14TH ANNUAL CONFERENCE



March 11-14, 2020 Intercontinental Hotel, San Diego

CONFERENCE PROGRAM





NADOHE STANDARDS OF PROFESSIONAL PRACTICE INSTITUTE (SPPI) | JUNE 24 - 27, 2020

CASE WESTERN RESERVE UNIVERSITY, CLEVELAND, OH

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. As 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.



MEMBER REGISTRATION FEE

Member - \$2,500 NonMember - \$2,950

Includes course materials and group meals

LODGING

The Glidden House, 1901 Ford Drive, Boulevard, Cleveland, OH, 44106, 216-658-9107, www.gliddenhouse.com, is the designated hotel at a rate of \$165 a night plus taxes and fees. More information will be provided upon registration.

RECOGNIZING THE THIRD ANNUAL CLASS (2019)

Charlene Alexander, Oregon State University

Tonya Bailey, Lansing Community College

Quincy Bevely, Providence College

Alfreda Brown, Kent State University

Margaret Browne-Huntt, University of Illinois at Urbana-Champaign

Willette Burnham-Williams, Medical University of South Carolina

Constanza Cabello, Stonehill College

Vivi Caleffi Prichard, Chemeketa Community College

Jadwiga Carlson, Bowling Green State University

Monica Chiu, University of New Hampshire

Anita Dashiell-Sparks, University of Southern California

Alison Davis White-Eyes, Oregon State University

Bryan Dawson, University of North Georgia

Ty-Ron Douglas, University of Missouri

Ronnie Dunn, Cleveland State University

Edith Fernandez, Nevada State College

Nkenge Friday, Marietta College

Vickie Gomez, University of California, Davis

Eloisa Gordon-Mora, University of Nevada, Reno

Kenya Hobbs, Medaille College - Buffalo, NY

Rita Jerman, Wake Technical Community College

Sabrina Johnson, University of Mary Washington

Edward Jones, Moody Bible Institute

Amanda Kim, St. Norbert College

Jasmine Lee, University of Maryland, Baltimore County

Sharoni Little, University of Southern California

Tatiana Mackliff, NAFSA: Association of International Educators

Michelle Madden, USF St. Petersburg

Tamra Malone, Biola University

Emily Monago, University of Wyoming

Dana Patterson, Western Carolina University

Erin Pullin, Chapman University

Raymond Reyes, Gonzaga University

Patricia Scott, NAFSA: Association of International Educators

Nicole Sirju-Johnson, SUNY at Binghamton

Renee Smith-Maddox, University of Southern California

Tamara Stevenson, Westminster College

Heather Varela, Sam Houston State University

Scott Vignos, Oregon State University

Kate Webster, Rush University

Jay Williams, Minneapolis Community and Technical College

Zakiya Wilson-Kennedy, Louisiana State University

Rafael Zapata, Fordham University

PRESIDENT'S WELCOME

Dear NADOHE Colleagues:

On behalf of the NADOHE Board of Directors, it is my honor to welcome all of you to the beautiful city of San Diego, California for our fourteenth annual conference. It has been my privilege to serve as NADOHE's President for the past four years and the 2020 annual conference marks my final year as President.

Four years ago, NADOHE launched our best-in-class professional development training for Chief Diversity Officers, the Standards of Professional Practice Institute (SPPI). Since that time, we have provided unparalleled professional development to more than 140 early career Chief Diversity Officers and other diversity professionals.

In June of 2020, NADOHE will conduct its fourth annual SPPI with a revised curriculum that is more robust and researched-based, thanks to the stellar work of a special task force I appointed last year consisting of Dr. Roger Worthington, (University of Maryland); Dr. Christine Stanley, (Texas A&M University); and Dr. Daryl Smith, (Claremont Graduate University). The revised Standards of Professional Practice for Chief Diversity Officers in Higher Education will be unveiled during the San Diego conference and published later this year by the Journal of Diversity in Higher Education.

NADOHE's membership has also grown significantly over the last four years and now exceeds more than one-thousand members (institutional and individuals) including our first international member, Coventry University, Coventry, UK. Our state and regional chapters have grown as well during this time to fourteen state and regional chapters across the United States

Finally, I am pleased to announce that NADOHE has entered into an agreement to co-sponsor our first-ever international conference scheduled to be held in late June 2021 with our international member, Coventry University, as the conference host. Please stay tuned as this exciting new NADOHE initiative promises to launch NADOHE into the global arena and expand our footprint as the preeminent voice for inclusive excellence in higher education.

As we look to the future, we are poised to continue our trajectory as the unparalleled leader of diversity professionals in higher education. President-elect Paulette Granberry Russell, (2020 NADOHE Annual Conference Chair), will be officially installed as NADOHE's next President at the end of the 2020 conference during the new officers installation ceremony which takes place during the annual business meeting. Paulette will lead NADOHE to the next level of national and international prominence and I ask all of you to offer her your full support over the next two years.

I am honored to have served NADOHE for four years as President and I will continue to support NADOHE in the future.

Again, welcome to San Diego and we hope that you will enjoy and benefit from the best DEI conference in the U.S.!

Yours in Service,

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ARCHIE W. ERVIN, PH.D.

PRESIDENT, NADOHE
VICE PRESIDENT AND CHIEF DIVERSITY OFFICER INSTITUTE DIVERSITY, EQUITY AND INCLUSION

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Jeffrey Carr (2015 - 2020) - Point Loma Nazarene University

CONFERENCE CHAIR'S WELCOME

On behalf of the Board of Directors and the Conference Planning Committee, welcome to NADOHE's 14th Annual Conference.

Our theme this year: Leading with Renewed Activism: Crossing Borders and Bridging Communities is a reminder that as chief diversity officers and committed diversity scholars and professionals, our work, while rewarding is often met with resistance and challenges. Some of the challenges include campus climates that impede student success and our ability to recruit and retain the best faculty and staff, and other challenges include evolving legal and regulatory changes that require new processes that can stand under judicial scrutiny. We are called upon to identify and address the gaps between what is "real" and what is aspirational. Through our collective efforts, working with students, faculty and staff, we not only preserve the gains that have led to equitable practices, but with renewed activism, and innovative change strategies, our campuses will continue toward our shared goal of inclusive excellence.

Each year, the conference planning committee considers the feedback from our members and conference attendees and this year's conference continues to reflect what you shared with us. We hope that you find the various program offerings responsive to your suggestions and insights. Our keynote speakers will offer unique perspectives aligned with this year's theme, beginning with our opening speaker, Dr. Jeff Chang, Executive Director of the Institute for Diversity in the Arts; our Friday plenary panel on immigration policies and practices in higher education; and our closing speaker, Dr. Mildred Garcia, president of the American Association of State Colleges and Universities and an advocate for public higher education.

We have two pre-conference workshops, one for new chief diversity officers, and the other on "strategic diversity planning". We conclude on Saturday with a post-conference workshop for those who are interested in becoming a chief diversity officer. Our concurrent sessions span a range of diverse topics that you are sure to find of interest and value to you and your institution. Finally, we recognize the importance of self-care, and we are pleased to offer again this year, space for community and relaxation. Networking at this year's conference will continue, with the added opportunity for conference attendees to engage within and across identity and affinity groups, with the goal being a NADOHE experience that feels more cohesive and universal. We have something for everyone.

Please take the time to review our conference offerings and find the topics of interest to you. Also, be sure to introduce or reintroduce yourself to your colleagues and of course, enjoy your time in San Diego!

Pushna Lver

Rich Salas



PAULETTE GRANBERRY RUSSELL, J.D.

CONFERENCE CHAIR, NADOHE SENIOR ADVISOR TO THE PRESIDENT FOR DIVERSITY AND DIRECTOR OF OFFICE FOR INCLUSION AND INTERCULTURAL INITIATIVES

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Paulette Granberry Russell, J.D. Chair, NADOHE Conference Planning Committee

CONFERENCE COMMITTEE

University of Wisconsin-Fau Claire

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Diane M. Ariza	Nazareth College		International Studies at Monterev	Patrick Sims	University of Wisconsin-
leanne Arnold	Gettysburg College		Worterey		Madison
Rick Daniels	Oakton Community College	Jean Maierhofer	Hennepin Technical College	Jonathan Smith	Saint Louis University
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,	Michigan State University	Taran McZee	Bluegrass Community &	Mamie Thorns	Saginaw Valley State
Iulio Hernandez	Clemson University				University
Calvin Hill	Springfield College	Ronald Milon		Jewell Winn	Tennessee State University
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	Boulder	Clyde Pickett	Minnesota State	Denia Molali	NADONE
Ame Lambert	Roger Williams University				
Calvin Hill Alphonse Keasley	Springfield College University of Colorado Boulder	Ronald Milon Emily Monago Clyde Pickett	Technical College Fashion Institute of Technology University of Wyoming Minnesota State		

Middlehuny Inst. of

Des Moines University

Warren Anderson

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#NADOHE2020

Use and follow

for highlights, quotables, and the conference backchannel!

