

**DISMANTLING STRUCTURAL RACISM:  
TRANSFORMING HIGHER EDUCATION**

**Let's  
get to  
work!**

**2021** NADOHE ANNUAL CONFERENCE (VIRTUAL!)

**March 9 through 12**

**nadohe.org**

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## Conference Access

In order to gain access into this year's virtual conference, you will need to be registered for the conference and use your NADOHE login credentials. Please have these on hand at least 48 hours in advance. If you do not know your login credentials, please contact [info@nadohe.org](mailto:info@nadohe.org) as soon as possible to confirm.

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## Welcome to NADOHE's 2021 Virtual Annual Conference.



ONE YEAR AGO, Covid-19 became our reality. Since that time a pandemic has devastated this country and the lives of so many. Covid-19 laid bare the health inequities that exist within the U.S., and where blame on the source of the virus led to threats on the health and safety of members of the Asian community. We also witnessed sustained protests, here and abroad in response to the horrific killing of George Floyd, preceded by the killings of Breonna Taylor, Ahmaud Arbery, and too many others that forced this country to face the grim realities of deadly force and racism.

Over the last year, higher education had to quickly “pivot” and move to on-line learning environments, with the expectation that students live off-campus, and return to their homes, where possible. Faculty were required to teach using technology that was unfamiliar to many. Here again, Covid-19 made obvious the differential impact of the virus based on race, income, geography, and other identities. We witnessed housing and food insecurities, the lack of access to the necessary technology to perform well among our students, and the responsibilities of family differentially impacting students, faculty and staff that lacked the supports in place to “balance” both.

The resulting protests, as the world witnessed the brutal killing of Mr. Floyd, led to what many regard as a day of reckoning by this country. College campuses were not immune from the need to make bold statements that not only acknowledge racism but begin the work to dismantle structural racism and its impact through changes in policies, procedures, practices, teaching, research, and service.

**Our keynote speaker, the incomparable Stacey Abrams, will open the 2021 virtual conference and ignite a new sense of urgency in creating a more just nation. Our Health Equity Track opening speaker, Dr. Camara Jones, is one of the foremost authorities on the intersectionality of how race and social inequalities effect health and health inequities. Dr. Mildred Garcia, our closing keynote speaker, is the current president of the American Association of State Colleges and Universities. She has a long and distinguished record in challenging systems that perpetuate inequities. These phenomenal leaders will change the trajectory of progress and we are grateful that they are able to join us at this year's conference.**

**NADOHE represents those who lead and continue to lead and influence these efforts. Our goal is to provide the support, resources and research that informs the work of senior diversity officers, diversity practitioners, and those committed to justice, equity and inclusion. This year's virtual conference theme: Dismantling Structural Racism: Transforming Higher Education and the varied sessions offered over the next three days will provide new approaches that can lead to systemic change within our institutions.**

Thank you to our sponsors and presenters for their time, expertise and resources that made this possible. And finally, thank you to the Conference Planning Committee and the NADOHE staff for their support and efforts in creating our program.

  
**Paulette Granberry Russell, J.D.**

PRESIDENT, NADOHE

## Conference Committee



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Southern Connecticut  
State University



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**On behalf of the Board of Directors and the  
Conference Planning Committee,  
welcome to NADOHE's 15<sup>th</sup> Annual Conference.**



**T**HE START OF THE Covid-19 pandemic turned last year's conference of nearly 600 registrants into an intimate gathering of 200 colleagues. In an effort not to leave anyone out this year, we are hosting a virtual conference for the first time in NADOHE's history. **Our theme, Dismantling Structural Racism: Transforming Higher Education shines a light on one of the most pressing challenges of our time. During the next few days we will engage, explore, evolve and enhance our leadership skills in service to addressing the many inequities embedded in our institutions. This is the anti-racism work at the core of our roles as senior diversity professionals.**

You won't want to miss our extraordinary keynote speakers who will set the tone and framework for our critical deliberations. Stacey Abrams, the nonprofit leader, political activist and author will open the conference with a moderated session that reflects on the conference theme as well as the broader National context. Dr. Mildred Garcia, President of the Association of State Colleges and Universities, has graciously agreed to return as our closing keynote after Covid-19 prevented her attendance last year. She will share promising practices to address racial and economic injustices within campus communities.

