2019 NADOHE Annual Conference
March 7 – 9, Philadelphia, PA
Schedule At-A-Glance

**Wednesday, March 6, 2019**

8:00 a.m. - 12:00 p.m.
New Chief Diversity Officers Workshop
(Pre-Registration Required)
Congress

12:30 p.m. - 5:30 p.m.
Board of Directors Meeting
PSFS Room

1:00 p.m. - 5:00 p.m.
The Neuroscience of Social Justice Workshop
(Pre-Registration Required)
Congress

5:30 p.m. - 6:30 p.m.
Community College Diversity Officer Connection Reception
Hosted by NADOHE
Commonwealth A

**Thursday, March 7, 2019**

7:45 a.m. - 8:45 a.m.
First Time Conference Attendee/New Member Orientation
Commonwealth C/D

8:00 a.m. - 8:45 a.m.
Connection over Coffee
Millennium Foyer
8:45 a.m. - 10:15 a.m.
Opening Conference Welcome, President’s Remarks, and Keynote
Millennium Hall

10:15 a.m. - 10:30 a.m.
Break
Millennium Foyer

10:30 a.m. - 12:00 p.m.
Concurrent Session CS1
Safe Spaces? Exploring a Model for Creating Intersectional Campus Coalitions
Congress A

10:30 a.m. - 12:00 p.m.
Concurrent Session CS2
The Role of a CDO in Creating a Risk Model for Student Success
Congress B

10:30 a.m. - 12:00 p.m.
Concurrent Session CS3
Recognizing and Addressing Implicit Bias on College Campuses: A Case Study Approach
Congress C

10:30 a.m. - 12:00 p.m.
Concurrent Session CS4
Translating Data into Practice: The role of institutional research professionals in providing strategic diversity leadership for organizational change
Commonwealth A2

10:30 a.m. - 12:00 p.m.
Concurrent Session CS5
A Model For Institutional Mentoring: Michigan State University's Diversity Research Network
Commonwealth A1

10:30 a.m. - 12:00 p.m.
Concurrent Session CS6
Transitioning Normalcy: Persistence Strategies of African-American Administrators in Higher Education
Commonwealth B

12:00 p.m. - 1:30 p.m.
Lunch (on own)

12:00 p.m. - 1:30 p.m.
Chapters Lunch
(Pre-Registration Required)
Commonwealth C/D

1:30 p.m. - 3:00 p.m.
Concurrent Session DD1
Searching for Belonging: Queer-Spectrum and Trans-Spectrum Students of Color in American Higher Education
Millennium Hall
1:30 p.m. - 3:00 p.m.
Concurrent Session DD2
The Intersection of Inclusion and Advancement in Higher Education
Congress A

1:30 p.m. - 3:00 p.m.
Concurrent Session DD3
Confront your Bias: A campus wide campaign which tasked administrators, staff, faculty and students, to examine their biases
Congress B

1:30 p.m. - 3:00 p.m.
Concurrent Session DD4
Understanding Intersectionality, Keeping It Real
Congress C

1:30 p.m. - 3:00 p.m.
Concurrent Session DD5
Harvard Administrative Fellows Program: A 28-Year Integrative Approach to Diversifying Leadership
Commonwealth A1

1:30 p.m. - 3:00 p.m.
Concurrent Session DD6 – Commonwealth A2
Mentoring Matters: The Expectations of a New Chief Diversity Officer in Setting the Direction and Pace for Institutional Change
Commonwealth A2

1:30 p.m. - 3:00 p.m.
Concurrent Session DD7 – Commonwealth B
In Too Deep: Managing Stress and Preventing Burnout Among Diversity & Inclusion Professionals
Commonwealth B

3:00 p.m. - 3:15 p.m.
Break
Millennium Foyer

3:15 p.m. - 4:30 p.m.
Concurrent Session LL1
A New CDO and Her President Describe the Challenges and Rewards of Leading Diversity & Inclusion at a Community College: A Candid Dialogue
Commonwealth CD

3:15 p.m. - 4:30 p.m.
Concurrent Session LL2
It's More than just Sex – Changing LGBTQ Education in Healthcare Academia
Congress B
3:15 p.m. - 4:30 p.m.
Concurrent Session LL3
Transforming Faculty Through Creative Search Processes
Congress C

3:15 p.m. - 4:30 p.m.
Concurrent Session LL4
Supporting Inclusive Pedagogy in Arts Education
Commonwealth A2

3:15 p.m. - 4:30 p.m.
Concurrent Session LL5
Strategic Pathways that Guide Inclusion, Diversity, and Equity at the University of Illinois at Chicago (UIC)
Commonwealth A1

3:15 p.m. - 4:30 p.m.
Concurrent Session LL6
Anticipating the Changing Landscape of Affirmative Action in Higher Education
Commonwealth B

4:45 p.m. - 5:15 p.m.
Expanded Gender and Race Categories...Unanticipated Outcomes
Millennium Hall

5:15 p.m. - 6:15 p.m.
Review and Update of the NADOHE Standards of Professional Practice for CDOs
Millennium Hall