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REGISTRATION DESK HOURS

Wednesday, March 11 - 7:30 a.m. - 5:30 p.m. Thursday, March 12 - 7:30 a.m. - 5:30 p.m. Friday, March 13 - 7:30 a.m. - 5:30 p.m. Saturday, March 14 - 7:30 a.m. - noon



Mindful Wellness for the CDO: A Personalized Self Care Experience



Our tasks as diversity leaders can be quite stressful and should not be minimized but rather used as a creative force for change. These sessions include several creative activities to teach participants how to balance the body, mind and spirit. From the healing sounds and movements of Qi-Gong and chair massages, to Aromatherapy which is a holistic healing treatment that uses natural plant extracts to promote health and well-being-there will be something unique to experience. Lastly, participants will have an opportunity to create a sacred space to display what they personally want in life. The vision board activity will be a great take-away and a reminder of who we are and the 'why' that is often missing from our lives.

Aromatherapy, Chair Massage, and Vision Board Hospitality B Thursday, March 12, 3:15 p.m. - 4:30 p.m. Friday, March 13, 3:00 p.m. - 4:15 p.m.

Qi-Gona

Lane Field AB

Thursday, March 12, 7:30 a.m. - 8:00 a.m., 8:00 a.m. - 8:30 a.m. Friday, March 13, 7:30 a.m. - 8:00 a.m., 8:00 a.m. - 8:30 a.m.

Hospitality B will be available at other times during the day on Thursday and Friday for those who wish to stop in for rest and relaxation.



SCHEDULE-AT-A-GLANCE

WEDNESDAY, MARCH 11, 2020

8:00 a.m. - 12:00 p.m.

New Chief Diversity Officers Workshop (Pre-Registration Required) Bayview A

12:00 p.m. - 5:30 p.m.

Board of Directors Meeting Harbor

1:00 p.m. - 5:00 p.m.

Strategic Diversity Planning Workshop (Pre-Registration Required)

Bayview AB

5:30 p.m. - 6:30 p.m.

Community College Diversity Officers Connection Reception Hosted by NADOHE Vistal Terrace

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

Bayview Terrace

5:30 p.m. - 6:30 p.m.

Health Professions Chapter Reception All Who Are in Medical/Health Professions Schools/Organizations Welcome! Hosted by NADOHE Sunset Terrace

5:30 p.m. - 6:30 p.m.

Faith-Based Chief Diversity Officers Connection Reception Hosted by NADOHE Hospitality B

THURSDAY, MARCH 12, 2020

7:30 a.m. - 8:00 a.m.

Qi-Gong

Lane Field AB

7:45 a.m. - 8:45 a.m.

First Time Conference Attendee/New Member Orientation Pacific D

8:00 a.m. - 8:30 a.m.

Qi-Gong Lane Field AB

8:00 a.m. - 8:45 a.m.

Connection over Coffee/Chapters Meetings Pacific ABC

8:45 a.m. - 10:15 a.m.

Opening Conference Welcome, President's Remarks, and Keynote Pacific ABC

10:15 a.m. - 10:45 a.m.

Break
Pacific Foyer

10:45 a.m. - 12:00 p.m.

Concurrent Session C1
Building Bridges Between "Diversity,
Equity & Inclusion" and "Global
Learning"
Balboa AB

10:45 a.m. - 12:00 p.m.

Concurrent Session C2
Cultivating a Culture of Inclusion:
Collaborating with Corporate Partners
to Develop Inclusive Leaders
Bayview A

10:45 a.m. - 12:00 p.m.

Concurrent Session C3 Come Walk in My Shoes: Facilitating Conversations on Race Along Freedom's Highway Harbor

10:45 a.m. - 12:00 p.m.

Concurrent Session C4

This Side of the Border: Developing a Framework for Inclusion in Higher Education from Canada's First Chief Diversity Officer Broadway AB Session moved to 10:45 a.m. - noon on Friday, March 13 in Pacific ABC

10:45 a.m. - 12:00 p.m.

Concurrent Session C5 Anti-Black Racism at the Intersections: Building Coalitions Beyond a Singular Cuban Identity Through Art Hospitality A

10:45 a.m. - 12:00 p.m.

Concurrent Session C6
Theorizing Institutional Practices for Diversity
from a Dis/ability Critical Race Studies
(DisCrit) Perspective
Embarcadero

10:45 a.m. - 12:00 p.m.

Concurrent Session C7
The Road Toward Collective Impact; Creating
Unity and Convergence Amongst Three
Identity Centers
Bayview 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) Pacific D

1:30 p.m. - 3:00 p.m.

Concurrent Session DD1

Mitigating Bias in Hiring – Theory, Research, and Practice

Harbor

1:30 p.m. - 3:00 p.m.

Concurrent Session DD2 How to Be a Supportive Ally by Lee Mun Wah *Embarcadero*

1:30 p.m. - 3:00 p.m.

Concurrent Session DD3
Building Organizational Human Capacity
and Developing Diversity and Inclusion
Ambassadors Across Your Institution
Balboa AB

1:30 p.m. - 3:00 p.m.

Concurrent Session DD4
Academic Pipeline Project-Best
Practices of URM Pathway Programs
Broadway AB

1:30 p.m. - 3:00 p.m.

Concurrent Session DD5 Gender and Trans 101: Applied Learning of Aspects of Identity in Support of Transgender Students Bayview B

1:30 p.m. - 3:00 p.m.

Concurrent Session DD6 Transformative Diversity Outcomes, Keeping It Real2 Bayview A

1:30 p.m. - 3:00 p.m.

Concurrent Session DD7 Improving Faculty Response to Students Who Report Incidences Involving Discrimination and Harassment in the Classroom, Laboratory, and Clinical Setting Hospitality A

3:00 p.m. - 3:15 p.m.

Break

Pacific Foyer

3:15 p.m. - 4:30 p.m.

Aromatherapy, Chair Massage, and Vision Board *Hospitality B*

3:15 p.m. - 4:30 p.m.

Concurrent Session C8
Asian American and White Women
Working to Destabilize White Supremacy
in Neoliberal Higher Education
Balboa AB

3:15 p.m. - 4:30 p.m.

Concurrent Session C9
Too Blue for Black, Too Black for Blue:
An Examination of Promoting Intergroup
Dialogue While Hosting a Courageous
Campus Conversation About Citizens'
Rights and Responsibilities During
Encounters with Law Enforcement.
Bayview A

3:15 p.m. - 4:30 p.m.

Concurrent Session LL1
The Value of Student Activism:
Developing Student Leadership through
Student Activism on Campus
Bayview B

3:15 p.m. - 4:30 p.m.

Concurrent Session LL2
The Empathic Games Design
Initiative: Student-Designed Virtual
and REAL Experiences Aimed at
Increasing Empathy
Hospitality A

3:15 p.m. - 4:30 p.m.

Concurrent Session LL3
Executive Activism- CDO Strategies in
Critical Moments and Beyond
Embarcadero

3:15 p.m. - 4:30 p.m.

Concurrent Session LL4
The Dialogic Town Hall: Using
Intergroup Dialogue to Rescue the
Tired Town Hall and Manage Campus
Crises
Harbor

3:15 p.m. - 4:30 p.m.

Concurrent Session LL5
University of Southern California's
Teaching Toward Inclusive Excellence
Program: An Institutional Model for
Curricular Diversification
Broadway AB

4:45 p.m. - 5:30 p.m.

Generational Diversity: Harnessing the Power, Tapping the Potential Pacific ABC

5:30 p.m. - 6:30 p.m.

Advancing the Professionalization of Diversity Officers in Higher Education: Report of the Presidential Task Force on the Revision of the NADOHE Standards for Professional Practice Pacific ABC

6:30 p.m. - 7:30 p.m.

Welcome Reception Lane Field AB

10:00 p.m. - 12:30 a.m.

SPPI and Friends After Party... Bayview Ballroom

FRIDAY, MARCH 13, 2020

7:30 a.m. - 8:00 a.m. Qi-Gong *Lane Field AB*

7:30 a.m. - 8:45 a.m.

Identity Caucus Networking Breakfast and Poster Sessions Pacific ABC

8:00 a.m. - 8:30 a.m.

Qi-Gong

Lane Field AB

9:00 a.m. - 10:30 a.m.

Keynote Panel Discussion Pacific ABC

10:30 a.m. - 10:45 a.m.

Break

Pacific Foyer

10:45 a.m. - 12:00 p.m.

Concurrent Session LL6 Standards of Professional Practice Update Pacific D

10:45 a.m. - 12:00 p.m.

Concurrent Session LL7
The NCAA's Integrated Approach to
Diversity and Inclusion
Embarcadero

10:45 a.m. - 12:00 p.m.

Concurrent Session LL8
The Quest for Inclusion: Aligning DEI &
Sustainability to Advance Campus Goals
Bayview B

10:45 a.m. - 12:00 p.m.

Concurrent Session LL9
How University Museums and Archives
Can Promote Diversity and Build
Inclusive Campus Communities
Broadway AB

10:45 a.m. - 12:00 p.m.

Concurrent Session LL10
Core Competencies for LGBTQIA+
Directors in Higher Education
Balboa AB

10:45 a.m. - 12:00 p.m.

Express Talks Group A - Bayview A

10:45 a.m. – 11:05 a.m. Session ET1 On Being A Qualified Woman and Minority 11:10 a.m. - 11:30 a.m.

