

Thursday, March 8, 2018

NADOHE Concurrent Sessions

10:30 a.m.

Concurrent Session A1

(Case Study) 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:

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

(Case Study) 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:

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

(Case Study) "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:

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
(Case Study) 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:

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

Concurrent Session A5
(Case Study) 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:

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

(Case Study) 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:

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

NADOHE Concurrent Sessions

1:15 p.m.

**Concurrent Session B1 -
(Deep Dive) 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:

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
(Deep Dive) 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:

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
(Deep Dive) 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:

**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
(Deep Dive) 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:

**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
(Learning Lab) 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:

**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

Concurrent Session B6
(Deep Dive) 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:

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 Sessions

3:00 p.m.

Concurrent Session C1
(Deep Dive) 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:

Presented by: Monica L. Cummings, D. Min.
Director, Training and Educational Programs
Office of Diversity and Inclusion

Neil Fanning, M.S.
Director, Diversity and Inclusion Programs
Office of Diversity and Inclusion

Concurrent Session C2

(Deep Dive) 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:

Presented by: Monica M. Smith, DSW
Elizabethtown College

Concurrent Session C3

(Deep Dive) 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:

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 C4

(Learning Lab) 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:

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 C5
(Learning Lab) 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:

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

Concurrent Session C6
(Deep Dive) 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:

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**

Friday, March 9, 2018

NADOHE Concurrent Sessions

10:45 a.m.

Concurrent Session D1

(Learning Lab) 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: Devona F. Pierre, Ed.D.
Assistant Director Faculty/Staff Diversity Initiatives
University of South Florida**

**Presented by: 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

(Learning Lab) 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: Etheline Desir, MBA
Desir Group**

**Presented by: B. Joyce Stallworth, Ed.D.
Desir Group**

**Paulette Patterson Dilworth, Ph.D.
Desir Group**

**Concurrent Session D3
(Learning Lab) 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:

**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**

**Concurrent Session D4
(Case Study) 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:

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

**Concurrent Session D5
(Deep Dive) 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:

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

Concurrent Session D6

(Case Study) "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:

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

Diamante Jamison, Alum
Black Student Task Force
University of Oregon

NADOHE Express Talks Moderator: 2:45 p.m.

Express Talk Group A – Session E1
(Express Talks)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

Express Talk Group A – Session E2
(Express Talk) "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

Express Talk Group A – Session E3
(Express Talk) 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

NADOHE Express Talks Moderator: 2:45 p.m.

Express Talk Group B – Session F1
(Express Talk) Let's Talk About Building Names: A Model for Engaging in Difficult Institutional Conversations About History

**NCAA Director of Inclusion
Dori Armstead
NCAA Director of Human Resources**

NADOHE Concurrent Sessions

4:15 p.m.

Concurrent Session K1

Deep Dive) 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:

**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

(Deep Dive) 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:

**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

(Deep Dive) 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:

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

Concurrent Session K4**(Deep Dive) 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:

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

Concurrent Session K5**(Deep Dive) 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:

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

Ebony Nicholson, MSW
University of Maryland, Baltimore

Concurrent Session K6**(Deep Dive) 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:

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