from the Apple App Store or the Android Marketplace
2. Visit <http://guidebook.com/getit> from your phone's browser
3. Search for and select NADOHE 2018 Conference guide
4. Scan the following image with your mobile phone (QR-Code reader required, e.g. 'Red Laser', 'BarcodeScanner')



CONFERENCE AGENDA

WEDNESDAY,
MARCH 7, 2018

12:30 P.M. – 5:00 P.M.

NADOHE BOARD OF DIRECTORS MEETING
FIRE VIEW 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 beneficial 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

Moderated by:

Christine Stanley, Ph.D.

Professor, Educational Administration and Human Resource Development and Vice President and Vice Provost for Diversity Emerita, Texas A & M University

Presented by:

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

CONFERENCE AGENDA

WEDNESDAY,
MARCH 7, 2018
CONTINUED



5:30 P.M. – 6:30 P.M.
COMMUNITY COLLEGE DIVERSITY OFFICER CONNECTION RECEPTION
SPONSORED 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

Diverse
ISSUES IN HIGHER EDUCATION



7:45 A.M. – 8:30 A.M.
FIRST-TIME CONFERENCE ATTENDEE/NEW MEMBERS ORIENTATION
RENAISSANCE BALLROOM

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/CENTRAL

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.

**Georgia
Tech**

THURSDAY,
MARCH 8, 2018
CONTINUED

**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 the Grio.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.

Moderated by:

Archie W. Ervin, Ph.D.

President, National Association of Diversity Officers in Higher Education



RAYMOND F. REYES
CEREMONIAL OPENING



ARCHIE W. ERVIN
MODERATOR



JOY-ANN REID
KEYNOTE SPEAKER



10:15 A.M. – 10:45 AM
BREAK

10:45 A.M. - NOON
CONCURRENT SESSIONS A1 - A6
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.

Moderated by:

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



CONFERENCE AGENDA

THURSDAY,
 MARCH 8, 2018
 CONTINUED

10:45 A.M. - NOON

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.

Moderated by:

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.

Moderated by:

Marilyn Sanders Mobley, Ph.D.

Vice President for 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, University of Pennsylvania



10:45 A.M. - NOON

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.

Moderated by:

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.

Moderated by:

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, M.A.

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/CENTRAL

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.

Moderated by:

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 YOUR OWN)

NOON - 1:30 P.M.

CHAPTERS LUNCHEON

(Pre-Registration Required)

GRAND BALLROOM CENTRAL



CONFERENCE AGENDA

THURSDAY,
MARCH 8, 2018
CONTINUED



1:30 P.M. – 3:00 P.M.

NADOHE CONCURRENT SESSIONS B1 - B6

DEEP DIVES (90-MINUTE SESSIONS)

CONCURRENT SESSION B1

GRAND BALLROOM NORTH/CENTRAL

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.

Moderated by:

Joanne G. Woodard, M.A.

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.

Moderated by:

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, M.A., 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.

Moderated by:

Jeanne J. Arnold, MSW, Ed.D.

Chief Diversity Officer, Gettysburg College

Presented by:

James C. Dockery, J.D.

Director of Accessibility, USAA

Stephanie Robertson, J.D.

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.

Moderated by:

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.

Chief Diversity Officer and Head of the Division of Equity and Inclusion, Minneapolis Community and Technical College

Jessica Shryack, Ph.D.

Director of Quality Initiatives, 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.

Moderated by:

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

1:45 P.M. – 3:00 P.M.

NADOHE CONCURRENT SESSION

LEARNING LAB (75-MINUTE SESSION)

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.

Moderated by:

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

NADOHE

National Association of Diversity Officers in Higher Education

MEMBERSHIP INFO

Join Today!

LEADING HIGHER EDUCATION TOWARDS INCLUSIVE EXCELLENCE

INSTITUTIONAL MEMBERSHIP

Member institutions appoint an official designee to represent the institution to NADOHE. Institutional designees have privileges that include the right to vote on Association matters and the right to hold office. Institutional members may receive additional benefits including being eligible to participate in the NADOHE Chief Diversity Officer (CDO) Fellows Program and designating two individuals from within the institution to receive individual complimentary membership.

