14TH ANNUAL CONFERENCE

LEADING WITH RENEWED ACTIVISM:
CROSSING BORDERS & BRIDGING COMMUNITIES

March 11-14, 2020
Intercontinental Hotel, San Diego

CONFERENCE PROGRAM
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-Mera, 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 Monoa, 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
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 pre-eminent 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,

Archie W. Ervin, Ph.D.

ARCHIE W. ERVIN, PH.D.
PRESIDENT, NADOHE
VICE PRESIDENT AND CHIEF DIVERSITY OFFICER INSTITUTE DIVERSITY, EQUITY AND INCLUSION

BOARD OF DIRECTORS

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Georgia Institute of Technology

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Kimberly A. Griffin - University of Maryland

COUNCIL OF REPRESENTATIVES CHAIR (EX-OFFICIO)
Jeffrey Carr (2015 - 2020) - Point Loma Nazarene University
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!

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

Conference Committee

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
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<tr>
<td>Warren Anderson</td>
<td>University of Wisconsin-Eau Claire</td>
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<td>Diane M. Ariza</td>
<td>Nazareth College</td>
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<td>Jeanne Arnold</td>
<td>Gettysburg College</td>
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<td>Rick Daniels</td>
<td>Oakton Community College</td>
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<td>Paulette Granberry</td>
<td>Michigan State University</td>
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<td>Russell</td>
<td>Clemson University</td>
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<td>Julio Hernandez</td>
<td>Springfield College</td>
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<td>Calvin Hill</td>
<td>University of Colorado Boulder</td>
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<td>Alphonse Keasley</td>
<td>Roger Williams University</td>
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<td>Ame Lambert</td>
<td>Pushpa Lyer</td>
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<td>Middlebury Inst. of International Studies at Monterey</td>
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<td>Jean Maierhofer</td>
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<td>Hennepin Technical College</td>
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<td>Bluegrass Community &amp; Technical College</td>
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<td>Bernard Santarsiero</td>
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<td>Celeste Thomas</td>
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Use and follow #NADOHE2020 for highlights, quotables, and the conference backchannel!

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-Gong
_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._
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.
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
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<tr>
<th>Time</th>
<th>Session/Panel</th>
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<td>The NCAA’s Integrated Approach to Diversity and Inclusion</td>
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<td>3:15 p.m. - 4:30 p.m.</td>
<td>Executive Activism- CDO Strategies in Critical Moments and Beyond</td>
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<td>3:15 p.m. - 4:30 p.m.</td>
<td>University of Southern California’s Teaching Toward Inclusive Excellence Program: An Institutional Model for Curricular Diversification</td>
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<td>3:15 p.m. - 4:30 p.m.</td>
<td>The Dialogic Town Hall: Using Intergroup Dialogue to Rescue the Tired Town Hall and Manage Campus Crises</td>
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<td>3:15 p.m. - 4:30 p.m.</td>
<td>The Empathic Games Design Initiative: Student-Designed Virtual and REAL Experiences Aimed at Increasing Empathy</td>
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<td>3:15 p.m. - 4:30 p.m.</td>
<td>The Quest for Inclusion: Aligning DEI &amp; Sustainability to Advance Campus Goals</td>
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<td>3:15 p.m. - 4:30 p.m.</td>
<td>How University Museums and Archives Can Promote Diversity and Build Inclusive Campus Communities</td>
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<td>3:15 p.m. - 4:30 p.m.</td>
<td>Core Competencies for LGBTQIA Directors in Higher Education</td>
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<td>3:15 p.m. - 4:30 p.m.</td>
<td>Express Talks Group A - Bayview A</td>
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<td>Time</td>
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| 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 EQuity: 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)  
SATURDAY, MARCH 14, 2020 |
| 1:30 p.m. - 2:45 p.m. | NADOHE Annual Membership Meeting  
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  
| **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 |
| **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!

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!
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.
Advancing DEI in higher education requires more than a combination of words that reflect the mission, vision, values and goals of an institution. Advancing DEI requires a strategy and structure to support the aspirations of colleges and universities to achieve inclusive excellence. Join your colleagues in learning more about approaches to developing and implementing successful diversity plans that lead to transformational change.

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

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
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: Jeff Chang
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
Concurrent Session C4 – Broadway AB
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.

Moderated by: Annette Hay, M.A.
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

Concurrent Session C5 – Hospitality A
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
THURSDAY, MARCH 12, 2020
CONTINUED

Concurrent Session C7 – Bayview B
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**
**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.

Moderated by: 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

Concurrent Session DD7 – Hospitality A  
**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**

Concurrent Session C8 – Balboa AB  
**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
Concurrent Session C9 – Bayview A
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
JOIN 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 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.

- 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 - $250

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.
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.

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.

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.
THURSDAY,
MARCH 12, 2020
CONTINUED

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

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.
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

Concurrent Session LL5 – Broadway AB
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
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.

Moderated by:  Paulette Granberry Russell, J.D.
Senior Advisor to the President for Diversity and Director of Office for Inclusion and Intercultural Initiatives
Michigan University

Presented by:  Corie D. Pauling
Senior Vice President, Chief Inclusion & Diversity Officer
TIAA

Paul Yakoboski
Senior Economist
TIAA Institute

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
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: 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

Jonathan C. Smith, Ph.D.
Vice President, Diversity and Community Engagement
St. Louis University

8:00 a.m. - 8:30 a.m.
Qi-Gong
Lane Field AB
FRIDAY, MARCH 13, 2020
CONTINUED

Poster Sessions

Growing the Pipeline of Men of Color in Medicine
Presented by: Marcline 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

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,
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.

Moderated by: Rich A. Salas, Ph.D.
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

Marcelo Suarez-Orozco, Ph.D.
Wasserman Dean, GSE&IS
University of California, Los Angeles

10:30 a.m. - 10:45 a.m.
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
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.
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
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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 Inclusion
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 DiSciuollo
Assistant Dean for JD and Graduate Admissions
Seton Hall University School of Law
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

Concurrent Session LL12 - Hospitality A
Chief Diversity Officer Fellows Cohort 6 Presentations

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.
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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
FRIDAY, MARCH 13, 2020
CONTINUED

3:00 p.m. - 4:15 p.m.
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 Iannucci
Director of Strategic Initiatives, Office of Diversity, Equity and Inclusion
Villanova University

3:50 p.m. – 4:10 p.m.
Session ET13
Holi, 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
CONTINUED

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
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.
SATURDAY, MARCH 14, 2020
CONTINUED

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

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.
INTERCONTINENTAL HOTEL

MEETING & EVENT SPACE

FIRST FLOOR

SECOND FLOOR

THIRD FLOOR

FOURTH FLOOR
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.