Session ET2

Voice, Visibility, and Power: Contextualizing the Undergraduate

Black Women Experience at a Predominantly White Institution

11:35 a.m. – 11:55 a.m.

Session ET3

From the Ghetto to the Presidency

10:45 a.m. - 12:00 p.m.

Express Talks Group B - Harbor

10:45 a.m. - 11:05 a.m.

Session ET4

Health EDquity: Building Healthier Communities by Diversifying

Classrooms

11:10 a.m. - 11:30 a.m.

Session ET5

The Social Determinants of a Heart Healthy Community: A Participatory

Action Research Project

11:35 a.m. - 11:55 a.m.

Session ET6

Bridging Communities through
Equitable Mindfulness: A Curriculum
Model for Creating Brave Containers
and Shared Spaces

10:45 a.m. - **12:00** p.m. Express Talks Group C - *Hospitality A*

10:45 a.m. – 11:05 a.m.

Session ET7

Being a Student Chief Diversity Officer

11:10 a.m. - 11:30 a.m.

Session ET8

Back from NADOHE 2020... Now

What?!?!

12:00 p.m. - 1:30 p.m.

Lunch (on own)

1:30 p.m. - 2:45 p.m.

NADOHE Annual Membership

Meetina

Pacific ABC

2:45 p.m. - 3:00 p.m.

Break

Pacific Foyer

3:00 p.m. - 4:15 p.m.

Concurrent Session LL11

Diversity, Equity and Inclusion: Strategic Planning and Innovative Practices in Faculty Recruitment and Inclusive Teaching

Pacific D

3:00 p.m. - 4:15 p.m.

Concurrent Session LL12

Chief Diversity Officer Cohort 6 Fellows

Presentations

Hospitality A

3:00 p.m. - 4:15 p.m.

Concurrent Session LL13

White Supremacists, Neo-Nazis, and the Alt-Right: Responding to Hate Cloaked as Free Speech

Pacific ABC

3:00 p.m. - 4:15 p.m.

Express Talks Group D - Broadway AB

3:00 p.m. - 3:20 p.m.

Session ET9

Technology to Measurably Improve Institutional Belonging and Cohesion

3:25 p.m. - 3:45 p.m.

Session ET10

Without Struggle, There is No Progress –Climate Survey, "Are We There Yet?"

3:00 p.m. - 4:15 p.m.

Express Talks Group E - Harbor

3:00 p.m. - 3:20 p.m.

Session ET11

Building Bridges toward a Communal Sense of Belongingness and Allyships

3:25 p.m. – 3:45 p.m.

Session ET12

Transgender and Gender Non-Binary Communities: Exploring Gender

Identity and Inclusion

3:50 p.m. – 4:10 p.m.

Session ET13

Holi, שוֹדָק, 'Holy: Higher Education and the Necessity of Academic Accommodations for Religious

Minorities

3:00 p.m. - 4:15 p.m.

Aromatherapy, Chair Massage, and Vision Board Hospitality B

3:00 p.m. - 4:15 p.m.

Express Talks Group F - Balboa AB

3:00 p.m. - 3:20 p.m.

Session ET14

Training Faculty and Staff on Cultural Humility as an Alternative to Cultural Competence

3:25 p.m. - 3:45 p.m.

Session ET15

Launching of a New Certificate in Critical Consciousness and Anti-Oppressive Praxis Program

3:50 p.m. - 4:10 p.m.

Session ET16

My Life Experiences Have a Name... Cultural Humility

•

5:00 p.m. - 6:30 p.m.

Awards Ceremony and Reception Bayview Ballroom

SATURDAY, MARCH 14, 2020

7:30 a.m. - 8:45 a.m.

Identity Caucus Networking Breakfast Pacific ABC

8:45 a.m. - 9:30 a.m.

NADOHE Inclusive Campus Index Pacific ABC

9:30 a.m. - 10:15 a.m.

Public Policy Update Pacific ABC

10:15 a.m. - 10:30 a.m.

Break

Pacific Foyer

10:30 a.m. - 11:45 a.m.

Closing General Session Pacific ABC

11:45 a.m. - 12:00 p.m.

Closing Conference Remarks
Pacific ABC

1:00 p.m. - 4:00 p.m.

So, You Want to Be a CDO Workshop (Pre-Registration Required) Bayview B



NADOHE HAS GONE MOBILE! guidebook

DOWNLOAD OUR CONFERENCE PROGRAM.

QR Code: Download the 2020 NADOHE Annual Conference Guidebook!

Scan the QR code to download the Guidebook app and the 2020 NADOHE Annual Conference Guide. If you have any issues with the QR code, please download Guidebook from the app store on your device, once opened, select Find Guides on the bottom right, and then search for 2020 NADOHE Annual Conference and tap to download!





WEDNESDAY, MARCH 11, 2020



New Chief Diversity Officers Workshop (Pre-Registration Required)

Bayview A

Moderated by: Ame Lambert, Ph.D.

Vice President for Equity and Inclusion and Chief Diversity Officer

Roger Williams University

Presented by: Kevin McDonald, J.D., Ed.D.

Vice President for Diversity, Equity, and Inclusion

University of Virginia

Elizabeth Ortiz, Ed.D.

Vice President, Office of Institutional Diversity and Equity

DePaul University

Clyde Pickett, Ed.D.Chief Diversity Officer

Minnesota State

Jewell G. Winn, Ed.D.

Executive Director for International Affairs, Senior International Officer

and Chief Diversity Officer Tennessee State University

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.

12:00 p.m. - 5:30 p.m.

NADOHE Board of Directors Meeting Harbor

1:00 p.m. - 5:00 p.m.

Strategic Diversity, Equity, and Inclusion Planning Workshop (Pre-Registration Required)

Bayview AB

Moderated by: Ame Lambert, Ph.D.

Vice President for Equity and Inclusion and Chief Diversity Officer

Roger Williams University

Presented by: Robert M. Sellers, Ph.D.

Vice Provost for Equity & Inclusion and Chief Diversity Officer

Charles D. Moody Collegiate Professor of Psychology

University of Michigan

Katrina Wade-Golden, Ph.D.

Deputy Chief Diversity Officer & Director of Implementation for the Diversity, Equity &

Inclusion Strategic Plan University of Michigan

Panelists include:

Diane M. Ariza, Ph.D.

Vice President for Community and Belonging Nazareth College

Jesse M. Bernal, Ph.D.

Vice President for Inclusion and Equity & Executive Associate for Presidential Initiatives Grand Valley State University

Shontay Delalue, Ph.D. Vice President for Institutional Equity & Diversity Brown University







CONFERENCE AGENDA

WEDNESDAY,
MARCH 11, 2020





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 Annual Conference. 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 in the Liberal Arts: A Networking Opportunity for Diversity Officers in the Liberal Arts Hosted by NADOHE, LADO, CFD, ACM Bayview Terrace

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 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 continue to build a nationwide network of diversity leaders in the liberal arts.

5:30 p.m. - 6:30 p.m.Health Professions Chapter Reception All Who are in Medical/Health Professions Schools/Organizations Welcome! Sunset Terrace

Join us for an interactive hour of networking and information gathering to learn and share how respective colleagues are addressing important topics such as implicit bias, cultural competency/humility and the recruitment of underrepresented students at health science and medical schools. Come prepared to make new connections and briefly share what your college or university is doing to address these important topics.

5:30 p.m. - 6:30 p.m.Faith-Based Chief Diversity Officers in Higher Education Connection Reception Hosted by NADOHE Faith-Based Institutional Members *Hospitality B*





THURSDAY, MARCH 12, 2020 7:30 a.m. - 8:00 a.m.

Qi-Gong Lane Field AB

7:45 a.m. - 8:45 a.m.

First Time Conference Attendee/New Member Orientation Pacific D

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. - 8:30 a.m.

Qi-Gonq Lane Field AB

8:00 a.m. - 8:45 a.m.

Connection over Coffee/Chapter Meetings Pacific ABC

8:45 a.m. - 10:15 a.m.

Opening Conference Welcome, Native Land Acknowledgment, President's Remarks, and Keynote

Presentation Pacific ABC



PAULETTE GRANBERRY RUSSELL, J.D. ARCHIE W. ERVIN, PH.D. **CONFERENCE CHAIR**

NADOHE PRESIDENT

JEFF CHANG KEYNOTE SPEAKER

Native Land Acknowledgment

Presented by: Jacob Alvarado Waipuk

Chair of Tribal Relations, Tribal Liaison, Division of Diversity and Innovation,

Lecturer, American Indian Studies, San Diego State University

Opening Conference Keynote – Jeff Chang

Moderated by: Paulette Granberry Russell, J.D.