Membership Fees

International - \$1,250
Systems/Associations - \$1,250
Doctoral Extensive - \$1,250
Doctoral Intensive - \$1,000
Masters - \$900
Baccalaureate - \$750
Community Colleges - \$500
Special Focus/Tribal - \$500

INDIVIDUAL MEMBERSHIP - \$250

Individual members may participate in NADOHE activities with the exception of holding a national office or voting on Association matters.

PROFESSIONAL ORGANIZATION/ASSOCIATE MEMBERSHIP - \$500

Professional organization members may participate in NADOHE activities with the exception of holding a national office or voting on Association matters.

RETIREE MEMBERSHIP - \$50

Retiree members may participate in NADOHE activities with the exception of holding a national office or voting on Association matters.

STUDENT MEMBERSHIP - \$50

Student members may participate in NADOHE activities with the exception of holding a national office or voting on Association matters.

MEMBERSHIP BENEFITS

- A subscription to the renowned *Journal of Diversity in Higher Education*; Institutional members receive 15 complimentary electronic subscriptions;
- A subscription to *DIVERSE: Issues in Higher Education* and *INSIGHT into Diversity*;
- Regular offerings of NADOHE's electronic newsletter, NADOHE News, and e-news brief, CDO News Brief;
- Access to NADOHE's members' only Resources Clearinghouse;
- Professional development opportunities at the member discounted rate to participate in NADOHE webinars Annual Conference, and the Standards of Professional Practice Institute;
- Leadership opportunities and service on NADOHE committees, ad hoc groups, and special task forces;
- National visibility for your institution;
- Development of strategic diversity initiatives in higher education; and
- Influencing of national policy on issues related to diversity in higher education.

NADOHE CHAPTERS

NADOHE Chapters exist to strengthen the common goal of inclusive excellence in higher education on a local, state, regional, and special interest level. They serve as a conduit from NADOHE to Chapter constituents for information, programs, materials, and events related to higher education diversity as well as from those constituents to NADOHE for ideas, interest, and enthusiasm for the field. NADOHE Chapters develop geographically convenient or special interest networks of diversity officers and experts with common concerns and goals and enjoy the assistance of NADOHE in formation and operations. For more information about the chapter nearest you and/or about forming a chapter, contact the NADOHE office at 561-472-8479.



ARCHIE W. ERVIN

NADOHE president, Archie W. Ervin, Ph.D.
Vice President, Institute Diversity,
Georgia Institute of Technology



...The racial unrest on our college campuses over the past year also underscores the importance for Chief Diversity Officers and other senior diversity and inclusion professionals to be engaged with other senior institutional leaders to respond to challenges that face us. In fact, as diversity and inclusion professionals, we are uniquely positioned by our collective expertise and knowledge of best and effective practices to offer guidance and solutions that will move our college campuses and society toward becoming truly more equitable and inclusive communities. Be assured that NADOHE will continue to advocate for institutional responses that actively engage senior diversity professionals with developing strategies, tactics and actions to address the unfinished equity agendas revealed at our nation's institutions of higher education over the past year...



STANDARDS OF PROFESSIONAL PRACTICE FOR CHIEF DIVERSITY OFFICERS

NADOHE's Standards of Professional Practice for Chief Diversity Officers (CDOs) are a formative advancement toward the increased professionalization of the CDO in institutions of higher education. These standards encompass a broad range of knowledge and practices that are reflected in the work of CDOs across differing professional and institutional contexts. The Standards of Professional Practice Institute (SPPI) is an annual multi-day program, offered by NADOHE, that addresses each of the standards of professional practice. Led by faculty members who have served as a chief diversity officer or senior administrator in higher education, this initiative offers an unparalleled opportunity for professional development and networking with colleagues and seasoned CDOs in an educational and confidential setting.

JOURNAL OF DIVERSITY IN HIGHER EDUCATION

A quarterly publication of the National Association of Diversity Officers in Higher Education, the *Journal of Diversity in Higher Education* disseminates research findings, theory and promising practices which guide the efforts of institutions of higher education in the pursuit of inclusive excellence. Multidisciplinary in perspective, the Journal includes empirical research, policies, commentaries and critiques, and book reviews that support efforts to transform institutions, inspire colleagues, and engage campus, governmental and private sector leaders to articulate culturally sound outcomes. A subscription to the Journal is a benefit of NADOHE membership.