**Our Health Equity Track, new for 2021, comes to you through the collaborative efforts of NADOHE's Health Professions Chapter. The chapter's mission is to lead health professions education toward inclusive excellence and to serve as a brain trust and catalyst for change to advance equity and social justice across health professions education institutions and organizations. We are very fortunate to have Dr. Camara Jones, physician and epidemiologist, as the opening speaker for this powerful set of offerings throughout the conference.**

Always in demand, our pre-conference workshops are back again this year focused on practical solutions for New Chief Diversity Officers and enhanced approaches for developing Strategic Diversity, Equity and Inclusion Plans. We also have several networking and self-care sessions for you to enjoy. Recharging and reconnecting with colleagues has become ever more important as we continue to navigate through our remote learning and working environments.

In closing, I'd like to extend my deepest thanks and appreciation to Co-chair, Rich Salas, and the entire Conference Planning Committee for their tireless efforts, commitment and creativity in bringing NADOHE's first virtual conference to life!

Sincerely,

A handwritten signature in black ink that reads "Jeanne J. Arnold". The signature is fluid and cursive, written in a professional style.

**Jeanne J. Arnold, MSW, Ed.D.**

CHAIR, NADOHE CONFERENCE PLANNING COMMITTEE



# Keynote Speakers

## **Stacey Abrams**

Wednesday, March 10, 2021  
11:00-11:45am EST

## **Camara Jones, MD, MPH, PhD**

Thursday, March 11, 2021  
11:00am-12:30pm EST

## **Dr. Mildred García**

Friday, March 12, 2021  
10:45-11:45am EST

**Stacey Abrams** is an author, serial entrepreneur, nonprofit CEO and political leader. After serving for eleven years in the Georgia House of Representatives, seven as Minority Leader, in 2018, Abrams became the Democratic nominee for Governor of Georgia. Abrams was the first black woman to become the gubernatorial nominee for a major party in the United States.

After witnessing the gross mismanagement of the 2018 election by the Secretary of State's office, Abrams launched Fair Fight to ensure every Georgian has a voice in our election system. The impact of Fair Fight led to Abrams being named to the Forbes list of World's Most Powerful Women In 2020. Over the course of her career, Abrams has founded multiple organizations devoted to voting rights, training and hiring young people of color, and tackling social issues at both the state and national levels. She is a lifetime member of the Council on Foreign Relations, the 2012 recipient of the John F. Kennedy New Frontier Award, and a current member of the Board of Directors for the Center for American Progress.

Abrams' New York Times bestselling book *Lead from the Outside: How to Build Your Future and Make Real Change*, is a personal and empowering blueprint for outsiders who seek to become the ones in charge. From her experiences launching a company, to starting a day care center for homeless teen moms, to running a successful political campaign, Abrams illuminates that finding what you want to fight for is as critical as knowing how to turn thought into action. Her newly released book *Our Time is Now* is a blueprint to end voter suppression and chronicles a chilling account of how the right to vote and the principles of democracy have been and continue to be under attack.

Abrams received degrees from Spelman College, the LBJ School of Public Affairs at the University of Texas, and Yale Law School. She and her five siblings grew up in Gulfport, Mississippi and were raised in Georgia.



**Stacey Abrams**

Non-Profit Leader, Political Activist,  
and Author

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*Wednesday, March 10, 2021*  
*11:00-11:45am EST*

# Keynote Speakers

**Camara Phyllis Jones, MD, MPH, PhD** is a family physician and epidemiologist whose work focuses on naming, measuring, and addressing the impacts of racism on the health and well-being of the nation.

She is a Past President of the American Public Health Association and was the 2019-2020 Evelyn Green Davis Fellow at the Radcliffe Institute for Advanced Study at Harvard University. She has taught at the Harvard School of Public Health, Morehouse School of Medicine, and Rollins School of Public Health and served as a medical officer at the Centers for Disease Control and Prevention.

Her allegories on “race” and racism illuminate topics that are otherwise difficult for many Americans to understand or discuss. Recognizing that racism saps the strength of the whole society through the waste of human resources, she aims to mobilize and engage all Americans in a National Campaign Against Racism.



**Camara Jones, MD, MPH, PhD**  
Physician and Epidemiologist

*Thursday, March 11, 2021*  
*11:00am-12:30pm EST*

**Dr. Mildred García** assumed the presidency of the American Association of State Colleges and Universities (AASCU) on January 22, 2018. As AASCU’s president, Dr. García is an advocate for public higher education at the national level, working to influence federal policy and regulations on behalf of member colleges and universities; serving as a resource to presidents and chancellors as they address state policy and emerging campus issues; developing collaborative partnerships and initiatives that advance public higher education; directing a strategic agenda that focuses on public college and university leadership for the 21st century; and providing professional development opportunities for presidents, chancellors, and their spouses. She is the first Latina to lead one of the six presidentially based higher education associations in Washington, D.C.