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

Presented by:

Vice President of Narrative, Arts, and Culture at Race Forward

Center for Racial Justice Innovation

"Culture moves before politics," says Jeff Chang, who has written extensively on the intersection of race, art, and civil rights, and the socio-political forces that guided the hip-hop generation. As a speaker, he brings fresh energy and sweep to the essential American story, offering an invaluable interpretation at a time when race defines the national conversation. His most recent book, We Gon' Be Alright: Notes on Race and Resegregation, questions why we keep talking about diversity even as American society is resegregating, both racially and economically—and, it's been adapted into a digital series, premiering on PBS' Independent Lens. Chang's forthcoming biography of Bruce Lee explores the kung fu legend's life from the perspective of how his work disrupted racial politics of the time, inspiring movements in both the Asian- and African-American communities Currently, Chang is the Vice President of Narrative, Arts, and Culture at Race Forward, the Center for Racial Justice Innovation, which strives to help people take effective action toward racial equity. Chang has been a USA Ford Fellow in Literature, and was named one of "50 Visionaries Who Are Changing Your World" by The Utne Reader. Chang also co-founded CultureStr/ke and ColorLines magazine, and was a Senior Editor/Director at Russell Simmons' 360hiphop.com. He has written for The Nation, The New York Times, the San Francisco Chronicle, The Believer, Foreign Policy, N+1, Mother Jones, Salon, Slate, Buzzfeed, and Medium, among many others.



10:15 a.m. - 10:45 a.m.

Break

Pacific Foyer

10:45 a.m. - 12:00 p.m.

NADOHE Concurrent Sessions

Concurrent Session C1 - Balboa AB

Building Bridges Between "Diversity, Equity & Inclusion" and "Global Learning"

This session will focus on how global learning can support more equitable educational outcomes for currently underserved student populations.

Moderated by: Diane M. Ariza, Ph.D.

Vice President for Diversity & Inclusion

Nazareth College

Presented by: Raquel Aldana

Associate Vice Chancellor for Academic Diversity and Professor of Law

University of California, Davis

Nancy Erbstein

Associate Vice Provost for Global Education for All and Associate Professor of Education in

Residence

University of California, Davis

Concurrent Session C2 – Bayview A

Cultivating a Culture of Inclusion: Collaborating with Corporate Partners to Develop Inclusive Leaders

This session will focus on a top public business school's effort to increase awareness and dialogue around diversity, equity and inclusion through a multifaceted conference that engaged students, faculty, staff, alumni and corporate partners/sponsors.

Moderated by: Jeanne J. Arnold, MSW, Ed.D.

Chief Diversity Officer Gettysburg College

Presented by: Nefertiti A. Walker, Ph.D.

Interim Associate Chancellor for Diversity, Equity and Inclusion Associate Dean for an Inclusive Organization for the Isenberg School of Management, and Associate Professor for the Mark H.

McCormack Department of Sport Management

University of Massachusetts-Amherst

Alaina Macaulay

Director of Diversity and Inclusion for the Isenberg School of Management

University of Massachusetts-Amherst

Concurrent Session C3 – Harbor

Come Walk In My Shoes: Facilitating Conversations on Race Along Freedom's Highway

While using the Civil Rights Movement as a case study, this session will explore the idea of taking professional development outside of more traditional settings to literally going on the road.

Moderated by: Joanne G. Woodard, M.A.

Vice President, Division of Institutional Equity and Diversity

University of North Texas

Presented by: Dr. Todd Allen

Special Assistant to the President & Provost for Diversity Affairs

Director, The Common Ground Project

Messiah College

Ms. Cherisse Daniels

Assistant Director of Multicultural Student Programs

Messiah College





THURSDAY, MARCH 12, 2020





This Side of the Border: Developing a Framework for Inclusion in Higher Education from Canada's First Chief Diversity Officer

Session moved to 10:45 a.m. - noon on Friday, March 13 in Pacific ABC

This session examines successes and challenges that will provide important lessons for CDOs on both sides of the border.



Senior Research Delivery Support Partner

Coventry University

Presented by: Dr. Denise O'Neil Green

Vice-President, OVPECI Ryerson University

Anita Jack-Davies, Ph.D.

Director, Strategic Partnerships & Development

Ryerson University



Anti-Black Racism at the Intersections: Building Coalitions Beyond a Singular Cuban Identity Through Art

This session presents the perspective of Afro-Cubans currently residing in Cuba and their lived experiences with racism.

Moderated by: Sumun Pendakur, Ed.D.

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

Presented by: Skyller Walkes, Ph.D.

Assistant Dean of Diversity & Inclusion & Assistant Professor of Instruction

University of Texas at Austin, College of Pharmacy

Concurrent Session C6 – Embarcadero

Theorizing Institutional Practices for Diversity from a Dis/ability Critical Race Studies (DisCrit)
Perspective

This session presents a guiding framework that defines inclusivity from the perspective and voices of students with disabilities.

Moderated by: Alfreda Brown, Ed.D.

Vice President

Diversity, Equity and Inclusion Kent State University

Presented by: Nikeetha Farfan D'Souza, Ph.D.

Postdoctoral Fellow, Office of the Vice Provost for Diversity and Inclusion

Indiana University Bloomington

Sherli Koshy Chenthittayil, Ph.D.

Postdoctoral Fellow, Center for Quantitative Medicine

University of Connecticut Health





CONFERENCE AGENDA

THURSDAY,
MARCH 12, 2020
CONTINUED



The Road Toward Collective Impact; Creating Unity and Convergence Amongst Three Identity Centers

This session examines experiences with building synergy for intersecting programming between an African American cultural center, a Latinx center, and an LGBTQ office.

Moderated by: Mamie Thorns, Ed.D.

Special Assistant to the President for Diversity Programs

Saginaw Valley State University

Presented by: Kent Guion, MD, MA

Chief Diversity Officer

University of North Carolina, Wilmington

Brooke Lambert, M. ED.

Coordinator, LBGTQIA Resource Office University of North Carolina, Wilmington

Sean Palmer, MA, M.Div.

Director, Upperman African American Cultural Center

University of North Carolina, Wilmington

12:00 p.m. - 1:30 p.m.

Lunch (on own)

12:00 p.m. - 1:30 p.m.

Chapters Lunch (Pre-Registration Required)

Pacific D

1:30 p.m. - 3:00 p.m.

NADOHE Concurrent Sessions

Concurrent Session DD1 – Harbor

Mitigating Bias in Hiring -Theory, Research, and Practice

This presentation explores the power of impressions and their potential influence in the hiring process.

Moderated by: Mamie Thorns, Ed.D.

Special Assistant to the President for Diversity Programs

Saginaw Valley State University

Presented by: Mikael Villalobos, Ed.D.

Associate Chief Diversity Officer University of California, Davis

Concurrent Session DD2 – Embarcadero How to Be a Supportive Ally

Through the use of "Mindful Facilitation Techniques", personal stories, diversity vignettes, and film clip scenarios, participants in this session will learn how to be stronger and more effective allies in our communities.





Moderated by: Jeffery D. Carr, Sr., Ed.D.

Chief Diversity Officer, Office of Student Development

Adjunct Faculty, Sociology and Social Work

Point Loma Nazarene University

Presented by: Lee Mun Wah, M.A., M.S.

Executive Director & Master Diversity Trainer

StirFry Seminars & Consulting

Concurrent Session DD3 - Balboa AB

Moderated by:

Building Organizational Human Capacity and Developing Diversity and Inclusion Ambassadors Across Your Institution

The session will walk attendees through the planning and implementation process of the year-

long "Master Class" certificate program used to identify, develop and enable faculty and staff to

serve as ambassadors for organizational change.

Dennis A. Mitchell, D.D.S., M.P.H.Vice Provost for Faculty Advancement

Columbia University

Presented by: Willette S. Burnham-Williams, Ph.D.

Assistant Professor, University Chief Diversity Officer and Title IX Coordinator

Medical University of South Carolina

DaNine Fleming Ed.D.

Associate Professor, Unconscious Bias Faculty Scholar, Director of Training and

Intercultural Education

Medical University of South Carolina

Concurrent Session DD4 – Broadway AB
Academic Pipeline Project-Best Practices of URM Pathway Programs

Participants in this session learn about best practices of hallmark academic pipeline programs at each level of the academy (i.e., pre-collegiate, collegiate, graduate/post-doc, and faculty) that support URM students.

Moderated by: Taffye Benson Clayton, Ed.D.

Associate Provost

Vice President for Inclusion and Diversity

Auburn University

Presented by: Curtis D. Byrd, Ed.D.

Special Advisor to the Provost Georgia State University

Rihana S. Mason, Ph.D. Research Scientist Urban Child Study Center Georgia State University

Concurrent Session DD5 – Bayview B

Gender and Trans 101: Applied Learning of Aspects of Identity in Support of Transgender Students

This session will weave best practice with community knowledge in support of transgender, gender non-conforming and non-binary students, faculty and staff.

Moderated by: Kevin McDonald JD, Ed.D.

Vice President for Diversity, Equity, and Inclusion

University of Virginia

Presented by: Mary J. Wardell-Ghiraduzzi, Ed.D.

Vice Provost & Chief Diversity Officer

University of San Francisco

Joanna Villegas, M.A. (May 2020)

Equity Program Intern University of San Francisco





Concurrent Session DD6 – Bayview A

Transformative Diversity Outcomes, Keeping It Real 2 Game and Exercises

Participants in this session will have an interactive experience of bonding and bridge-building that will help them combat microaggressions, imposter syndrome, and privilege.

Moderated by: Patrick Sims, M.F.A.