CONTACT NADOHE

National Association of Diversity Officers in Higher Education
631 U.S. Highway One, Suite 400, North Palm Beach, FL 33408
1-561-472-8479, 1-800-837-7321 (fax), www.nadohe.org

CONFERENCE AGENDA

THURSDAY,
MARCH 8, 2018
CONTINUED

3:00 P.M. – 3:15 P.M.
BREAK

3:15 P.M. – 4:30 P.M.
NADOHE CONCURRENT SESSIONS C1 - C6
LEARNING LABS (75-MINUTE SESSIONS)

CONCURRENT SESSION C1
RENAISSANCE BALLROOM

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.

Moderated by:

Roger L. Worthington (he/him), Ph.D.

Interim Associate Provost and Chief Diversity Officer, University of Maryland, College Park

Presented by:

Jenna B. Messman (she/her), M.Ed., NCC, CWC

Sexual Health Program Coordinator University Health Center, University of Maryland, College Park

Shigeru Nic Sakurai (they/them), M.B.A., M.A., 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.

Moderated by:

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



3:15 P.M. – 4:45 P.M.
NADOHE CONCURRENT SESSIONS
DEEP DIVES (90-MINUTE SESSIONS)

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.

Moderated by:

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.

Moderated by:

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.

Moderated by:

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.

Moderated by:

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

CONFERENCE AGENDA

THURSDAY,
MARCH 8, 2018
CONTINUED

**MICHIGAN STATE
UNIVERSITY**



FRIDAY,
MARCH 9, 2018



 University of Missouri



4:45 P.M. – 5:00 P.M.
BREAK

5:00 P.M. – 6:00 P.M.
NADOHE/ACE JOINT SESSION: PRESIDENTS/CHANCELLORS PANEL
GRAND BALLROOM NORTH/CENTRAL

Addressing Challenges and Opportunities of Diversity, Equity, and Inclusion in U.S. Higher Education: The Role of College & University Chancellors/Presidents in Today's Colleges and Universities

NADOHE President Archie W. Ervin, Ph.D., will lead 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.

Moderated by:

Archie W. Ervin, Ph.D.

President, National Association of Diversity Officers in Higher Education

Presented by:

Nancy Cantor, Ph.D.

Chancellor, Rutgers University

Robert Jones, Ph.D.

Chancellor, Illinois University

Ellen Junn, Ph.D.

President, California State University, Stanislaus

Ted Mitchell, Ph.D.

President, American Council on Education

6:15 P.M. – 7:15 P.M.
WELCOME RECEPTION SPONSORED BY TIAA

GRAND BALLROOM SOUTH
All attendees are welcome!

7:30 A.M. – 9:00 A.M.
NETWORKING BREAKFAST AND POSTER SESSIONS
GRAND BALLROOM NORTH/CENTRAL

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.

Moderated by:

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

Presented by:

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)

Presented by:

Barbara Endemano Walker, Ph.D.

Special Assistant to the Executive Vice Chancellor for Diversity Initiatives

Intersectionality and Higher Ed

Presented by:

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

Presented by:

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

Connecting Diversity Officers to Minority Postdocs for Faculty Diversity

Presented by:

Alberto I. Roca, Ph.D.

Executive Director, Diverse Scholar

Preparing for the D&I Revolution...Building a Broader Community Through Dialogue

Presented by:

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 NORTH/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 CDOs can proactively advocate and assist their colleges and universities to respond to changing legislation.

Moderated by:

Archie W. Ervin, Ph.D.

President, National Association of Diversity Officers in Higher Education

Elizabeth F. Ortiz, Ed.D.

Vice President of Institutional Diversity and Equity, DePaul University



ARCHIE W. ERVIN
MODERATOR



ELIZABETH F. ORTIZ
MODERATOR



**PROFESSOR AUGUSTINE
"GUS" JOHN**
KEYNOTE SPEAKER



LUIS MALDONADO
PUBLIC POLICY
BRIEFING

CONFERENCE AGENDA

FRIDAY,
MARCH 9, 2018
CONTINUED



10:30 A.M. – 10:45 A.M.
BREAK

10:45 A.M. – NOON
NADOHE CONCURRENT SESSIONS D1 - D6
LEARNING LABS (75-MINUTE SESSIONS)

CONCURRENT SESSION D1
GRAND BALLROOM SOUTH

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.

Moderated by:

Joanne G. Woodard, M.A.

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.