6:30 p.m. - 7:30 p.m.
Welcome Reception
Regency Ballroom

FRIDAY, MARCH 8, 2019

7:30 a.m. - 8:45 a.m.
Networking Breakfast
Millennium Hall

9:00 a.m. - 10:30 a.m.
Keynote Panel Discussion
Millennium Hall

10:30 a.m. - 10:45 a.m.
Break
Millennium Foyer

10:45 a.m. - 12:00 p.m.
Group A
NADOHE Express Talks
Commonwealth A1
10:45 a.m. - 12:00 p.m.
Session ET1
Mindset, Words, and Data: How Implicit Bias Impacts Data Analysis

10:45 a.m. - 12:00 p.m.
Session ET2
Assessing Cultural Competence and Diversity and Inclusion Programming

10:45 a.m. - 12:00 p.m.
Session ET3
Architecture of diversity: Designing spaces to develop belonging

10:45 a.m. - 12:00 p.m.
Group B
NADOHE Express Talks
Commonwealth A2

10:45 a.m. - 12:00 p.m.
Session ET1
Social Justice Journeys in Higher Education: Lessons Learned about Race, Class, and Gender

10:45 a.m. - 12:00 p.m.
Session ET2
Representation Matters with Student Success: Proposing Straightforward Sensitivity about Race

10:45 a.m. - 12:00 p.m.
Session ET3
Finding Power Within: The Diversity Officer’s Role in Overcoming Racial Battle Fatigue Syndrome

10:45 a.m. - 12:00 p.m.
Group C
NADOHE Express Talks
Congress C

10:45 a.m. - 12:00 p.m.
Session ET1
D-STEM Equity Model: Diversifying the STEM Education to Career Pathway

10:45 a.m. - 12:00 p.m.
Session ET2
Learning, Unlearning and Relearning: Mindfulness and the Pursuit of Inclusive Excellence

10:45 a.m. - 12:00 p.m.
Session ET3
What Makes a Good Religious Observance Policy?

10:45 a.m. - 12:00 p.m.
Concurrent Session CS7
The Carolina Postdoctoral Program: a National Model for Faculty Diversity
Commonwealth C

10:45 a.m. - 12:00 p.m.
Concurrent Session CS8
Facilitating Broad Engagement Using a Groundbreaking Climate Survey at the University of North Texas
*Commonwealth D*

**10:45 a.m. - 12:00 p.m.**
Concurrent Session LL7
Open Inquiry, Viewpoint Diversity, and Constructive Disagreement: Pathways for Advancing Diversity, Equity, and Inclusion?
*Commonwealth B*

**10:45 a.m. - 12:00 p.m.**
Concurrent Session – Special Focus 1
Open Dialogue: Insights into the Application and Implementation of Standards of Professional Practice for CDOs
*Congress A*

**10:45 a.m. - 12:00 p.m.**
Concurrent Session – Special Focus 2
Representation and pay equity challenges for women and minorities in higher education
*Congress B*

**12:00 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 Engagement
*Millennium Hall*

**2:00 p.m. - 2:45 p.m.**
NADOHE Annual Membership Meeting
*Millennium Hall*

**2:45 p.m. - 3:00 p.m.**
Break
*Millennium Foyer*

**3:00 p.m. - 4:30 p.m.**
Concurrent Session DD8
You Mean, There’s Race in My Movie?: How to Use Movies to Understand Race
*Commonwealth D*

**3:00 p.m. - 4:30 p.m.**
Concurrent Session DD9
What’s Your Street Race-Gender? Cultivating Your “Intersectional Lens” for Advancing Systems-Level Justice and Equity In Higher Education as a New “Gold Standard”
*Commonwealth A2*

**3:00 p.m. - 4:30 p.m.**
Concurrent Session DD10
Campus Rebellions and Plantation Politics: Critical Considerations for Diversity, Equity and Inclusion Professionals in the 21st Century
*Commonwealth B*
3:00 p.m. - 4:30 p.m.
Concurrent Session DD11
Impacting the Mental Health and Emotional Wellness of College Students of Color with the Equity in Mental Health Framework (EMHF)
Commonwealth C

3:00 p.m. - 4:30 p.m.
Concurrent Session DD12
Chief Diversity Officers use a multipronged approach to ensure the success of URiM Health Professional Students
Commonwealth A1

3:00 p.m. - 4:30 p.m.
Concurrent Session SF3
Chief Diversity Officer Cohort 5 Fellows Presentations
Congress A

5:00 p.m. - 6:30 p.m.
Awards Ceremony and Reception
Regency Ballroom

SATURDAY, MARCH 9, 2019

7:30 a.m. - 8:45 a.m.
Networking Breakfast
Millennium Hall

8:45 a.m. - 9:30 a.m.
2019 ACE Race and Ethnicity in Higher Education: A Status Report
Millennium Hall

9:30 a.m. - 10:15 a.m.
HACU Public Policy Update
Millennium Hall

10:15 a.m. - 10:30 a.m.
Break
Millennium Foyer

10:30 a.m. - 11:45 a.m.
Closing General Session
Millennium Hall

11:45 a.m. – 12:00 p.m.
Closing Conference Remarks
Millennium Hall

1:00 p.m. - 4:00 p.m.
So, You Want to Be a CDO Workshop
(Pre-Registration Required)
Congress B/C