Deputy Vice Chancellor for Diversity & Inclusion

University of Wisconsin-Madison

Presented by: Ralph Newell

Vice President

Diverse Issues in Higher Education



Improving Faculty Response to Students Who Report Incidences Involving Discrimination and Harassment in the Classroom, Laboratory, and Clinical Setting

This session will examine how to incorporate equitable practices related to diverse groups into the lab, classroom and clinical setting.

Moderated by: Clyde Wilson Pickett. Ed.D.

Chief Diversity Officer Minnesota State

Presented by: Brigit M. Carter, Ph.D., RN, CCRN

Associate Dean for Diversity and Inclusion Duke University, School of Nursing

Jacqui McMillian-Bohler, Ph.D., CNM, CNE

Assistant Professor

Duke University, School of Nursing

3:00 p.m. - 3:15 p.m.

Break

Pacific Foyer

3:15 p.m. - 4:30 p.m.

Aromatherapy, Chair Massage, and Vision Board

Hospitality B

3:15 p.m. - 4:30 p.m.

NADOHE Concurrent Sessions



Asian American and White Women Working to Destabilize White Supremacy in Neoliberal Higher Education

This session provides a critical examination into the conformity and conflict created through equity work that is radically anti-white supremacist.

Moderated by: Michele Minter, M.F.A.

Vice Provost for Institutional Equity and Diversity

Princeton University

Presented by: Dr. Ria DasGupta

Program Manager, Office of Diversity, Engagement and Community Outreach

University of San Francisco

Dr. Jennifer Bosco

Executive Director of Admissions Life Chiropractic College West







Too Blue for Black, Too Black for Blue: An Examination of Promoting Intergroup Dialogue While Hosting a Courageous Campus Conversation About Citizens' Rights and Responsibilities During Encounters with Law Enforcement.

This presentation will analyze the journey that Pikes Peak Community College took to establish a Courageous Campus Conversations Lecture Series.

Moderated by: Taran McZee, M.Ed.

Associate Vice President for Diversity, Equity and Inclusion

Bluegrass Community & Technical College

Presented by: Keith R. Barnes, M.S.Ed.

Executive Director for Diversity, Equity and Inclusion

Pikes Peak Community College

Concurrent Session LL1 – Bayview B

The Value of Student Activism: Developing Student Leadership through Student Activism on Campus

This session presents case studies to reframe the narrative of student protest from something to be managed to a co-curricular activity that develops leadership, organizing, and political skills that align with the mission of higher education.

Moderated by: Diane Whitlock, M.A.

Executive Assistant to the Senior Associate Vice President for Diversity and Equity

University of Louisville

Presented by: Faye Jones, M.D., Ph.D., MSPH

Senior Associate Vice President for Diversity and Equity

University of Louisville

Marian Vasser, M.A.

Executive Director of Diversity and Equity

University of Louisville

David Owen, Ph.D.

Chairperson, Department of Philosophy

University of Louisville

Concurrent Session LL2 - Hospitality A

The Empathic Games Design Initiative: Student-Designed Virtual and REAL Experiences Aimed at Increasing Empathy

The purpose of this presentation is to share the genesis and progress of the Empathic Games Initiative which focuses on creating experiences that probe social justice issues.

Moderated by: Geri Alumit Zeldes, Ph.D.

Tenured Professor, School of Journalism

Michigan State University

Presented by: Bridgette Rowe, M.A.

Recent Graduate, Media & Information

Michigan State University

Jason Wu, M.A.

Student in Media & Information





NADOH E MEMBERSHIP INFO

JON TODAY! LEADING HIGHER EDUCATION TOWARDS INCLUSIVE EXCELLENCE

INSTITUTIONAL MEMBERSHIP - Member institutions must appoint an official designee to represent the institution to NADOHE. Institutional designees have privileges that include the right to vote on Association matters, the right to hold offices, discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and one free hard copy subscription and 15 complimentary electronic subscriptions to the Journal of Diversity in Higher Education. Institutional members can also designate two individuals from within the institution to receive complimentary membership. Complimentary members receive discounted conference fees, a free one-year electronic subscription to Diverse: Issues in Higher Education, a free one-year electronic subscription to INSIGHT Into Diversity, and a free electronic subscription to the Journal of Diversity in Higher Education.

Baccalaureate - \$750

Community Colleges - \$500

Special Focus/Tribal - \$500

Systems/Associations - \$1,250 Doctoral Extensive - \$1,250 Doctoral Intensive - \$1,000

Masters - \$900

INTERNATIONAL INSTITUTIONAL MEMBERSHIP - Member institutions must appoint an official designee to represent the institution to NADOHE. Institutional designees have privileges that include discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and one free hard copy subscription and 15 complimentary electronic subscriptions to the Journal of Diversity in Higher Education. International institutional members can also designate two individuals from within the institution to receive complimentary membership. Complimentary members receive discounted conference fees, a free one-year electronic subscription to Diverse: Issues in Higher Education, a free one-year electronic subscription to INSIGHT Into Diversity, and a free electronic subscription to the Journal of Diversity in Higher Education.

International Institutional Member - \$1,250

INDIVIDUAL MEMBERSHIP - Individual members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and a free subscription to the Journal of Diversity in Higher Education.

Individual Member - \$250

INTERNATIONAL INDIVIDUAL MEMBERSHIP - International individual members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and a free subscription to the Journal of Diversity in Higher Education.

International Individual Member - \$250

PROFESSIONAL ORGANIZATION/ASSOCIATE MEMBERSHIP - Professional organization members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and a free subscription to the Journal of Diversity in Higher Education.

Professional Organization/Associate Member - \$500

RETIREE MEMBERSHIP - Retiree members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and a free online subscription to the Journal of Diversity in Higher Education.

Retiree Member - \$50

STUDENT MEMBERSHIP - Student members may participate in NADOHE activities with the exception of holding national offices or voting on matters of the Association. They receive discounted conference fees, a free one-year subscription to Diverse: Issues in Higher Education, a free one-year subscription to INSIGHT Into Diversity, and a free online subscription to the Journal of Diversity in Higher Education.

Student Member - \$50

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 1-800-793-7025.





ARCHIE W. ERVIN, PH.D. NADOHE President, Vice President, Institute Diversity, Georgia Institute of Technology

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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 2598 E. Sunrise Blvd, Suite 2104, Fort Lauderdale, FL, 33304 1-800-793-7025 | www.nadohe.org

THURSDAY, MARCH 12, 2020



This session will help equip CDOs and other senior administrators with strategies on how to effectively leverage their roles to facilitate change during critical moments in their careers.

Moderated by: Alphonse Keasley, Ph.D.

Chief Diversity Officer

University of Colorado-Boulder

Presented by: Michelle Jones-Johnson, MBA

Vice President for Talent and Inclusion, Chief Diversity Officer

Worcester Polytechnic Institute

Sheree M. Ohen, J.D.

Chief Officer of Diversity and Inclusion

Clark University

Lida Rafia, Ph.D.

Dean, Student Success & Equity

Grossmont College

Concurrent Session LL4 – Harbor

The Dialogic Town Hall: Using Intergroup Dialogue to Rescue the Tired Town Hall and Manage Campus Crises

This session examines a method of community conversation that moves campuses away from a combative and the potentially traumatic town hall, to a personal discussion where individual members of the community can have their voices heard.

Moderated by: Teresa A. Nance, Ph.D.

Associate Vice Provost and Chief Diversity Officer

Villanova University

Presented by: Sheryl Bowen, Ph.D.

 ${\bf Director\ of\ the\ Intergroup\ Dialogue\ Program,\ Associate\ Professor,\ Communication}$

Villanova University

Ariella Bradley Robbins, M.S.

Training Manager, IGR Facilitator, Inclusion Program Coordinator

Villanova University



University of South Carolina's Teaching Toward Inclusive Excellence Program: An Institutional Model for Curricular Diversification

Attendees of this presentation will discuss the development and implementation of this faculty development initiative and gain a clear sense of the leadership and infrastructure required for its success.

Moderated by: Michelle L. Bryan, Ph.D.

Associate Dean for Diversity, Equity, & Inclusion, College of Education

University of South Carolina

Presented by: John Dozier, Ed.D.

Chief Diversity Officer and Senior Associate Provost for Inclusion

University of South Carolina

Xavery Hopkins, MPH

Program Manager, Center for Teaching Excellence

University of South Carolina

Shirley Staples Carter, Ph.D.

Associate Dean for Diversity & Inclusion, College of Information & Communication

University of South Carolina





THURSDAY, MARCH 12, 2020 CONTINUED

4:45 p.m. - 5:30 p.m. Generational Diversity: Harnessing the Power, Tapping the Potential Pacific ABC







PAULETTE GRANBERRY RUSSELL, J.D. **MODERATOR**

CORIE PAULING PRESENTER

PAUL YAKOBOSKI **PRESENTER**



As higher education leaders look to the future, they need to be aware of current and emerging demographic shifts and implications for both their student body and their workforce. This session will explore how colleges and universities can better meet the needs of different groups converging on campus, including Gen Z and Gen Alpha, and the opportunities and challenges that will arise. Using technology, survey research and data analytics, this presentation will dig in on a range of diversity dimensions to help inform strategies for effectively attracting, engaging and retaining students, faculty and staff with consideration of their gender, ethnicity, and generational cohort. Special attention will be given to financial literacy and wellness aspects of different populations.