Introduced by:

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

Moderated by:

Etheline Desir, MBA

Desir Group

Presented by:

B. Joyce Stallworth, Ed.D.

Desir Group

Paulette Patterson Dilworth, Ph.D.

University of Alabama, 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.

Moderated by:

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

10:45 A.M. - NOON

NADOHE CONCURRENT SESSIONS

CASE STUDIES (75-MINUTE SESSIONS)

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.

Moderated by:

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

Oriana Jiménez, MHR, MBA

Director and Title IX Coordinator, Rollins College

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.

Moderated by:

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

CONFERENCE AGENDA

FRIDAY,
 MARCH 9, 2018
 CONTINUED

10:45 A.M. - 12:15 P.M.
NADOHE CONCURRENT SESSIONS
DEEP DIVE (90-MINUTE SESSIONS)
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.

Moderated by:

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 P.M. - 1:30 P.M.
LUNCH (ON YOUR OWN)

1:30 P.M. - 2:00 P.M.
NADOHE STANDING COMMITTEE TED STYLE TALKS - OPPORTUNITIES FOR INVOLVEMENT
GRAND BALLROOM NORTH/CENTRAL

2:00 P.M. - 2:30 P.M.
NADOHE ANNUAL MEMBERSHIP MEETING
GRAND BALLROOM NORTH/CENTRAL

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

2:30 - 2:45 PM
BREAK

2:45 P.M. - 3:55 P.M.
NADOHE EXPRESS TALKS E1 - E3
MEETING ROOM 12

Moderated by:

Joanne G. Woodard, M.A.

Vice President, Institutional Equity & Diversity, Diversity Officer/Affirmative Action Officer, University of North Texas

FRIDAY,
MARCH 9, 2018
CONTINUED



2:45 P.M. – 3:05 P.M.

SESSION E1

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 Slesaransky-Poe, Ph.D.
Professor, Arcadia University

3:10 P.M. – 3:30 P.M.

SESSION E2

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

3:35 P.M. – 3:55 P.M.

SESSION E3

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

2:45 P.M. – 3:55 P.M.

NADOHE EXPRESS TALKS, F1 - F3

MEETING ROOM 13

Moderated by:

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

2:45 P.M. – 3:05 P.M.

SESSION F1

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

3:10 P.M. – 3:30 P.M.

SESSION F2

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

3:35 P.M. – 3:55 P.M.

SESSION F3

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

2:45 P.M. – 3:55 P.M.

NADOHE EXPRESS TALKS, G1 - G3

GRAND BALLROOM SOUTH

Moderated by:

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

CONFERENCE AGENDA

FRIDAY,
MARCH 9, 2018
CONTINUED



2:45 P.M. – 3:05 P.M.

SESSION G1

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

Presented by:

Jay L. Austin, J.D.

Assistant Dean Admissions and Student Financial Services University of California, Irvine School of Law

3:10 P.M. – 3:30 P.M.

SESSION G2

Assessment Mechanisms for Diversity Work in Legal Education

Presented by:

Rachel Patterson, J.D.

Director, Programs for Diversity AccessLex Institute

3:35 P.M. – 3:55 P.M.

SESSION G3

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

Presented by:

Taifha Natalee Baker, J.D.

Assistant Director of Student Life for Diversity Initiatives, University of South Carolina Aiken

2:45 P.M. – 3:30 P.M.

NADOHE EXPRESS TALKS, H1 - H2

MEETING ROOM 14

Moderated by:

Sumun L. Pendakur, Ed.D.

Chief Learning Officer and Director, USC Equity Institutes, USC Race and Equity Center, University of Southern California

2:45 P.M. – 3:05 P.M.

SESSION H1

Showing Up as Authentic Diversity Leaders

Presented by:

Denise Boston, Ph.D.

Dean of Diversity and Inclusion, California Institute of Integral Studies

3:10 P.M. – 3:30 P.M.

SESSION H2

Intercultural Conversations: An Open Door to Dialogue and Integration Diversity and Inclusion

Presented by:

Fidelis Teresa D'Cunha, Ph.D.

District Provost, Diversity and Inclusion, Wayne County Community College District

2:45 P.M. – 3:55 P.M.

NADOHE EXPRESS TALKS, I1 - I3

MEETING ROOM 10/11

Moderated by:

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





2:45 P.M. – 3:05 P.M.