Prior to joining AASCU, Dr. García served as the president of California State University, Fullerton—the largest

university in the CSU and the third largest university in the state, serving over 40,000 students and having an operating budget of almost half a billion dollars. She previously served as president of CSU Dominguez Hills and before her arrival at CSU, President García served as the CEO of Berkeley College where she was the first system-wide president for all six campuses.

She has held both academic and senior-level positions at Arizona State University; Montclair State University; Pennsylvania State University; Teachers College, Columbia University; and the Hostos, LaGuardia, and City Colleges of the City University of New York. She is also a much sought-after speaker at national and international conferences and an academic researcher that has published numerous academic journal articles and books.

A recipient of myriad awards, Dr. García is a first-generation college student, Dr. García earned a Doctor of Education and an M.A. in Higher Education Administration from Teachers College, Columbia University; an M.A. in Business Education/Higher Education from New York University; a B.S. in Business Education from Baruch College, City University of New York; and an A.A.S. from New York City Community College.



**Dr. Mildred Garcia**  
President, American Association  
of State Colleges and Universities

*Friday, March 12, 2021*  
*10:45-11:45am EST*

# General Sessions

**Wednesday, March 10, 2021 3:45 - 4:45 pm, EST**

## **GENERAL SESSION – CDO Panel: Navigating Challenging Times of Social and Political Unrest**

**H**igher education institutions are microcosms of the larger society. This past year, many of us have been forced to survive in the intersection of lived experiences and professional expertise. While navigating two pandemics, COVID-19 and social inequities, we have been mandated to address systemic inequities affecting marginalized groups.

We invite you to join us as we hear from a panel of seasoned Chief Diversity Officers as they share their experiences on how they navigated challenging times of social/political unrest on their campuses. This dialogue is designed to provide an opportunity for senior diversity professionals to gather and address issues currently faced given today's unprecedented circumstances and learn together through shared community.

### **PANELISTS:**

#### **Lisa D. Givan, Ph.D.**

Vice President of Institutional Diversity,  
Equity & Belonging/ Chief Diversity Officer  
Indiana Institute of Technology

#### **Kevin McDonald, Ph.D., J.D.**

Vice President of Diversity, Equity & Inclusion  
University of Virginia

#### **Ricardo Nazario-Colón,**

Chief Diversity Officer  
Western Carolina University

#### **Clyde Wilson Pickett, Ed.D.**

Vice Chancellor for Diversity and Inclusion  
University of Pittsburgh

### **MODERATOR:**

#### **Taffye Benson Clayton, Ph.D.**

Vice President, Associate Provost  
and Chief Diversity Officer, Auburn University

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# General Sessions

**Thursday, March 11, 2021 4:00 - 5:00 pm, EST**

**GENERAL SESSION – Diversity Officers on the Frontline of Challenge and Unrest: The Role of Diversity Officers in Advancing Anti-Racism in Times of Challenge and Pandemic Town Hall Part II**

**T**he broad civil unrest following the killings of George Floyd, Breonna Taylor, and Ahmaud Arbery brought forth a resounding call for social justice and the challenge of formal commitment and action to advance anti-racism. While this unrest reverberated globally, certain communities were the epicenter of these incidents and were catalysts for the call for change. This Town Hall provides an opportunity hear directly from Diversity Officers and leaders in communities around the country including Louisville, Kentucky and Minneapolis, Minnesota which were the spotlight of national attention. This forum will explore the experiences of the leaders from communities and their recommendation of strategies for impacting an anti-racism agenda. This 1.5 hour event will feature a panel of Diversity Officers, a sitting college President and other higher education stakeholders committed to bringing attention and awareness on the subject.