Paulette Granberry Russell, J.D.

Senior Advisor to the President for Diversity and Director of Office

for Inclusion and Intercultural Initiatives

Michigan University



Corie D. Pauling

Senior Vice President, Chief Inclusion & Diversity Officer

TIAA

Paul Yakoboski Senior Economist TIAA Institute



5:30 p.m. - 6:30 p.m.

NADOHE Standards of Professional Practice for CDOs in Higher Education 2.0 Pacific ABC



MODERATOR

ARCHIE W. ERVIN, PH.D.



ROGER L. WORTHINGTON, PH.D. **PRESENTER**



CHRISTINE A. STANLEY, PH.D. **PRESENTER**



DARYL G. SMITH, PH.D. **PRESENTER**

Advancing the Professionalization of Diversity Officers in Higher Education: Report of the Presidential Task Force on the Revision of the NADOHE Standards for **Professional Practice**

The National Association of Diversity Officers in Higher Education (NADOHE) have developed and approved Standards of Professional Practice (Worthington, Stanley, & Lewis, 2014).



A revised set of standards have been adopted by NADOHE (2020) to reflect the rapid evolution of the field of diversity in higher education, and update existing standards to further promote the advancement of the professionalization of diversity officers in higher education. This presentation provides a summary of work on the development of the revised NADOHE Standards of Professional Practice. Standards of professional practice are useful guideposts to specify and clarify the flexibility and scope of work of diversity officers, and inform administrators and institutions in aligning the work of diversity officers with the rapidly advancing characteristics of the profession. The standards account for variations in the organizational structures, fiscal resources, professional backgrounds, specialized expertise, and scope of administrative authority that exist across institutional contexts.

Moderated by: Archie W. Ervin, Ph.D.

Vice President and Chief Diversity Officer, Institute Diversity

Georgia Institute of Technology

Presented by: Roger L. Worthington, Ph.D.

Executive Director, Center for Diversity & Inclusion in Higher Education

Professor, University of Maryland

Christine A. Stanley, Ph.D.

Professor, Higher Education

Vice President and Associate Provost for Diversity Emerita

Texas A&M University

Daryl G. Smith, Ph.D.

Senior Research Fellow and Professor Emerita of Education and Psychology

School of Educational Studies Claremont Graduate University

6:30 p.m. - 7:30 p.m.

Welcome Reception

Lane Field AB

All registrants are welcome to attend!

10:00 p.m. - 12:30 a.m.

SPPI and Friends After Party...

Bayview Ballroom

All registrants are welcome to attend!

FRIDAY, MARCH 13, 2020 7:30 a.m. - 8:00 a.m.

Qi-Gong

Lane Field AB

7:30 a.m. - 8:45 a.m.

Identity Caucus Networking Breakfast and Poster Sessions

Because NADOHE recognizes the need to provide ever more inclusive and open space for its members of all identities, identity caucusing space is being formally introduced at this year's conference. The identity caucusing sessions aim to provide intentional space for groups and voices who experience marginalization even within NADOHE, to ensure that the broadest array of diverse identities are heard at the national conference, and to help DE&I professionals better serve the populations on their home campuses.

Moderated by: Diane M. Ariza, Ph.D.

Vice President for Community and

Belonging

Nazareth College

Ame Lambert, Ph.D.

Vice President for Equity and Inclusion and

Chief Diversity Officer Roger Williams University

8:00 a.m. - 8:30 a.m.

Qi-Gona Lane Field AB Jonathan C. Smith, Ph.D.

Vice President, Diversity and Community

Engagement St. Louis University





Poster Sessions

Growing the Pipeline of Men of Color in Medicine

Presented by: Marcine Pickron-Davis, Ph.D.

> Chief Diversity and Community Relations Officer Philadelphia College of Osteopathic Medicine

José Rodriguez, M.S. ED. Chief Diversity Officer Cabrini University

LGBTQA+ Diversity and Inclusion Strategic Plan

Presented by: Jennifer Booz

Director, Office of Diversity and Inclusion

The University of Toledo

Exploring the Employee Lifecycle through an Equity Lens

Presented by: Mel Freitag, Ph.D.

> Diversity Officer and Clinical Associate Professor University of Wisconsin – Madison, School of Nursing

Susan Tran Degrand, M.S.

Employee Engagement, Inclusion & Diversity Coordinator &

Consultant

University of Wisconsin – Madison, School of Pharmacy

Breaking Down Silos to Support Diverse Student Populations

Presented by: Annabelle Goodwin, Ph.D., LMFT

Director for Equity and Inclusion, Professor, School of Social and

Behavioral Sciences North Central University

Abigail G. Scheg, Ph.D.

Associate Dean, School of Business

Northcentral University

9:00 a.m. - 10:30 a.m.

Understanding, Resisting, and Transforming U.S. Immigration Policies: Firsthand Perspectives and Experiences Pacific ABC



RICH A. SALAS, PH.D. **MODERATOR**



DANIEL ALFARO **PRESENTER**



VALERIA GARCIA, M.S. **PRESENTER**



PRESENTER



SUSANA MUÑOZ, PH.D. MARCELO SUAREZ-OROZCO, PH.D. **PRESENTER**

Immigration continues to be an important issue across the landscape in higher education. As DEI leaders who are committed to crossing bridges and bridging communities we must continue to be inclusive of all segment of students on our respective campuses. Today's panel of scholars and practitioners will discuss current immigration issues in higher education and the obstacles in addressing DACA students' needs. The panelists include Dr. Marcelo Suarez Orozco, Wasserman Dean of the Graduate School of Education and Information Studies at UCLA, Dr. Susanna Muñoz,

CONFERENCE AGENDA

FRIDAY, MARCH 13, 2020 associate professor and program co-chair for the Higher Education Leadership doctoral program at Colorado State University School of Education, Valeria Garcia, director of the Undocumented Students Program at UCLA, and Manuel Perez, interim director of the DREAM Success Center at California State University-Long Beach.



Chief Diversity Officer

College of Osteopathic Medicine

Des Moines University

Presented by: Daniel Alfaro

Program Manager, Undocumented Student Services

University of California, San Diego

Valeria Garcia, M.S.

Program Director, Undocumented Student Program

University of California, Los Angeles

Susana Muñoz, Ph.D.

Program Coordinator, Higher Education Leadership, Co-Director of CSU Initiatives

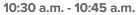
Race and Intersectional Studies in Education Equity Center

Colorado State University

 ${\it Marcelo\ Suarez-Orozco,\ Ph.D.}$

Wasserman Dean, GSE&IS

University of California, Los Angeles



Break

Pacific Foyer

10:45 a.m. - 12:00 p.m.

NADOHE Concurrent Sessions

Concurrent Session LL6 - Pacific D

Workshopping the Revised Standards of Professional Practice: Institutional Accountability and the Mission-Driven Imperative of Diversity in Higher Education

Understanding how diversity is an imperative for excellence requires linking diversity to an institution's mission. At the highest levels of institutional leadership, Cabinet-level Diversity Officers (CDOs) must work closely with other administrative leaders to achieve the goals and objectives of inclusive excellence for their institutions. Building institutional capacity for excellence cannot solely be the work of the CDO. Understanding how diversity is an imperative to each institutional function must be embedded in the domain of every sector of an institution. Critically, this requires intentionality coming from the senior leadership including the president, provost, vice-presidents and governing boards. The CDO plays an important role with expert knowledge and extant research, much as a chief information officer does with technology. Ultimately change will emerge if diversity is understood to be an imperative by provosts, academic deans, department chairs, and faculty governance bodies that have broad authority over academic affairs, and by all vice-presidents and institutional units.

Moderated by: Archie W. Ervin, Ph.D.

Vice President and Chief Diversity Officer, Institute Diversity

Georgia Institute of Technology

Presented by: Roger L. Worthington, Ph.D.

Executive Director, Center for Diversity & Inclusion in Higher Education

Professor, University of Maryland











Christine A. Stanley, Ph.D.

Professor, Higher Education

Vice President and Associate Provost for Diversity Emerita

Texas A&M University

Daryl G. Smith, Ph.D.

Senior Research Fellow and Professor Emerita of Education and Psychology

School of Educational Studies Claremont Graduate University

Concurrent Session LL7 – Embarcadero
The NCAA's Integrated Approach to Diversity and Inclusion

Through providing an overview of the four main areas of NCAA Inclusion and Human Resources, this session will explore possibilities for dialogue and collaboration between diversity officers and leaders in intercollegiate athletics at NCAA member schools and the NCAA national office.

Moderated by: Katrice A. Albert, Ph.D.

Executive Vice President, Office of Inclusion & Human Resources

NCAA

Presented by: Suong Ives, M.A.

Managing Director, Office of Human Resources

NCAA

DeeDee Merritt, MBA

Acting Director, Office of Leadership Development

NCAA

Amy Wilson, Ph.D.

Managing Director, Office of Inclusion

NCAA

Concurrent Session LL8 – Bayview B

The Quest for Inclusion: Aligning DEI & Sustainability to Advance Campus Goals

Attendees of this session will learn about the interconnectedness of DEI and sustainability; how to create meaningful partnerships on campus to advance institutional goals and student success; and increase champions of equity & social justice on campus.