SESSION I1

Everyone Has a Story: A Diversity Story

Presented by:

Jeffrey L. Wilson, Ph.D.

Associate Professor of Higher Education, Virginia Commonwealth University

3:10 P.M. – 3:30 P.M.

SESSION I2

Influence Policy, Offer Programming, and Facilitate Practice: It's What We Do

Presented by:

José Villalba, Ph.D.

Interim Chief Diversity Officer, Wake Forest University

3:35 P.M. – 3:55 P.M.

SESSION I3

Supporting Diversity Officers By Recognizing Work as Pastoral Practice

Presented by:

Mary J. Wardell, Ed.D.

Vice Provost and Chief Diversity Officer, University of San Francisco

2:45 P.M. – 4:00 P.M.

NADOHE CONCURRENT SESSIONS

LEARNING LABS (75-MINUTE SESSIONS)

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.

Moderated by:

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.

Moderated by:

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

4:00 P.M. – 4:15 P.M.

BREAK

CONFERENCE AGENDA

FRIDAY,
 MARCH 9, 2018
 CONTINUED



4:15 P.M. – 5:45 P.M.
NADOHE CONCURRENT SESSIONS
DEEP DIVES (90-MINUTE SESSIONS)

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.

Moderated by:

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 Ed.D.

Chief of Staff, Prince George's Community College

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.

Moderated by:

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, J.D.

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.

Moderated by:

Ande Diaz, Ph.D.

Chief Diversity Officer, St. Anselm College

Presented by:

Angela Mazaris, Ph.D.

Founding Director, LGBTQ Center, Wake Forest University





STANDARDS OF PROFESSIONAL PRACTICE FOR CHIEF DIVERSITY OFFICERS

STANDARDS OF PROFESSIONAL PRACTICE

STANDARD ONE	Has the ability to envision and conceptualize the diversity mission of an institution through a broad and inclusive definition of diversity.
STANDARD TWO	Understands, and is able to articulate in verbal and written form, the importance of equity, inclusion, and diversity to the broader education mission of higher education institutions.
STANDARD THREE	Understands the contexts, cultures, and politics within institutions that impact the implementation and management of effective diversity change efforts.
STANDARD FOUR	Has knowledge and understanding of, and is able to articulate in verbal and written form, the range of evidence for the educational benefits that accrue to students through diversity, inclusion, and equity in higher education.
STANDARD FIVE	Has an understanding of how curriculum development efforts may be used to advance the diversity mission of higher education institutions.
STANDARD SIX	Has an understanding of how institutional programming can be used to embrace the diversity mission of higher education institutions for faculty, students, staff, and administrators.
STANDARD SEVEN	Has an understanding of the procedural knowledge for responding to bias incidents when they occur on college or university campuses.
STANDARD EIGHT	Has basic knowledge of how various forms of institutional data can be used to benchmark and promote accountability for the diversity mission of higher education institutions.
STANDARD NINE	Has an understanding of the application of campus climate research in the development and advancement of a positive and inclusive campus climate for diversity.
STANDARD TEN	Broadly understands the potential barriers that faculty face in the promotion and/or tenure process in the context of diversity-related professional activities (e.g., teaching, research, service.)
STANDARD ELEVEN	Has current and historical knowledge related to issues of nondiscrimination, access, and equity in higher education institutions.
STANDARD TWELVE	Has awareness and understanding of the various laws, regulations, and policies related to equity and diversity in higher education

FRIDAY,
MARCH 9, 2018
CONTINUED

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.

Moderated by:

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.

Moderated by:

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 SOUTH

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.

Moderated by:

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



INSIGHT Into Diversity



6:00 P.M. – 7:30 P.M.

AWARDS CEREMONY AND RECEPTION

GRAND BALLROOM NORTH/CENTRAL

All attendees are invited to the awards ceremony and reception 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.

CONFERENCE AGENDA

SATURDAY,
MARCH 10, 2018



7:30 A.M. – 8:45 A.M.

NETWORKING BREAKFAST SPONSORED BY THE PHD PROJECT

GRAND BALLROOM NORTH/CENTRAL

Moderated by:

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 NORTH/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.

Introduced by:

Stephanie Bell-Rose, M.A.

Senior Managing Director and Head of TIAA Institute

Presented by:

Anne Ollen, B.A.

Senior Director, TIAA Institute

Natasha Radden, M.B.A.

Senior Vice President and Chief Diversity Officer, TIAA

Use and follow
#NADOHE18

for highlights, quotables, and
the conference backchannel!

SATURDAY,
MARCH 10, 2018

9:15 A.M. – 10:15 A.M.

PRESIDENT'S TASK GROUP REPORT/DISCUSSION

GRAND BALLROOM NORTH/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.

10:15 A.M. – 10:30 A.M.

BREAK

10:30 A.M. – 11:45 A.M.

CLOSING GENERAL SESSION/KEYNOTE

GRAND BALLROOM NORTH/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*.

Moderated by:

William B. Harvey, Ed.D, D.Sc. (hon)

Founding President, National Association of Diversity Officers in Higher Education

Conference Keynote by:

Ibram Kendi, Ph.D.

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



WILLIAM B. HARVEY



IBRAM KENDI

11:45 A.M. - NOON

CONFERENCE CLOSING REMARKS

GRAND BALLROOM NORTH/CENTRAL

Moderated by:

Archie W. Ervin, Ph.D.

President, National Association of Diversity Officers in Higher Education

**USC Race and
Equity Center**

CONFERENCE AGENDA

SATURDAY,
MARCH 10, 2018
CONTINUED



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 competencies, 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:

- 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

Moderated by:

Alphonse Keasley, Ph.D.

Associate Vice Chancellor, The Office of Diversity, Equity and Community Engagement, University of Colorado Boulder

Ame Lambert, Ph.D.

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

Chief Diversity Officers:

Jeanne J. Arnold, MSW, Ed.D.

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

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 L. Johnson

The Newbie Navigator, JohnsonReece 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

RENAISSANCE HOTEL

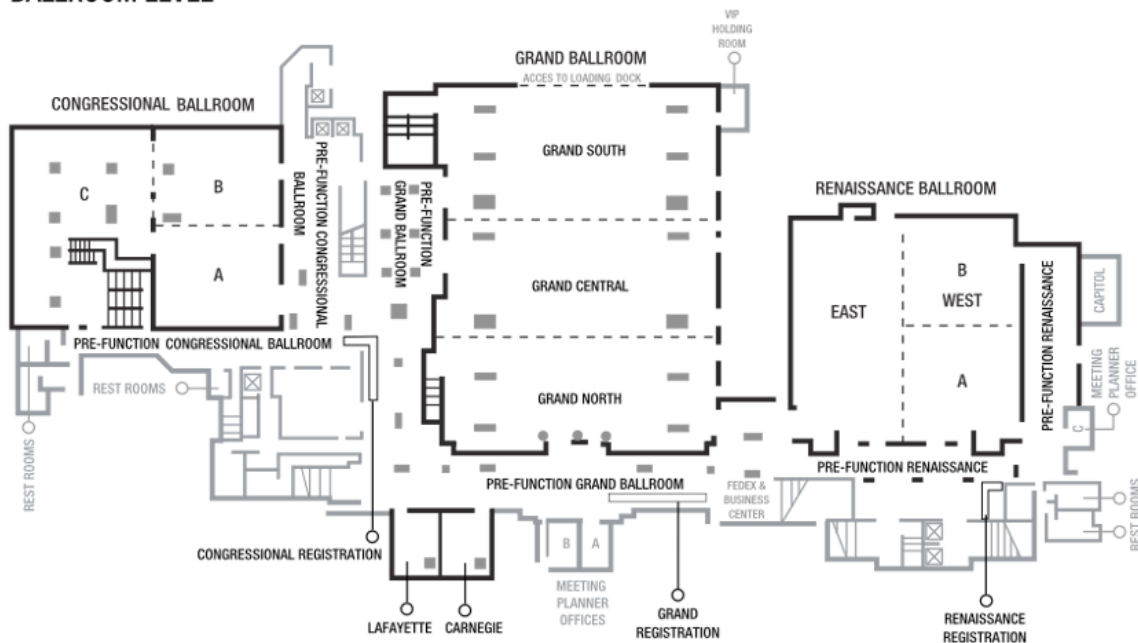
MEETING ROOM LEVEL



All-Gender Restrooms Available on Meeting Room Level

The Penn Quarter Meeting Room is located one level above the lobby level and accessible via the elevator or staircase near Mix Bar.

BALLROOM LEVEL



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