Moderated by: Meghan Fay Zahniser, M.A.

Executive Director

Association for the Advancement of Sustainability in Higher Education

Presented by: Ariel Stevenson, M.A.

Diversity Coordinator

California State University San Marcos

Juliana Goodland-Morris, M.A.

Sustainability Manager

California State University, San Marcos

Terryl Ross, Ph.D.

Assistant Dean Diversity, Equity & Inclusion

University of Washington, College of the Environment

Concurrent Session LL9 - Broadway AB

How University Museums and Archives Can Promote Diversity and Build Inclusive Campus Communities

Presenters at this session will focus on practical, proven strategies to inspire conference attendees to reach beyond their typical on-campus partnerships to enrich the lives of their students and create a more inclusive learning community.



Moderated by: Sylvia Carey-Butler, Ph.D.

Chief Diversity Officer Kennesaw State University

Presented by: Dr. Catherine M. Lewis

Assistant Vice President of Museums, Archives & Rare Books

Kennesaw State University

Tyler Crafton-Karnes, M.A.

Offsite Museum Educator and Accessibility Specialist, Museum of History and

Holocaust Education Kennesaw State University

Stephanie Green, M.A.

Operations Manager, Department of Museums, Archives & Rare Books

Kennesaw State University

Concurrent Session LL10 – Balboa AB
Core Competencies for LGBTQIA+ Directors in Higher Education

This presentation will introduce the core competencies and engage with attendees on how the competencies may shape the CDO's work especially as they consult, support, and supervise LGBTQIA+ directors and professionals.

Moderated by: Luke Jensen, Ph.D. - pronouns: they/them/theirs or he/him/his

Director, LGBT Equity Center University of Maryland, College Park

Presented by: Debbie Bazarsky, Ph.D. - pronouns: she/her/hers

Dean of Enrollment, Engagement, and Diversity

Pennsylvania College of Art & Design

Bonnie Sugiyama, M.A. - pronouns: they/them/theirs or she/her/hers

Director, PRIDE Center and Gender Equity Center

San Jose State University

Shaun Travers, Ed.D. - pronouns: he/him/his

Director, LGBT Resource Center University of California, San Diego

10:45 a.m. - 12:00 p.m.

Express Talks Group A - Bayview A

Moderated by: Jewell Winn, Ed.D.

Senior International Officer, Chief Diversity Officer

Assistant Professor in the Department of Educational Administration

Tennessee State University

10:45 a.m. - 11:05 a.m.

Session ET1

On Being A Qualified Woman and Minority

Presented by: Menah Pratt-Clarke, Ph.D., J.D.

Vice President for Strategic Affairs and Vice Provost for

Inclusion and Diversity, Virginia Tech University

11:10 a.m. - 11:30 a.m.

Session ET2

Voice, Visibility, and Power: Contextualizing the Undergraduate Black Women Experience

at a Predominantly White Institution

Presented by: Symone Arianna McCollum

Graduate Student

Pennsylvania State University Higher Education Master's Program







11:35 a.m. - 11:55 a.m.

Session ET3

From the Ghetto to the Presidency

Presented by Charlita L. Shelton, Ph.D.

Interim Associate Chief Diversity Officer

Gonzaga University

10:45 a.m. - 12:00 p.m.

Express Talks Group B - Harbor

Moderated by: Jonathan Smith, Ph.D.

Vice President for Diversity and Community Engagement

Saint Louis University

10:45 a.m. – 11:05 a.m.

Session ET4

Health EDquity: Building Healthier Communities by Diversifying Classrooms

Presented by: Lance E. Poston, Ph.D.

Executive Director, Inclusive Health and Campus Partnerships

University of Kentucky

11:10 a.m. - 11:30 a.m.

Session ET5

The Social Determinants of a Heart Healthy Community: A Participatory Action Research

Project

Presented by: Sandra Davis, Ph.D., DPM, ACNP-BC, FAANP

Associate Professor and Assistant Dean for Diversity, Equity and

nclusion

George Washington University, School of Nursing

11:35 a.m. – 11:55 a.m.

Session ET6

Bridging Communities through Equitable Mindfulness: A Curriculum Model for Creating Brave Containers and Shared Spaces

Presented by: Tiara Cash, M.S.

Program Manager, Center for Mindfulness, Compassion & Resilience

Arizona State University

10:45 a.m. - 12:00 p.m.

Express Talks Group C - Hospitality A

Moderated by: Diane M. Ariza, Ph.D.

Vice President for Community and Belonging

Nazareth College

10:45 a.m. - 11:05 a.m.

Session ET7

Being a Student Chief Diversity Officer

Presented by: Miracle Chatman

Chief Diversity, Equity, & Inclusion Officer, Associated Students of

Michigan State University

11:10 a.m. - 11:30 a.m.

Session ET8

Back from NADOHE 2020... Now What?!?!

Presented by: Issa DiSciullo

Assistant Dean for JD and Graduate Admissions

Seton Hall University School of Law

CONFERENCE AGENDA

FRIDAY, MARCH 13, 2020 CONTINUED



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

1:30 p.m. - 2:45 p.m. NADOHE Annual Membership Meeting Pacific ABC

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

2:45 p.m. - 3:00 p.m. Break Pacific ABC

3:00 p.m. - **4:15** p.m. **Aromatherapy, Chair Massage, and Vision Board** *Hospitality B*

NADOHE Concurrent Sessions 3:00 p.m. - 4:15 p.m.

Concurrent Session LL11 – Pacific D
Diversity, Equity and Inclusion: Strategic Planning and Innovative Practices in Faculty
Recruitment and Inclusive Teaching

This session will focus on efforts to address recruiting and financially supporting faculty whose research centers on issues of DEI; training on inclusive teaching methods; and the development of processes that value DEI related contributions in faculty evaluations.

Moderated by: Archie W. Ervin, Ph.D.

Vice President and Chief Diversity Officer, Institute Diversity

Georgia Institute of Technology

Presented by: Tabbye M. Chavous, Ph.D.

Professor of Education and Psychology, Associate Vice President for Research,

Director, National Center for Institutional Diversity

University of Michigan

Ellen W. Meader, Ph.D.

Assistant Vice Provost for Diversity, Equity, Inclusion and Academic Affairs, Director of

Evaluation and Assessment for the Office of Diversity, Equity & Inclusion

University of Michigan



The NADOHE Chief Diversity Officer Fellows Program (CDOFP) is a professional leadership program of mentorship for new and early career Chief Diversity Officers. The purpose of this one academic year CDOFP is to provide each Fellow with mentoring from a senior level CDO for guided professional development opportunities and experiences. The Cohort 6 Fellows will present on their special CDOFP projects during this time.







Moderated by: Debbie M. Seeberger, Ph.D.

Director

NADOHE CDO Fellows Program

Presented by: Andrea C. Abrams, Ph.D., CDOFP Fellow

Associate Vice President for Diversity Initiatives, Special Assistant to the President

Centre College

Ronnie A. Dunn, Ph.D., CDOFP Fellow Interim Chief Diversity & Inclusion Officer

Cleveland State University

Lisa D. Givan, M.A., CDOFP Fellow

Associate Vice President of Diversity and Inclusion, Chief Diversity Officer

Indiana Institute of Technology

Michael Jennings, Ph.D., CDOFP Fellow

Chief Diversity Officer Furman University

Concurrent Session LL13 – Pacific ABC

White Supremacists, Neo-Nazis, and the Alt-Right: Responding to Hate Cloaked as Free Speech

The session will provide a deeper understanding of national trends concerning free speech, diversity and inclusion as well as tips and resources to support administrators.

Moderated by: Roger L. Worthington, Ph.D.

Professor and Executive Director, Center for Diversity and Inclusion in Higher

Education

University of Maryland

Presented by: Jonathan Friedman, Ph.D.

Project Director, Campus Free Speech

PEN America

Becky R. Petitt, Ph.D.

Vice Chancellor, Equity, Diversity and Inclusion

University of California-San Diego

Christine Stanley, Ph.D.

Professor, Educational Administration and Human Resource Development Vice

President and Associate Provost for Diversity Emerita

Texas A&M University

3:00 p.m. - 4:15 p.m.

Express Talks Group D - Broadway AB

Moderated by: Don Outing, Ph.D.

Vice President for Equity and Community, University Diversity and

Inclusion Officer Lehigh University

3:00 p.m. – 3:20 p.m.

Session ET9

Technology to Measurably Improve Institutional Belonging and Cohesion

Presented by: Mohammad M. Ghassemi, Ph.D.

Assistant Professor, Department of Computer Science

Michigan State University

3:25 p.m. – 3:45 p.m.

Session ET10

Without Struggle, There is No Progress – Climate Survey, "Are We There Yet?"

Presented by: Shani Barrax Moore, CCDP/AP

Director of Diversity and Inclusion

University of North Texas

CONFERENCE AGENDA

FRIDAY, MARCH 13, 2020 CONTINUED



Express Talks Group E - Harbor

Moderated by: Jesse M. Bernal, Ph.D.

Vice President for Inclusion and

Equity & Executive Associate for Presidential Initiatives

Grand Valley State University

3:00 p.m. – 3:20 p.m.

Session ET11

Building Bridges toward a Communal Sense of Belongingness and Allyships

Presented by: Fidelis Teresa D'Cunha, Ph.D.

District Provost Diversity and Inclusion
Wayne County Community College District

3:25 p.m. – 3:45 p.m.

Session ET12

Transgender and Gender Non-Binary Communities: Exploring Gender Identity and Inclusion

Presented by: Alex lannucci

Director of Strategic Initiatives, Office of Diversity, Equity and

Inclusion

Villanova University

3:50 p.m. - 4:10 p.m.

Session ET13

Holi, שוֹדֶק, Holy: Higher Education and the Necessity of Academic Accommodations for Religious Minorities

Presented by: Dr. J. Cody Nielsen

Founder and Executive Director Convergence on Campus

3:00 p.m. - 4:15 p.m.

Express Talks Group F - Balboa AB

Moderated by Lorna Hollowell, M.Ed.

Education and Training Consultant

Office of the Vice Chancellor for Diversity and Engagement

University of Tennessee Knoxville

3:00 p.m. – 3:20 p.m.

Session ET14

Training Faculty and Staff on Cultural Humility as an Alternative to Cultural

Competence

Presented by: Rikkisha Gilmore-Byrd, MS, MPH

Department Chair, Health and Human Services, Chair of Diversity

and Inclusion, Rasmussen College

3:25 p.m. - 3:45 p.m.

Session ET15

Launching of a New Certificate in Critical Consciousness and Anti-Oppressive

Praxis Program

Presented by: Shaila Kotadia, Ph.D.

Director of Culture and Inclusion

Stanford University School of Medicine, Office of Faculty

Development and Diversity



FRIDAY, MARCH 13, 2020



3:50 p.m. – 4:10 p.m. Session ET16

My Life Experiences Have a Name...Cultural Humility

Presented by: Juliana M. Mosley, Ph.D.

Chief Diversity, Inclusion & Community Relations Officer

Chestnut Hill College

5:00 p.m. - 6:30 p.m.

Awards Ceremony and Reception

Bayview Ballroom

All attendees are invited to the awards ceremony and reception in recognition of colleagues who advance inclusive excellence in higher education. The NADOHE Global Engagement Award recipients will also be recognized at this time.

SATURDAY, MARCH 14, 2020

7:30 a.m. - 8:45 a.m. Identity Caucus Networking Breakfast Pacific ABC

Because NADOHE recognizes the need to provide ever more inclusive and open space for its members of all identities, identity caucusing space is being formally introduced at this year's conference. The identity caucusing sessions aim to provide intentional space for groups and voices who experience marginalization even within NADOHE, to ensure that the broadest array of diverse identities are heard at the national conference, and to help DE&I professionals better serve the populations on their home campuses.

Moderated by: Emily A. Monago, MPA, Ph.D.

Chief Diversity Officer University of Wyoming

Jonathan C. Smith, Ph.D.

Vice President, Diversity and Community Engagement

St. Louis University

8:45 a.m. - 9:30 a.m.
NADOHE Inclusive Campus Index

Pacific ABC

NADOHE has engaged the Center for Diversity and Inclusion in Higher Education, University of Maryland, College Park to develop a practical tool to assist institutions in identifying and benchmarking progress of their diversity, equity and inclusion efforts on their campus. This session will provide attendees with an opportunity to learn more about the NADOHE Inclusive Excellence Campus Index that will serve as an on-line self-assessment tool for higher education institutions to evaluate the extent to which their institution's DEI efforts exemplifies organizational standards for inclusive excellence.

Moderated by: Archie W. Ervin, Ph.D.

Vice President and Chief Diversity Officer, Institute Diversity

Georgia Institute of Technology

Presented by: Roger L. Worthington, Ph.D.

Executive Director, Center for Diversity & Inclusion in Higher Education

Professor, University of Maryland





ARCHIE W. ERVIN, PH.D. MODERATOR ROGER L. WORTHINGTON, PH.D. PRESENTER

SATURDAY, MARCH 14, 2020



ELIZABETH F. ORTIZ, ED.D. MODERATOR



LUIS MALDONADO PRESENTER

9:30 a.m. - 10:15 a.m. Public Policy Update Pacific ABC

In these polarizing times and with a general election looming it's easy to think that policymakers in Washington, DC are too distracted to impact higher education in any meaningful way. Nothing can be further from the realities we're all truly facing. This highly informative session is designed to share what's happening on and off Capitol Hill that could have an impact on campuses and students across the country.

Moderated by: Elizabeth F. Ortiz, Ed.D.

Vice President, Institutional Diversity and Equity

DePaul University

Presented by: Luis Maldonado

Vice President for Government Relations and Policy Analysis American Association of State Colleges and Universities (AASCU)

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

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

Pacific ABC

Stewards of Place: Building Bridges and Sharing Community Histories to Enrich Campus Diversity, Equity, and Inclusion

As campuses become more diverse and the composition of students enrolling in American higher education is drastically changing, it is critical for institutions to be intentional in engaging their local communities in educating tomorrow's leaders. How do local communities impact students' worldview? What roles do the institution and diversity officers play in bridging the rich community histories to campus practices? How do campuses become better stewards of place? From a presidential perspective and working on campuses in multiple capacities throughout her career, Dr. Mildred García will share the impact community engagement can have on campus transformation and the importance of leadership in creating a welcoming and equitable environment for the students and communities they serve.



JOANNE G. WOODARD, M.A. MODERATOR



MILDRED GARCIA, PH.D.
PRESENTER

Moderated by: Joanne G. Woodard, M.A.

Vice President for Institutional Equity and Diversity

University of North Texas

Presented by: Mildred Garcia, Ph.D.

President

American Association of State Colleges and Universities

11:45 a.m. – 12:00 p.m. Closing Conference Remarks Pacific ABC



PAULETTE GRANBERRY RUSSELL, J.D. NADOHE PRESIDENT



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

End the conference by learning from the insights of experienced diversity practitioners and consultants, who will cover a range of relevant CDO competences, including access, governance and strategy development in an extended Ted Talk Style format. Becoming a chief diversity officer in higher education is a far less linear progression than other executive positions in the academy. CDOs come from all sectors of the higher education institutions, and sometimes from outside of the college or university. They emanate from the faculty ranks, student affairs offices, unit-based diversity officer roles, 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 county. 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.



Moderated by: Alphonse Keasley, Ph.D.

Chief Diversity Officer

University of Colorado, Boulder

Presented by: Mamie Thorns, Ed.D.

Special Assistant to the President for Diversity Programs

Saginaw Valley State University

Jonathan C. Smith, Ph.D.

Vice President, Diversity and Community Engagement

St. Louis University

Taran McZee, M.ED.

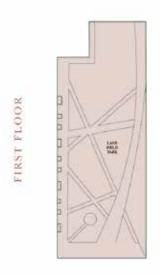
Associate Vice President for Diversity, Equity, and Inclusion

Bluegrass Community & Technical College

INTERCONTINENTAL HOTEL



MEETING & EVENT SPACE









New This Year!

An Expanded CDO Self Care Program!

Mindful Wellness for the CDO: A Personalized Self Care Experience

Our tasks as diversity leaders can be quite stressful and should not be minimized but rather used as a creative force for change. These sessions includes several creative activities to teach participants how to balance the body, mind and spirit. From the healing sounds and movements of Qi-Gong and chair massages, to Aromatherapy--which is a holistic healing treatment that uses natural plant extracts to promote health and well-being—there will be something unique to experience. Lastly, participants will have an opportunity to create a sacred space to display what they personally want in life. The vision board activity will be a great take-away and a reminder of who we are and the 'why' that is often missing from our lives.

Aromatherapy, Chair Massage, and Vision Board *Hospitality B*

Thursday, March 12, 3:15 p.m. - 4:30 p.m. Friday, March 13, 3:00 p.m. - 4:15 p.m.

Qi-Gong

Lane Field A and B
Thursday, March 12, 7:30 a.m. - 8:00 a.m., 8:00 a.m. - 8:30 a.m.
Friday, March 13, 7:30 a.m. - 8:00 a.m., 8:00 a.m. - 8:30 a.m.

Other New Events This Year Include...

Faith-Based Chief Diversity Officers in Higher Education Connection Reception

Wednesday, March 11 5:30 p.m. - 6:30 p.m. Hospitality B

Connection over Coffee/Chapter Meetings

Thursday, March 12 8:00 a.m. - 8:45 a.m. Pacific ABC

SPPI and Friends After Party...

Thursday, March 12 10:00 p.m. - 12:30 a.m. Bayview Ballroom

Concurrent Session Description Key

•••••

C = Case Study

A formal presentation usually given by 1 or 2 content leaders, highlighting one or more case studies.

DD = Deep Dive

A highly-interactive presentation given by 1 or 2 content leaders, developing skills through collaborative learning.

ET = Express Talk

A TED-style talk given by 1 content leader that explores a single idea with practical tips through story telling.

LL = Learning Lab

A discussion with 1 moderator and up to 3 panelists presenting perspectives around a specific topic.

SF = Special Focus

A presentation(s) on a special-focused topic selected by the association.



NOTES

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