**PRESENTERS:**

**V. Faye Jones, MD, Ph.D., MSPH**

Senior Associate Vice President  
for Diversity and Equity, Associate Vice  
President for Health Affairs/Diversity Initiatives  
Professor of Pediatrics, University of Louisville

**Dr. Sharon Pierce**

President, Minneapolis College

**Donald “DJ” Mitchell Jr., Ph.D.**

Chief Diversity, Equity and Inclusion Officer  
Professor of Education  
Chair of the M.Ed. in Higher Education Leadership  
and Social Justice Program, Bellarmine University

**Andriel Dees, J.D.**

Interim Vice Chancellor for Diversity and Inclusion  
Minnesota State

**Sheronda Glass**

Associate Vice Chancellor of HR,  
Diversity Equity and Inclusion  
University of Wisconsin-Parkside

**MODERATOR:**

**Clyde Wilson Pickett, Ed.D.**

Vice Chancellor and Chief Diversity Officer  
University of Pittsburgh



V. FAYE JONES



SHARON PIERCE



SHERONDA  
GLASS



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CLYDE WILSON  
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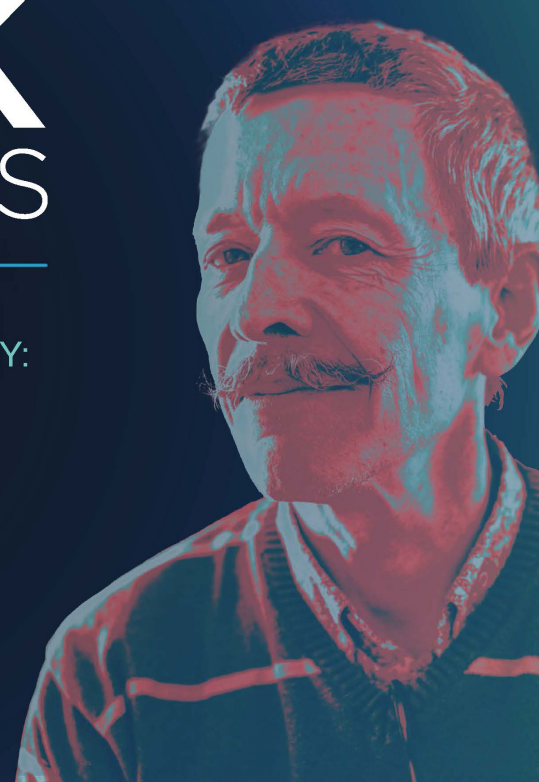
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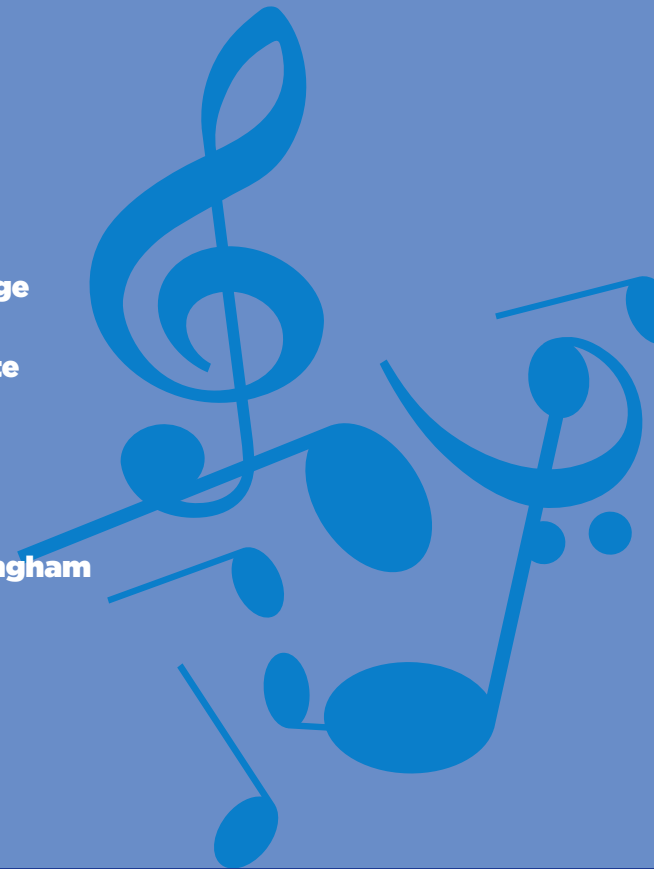
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# 2021 NADOHE VIRTUAL CONFERENCE

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Michigan State University  
Pima Community College  
Slippery Rock University  
University of Alabama at Birmingham  
University of Central Florida  
University of North Texas  
University of Rochester  
West Texas A&M University**



**March 11, 5:00 – 6:00 PM EST** Networking Activity: The Art of Wine Tasting (facilitated by In Good Taste)

**NADOHE and “In Good Taste” offer attendees a virtual wine tasting experience. Explore an eight-bottle tasting flight, Wines from Down Under Flight. Available for purchase for \$65. Go to: [ingoodtaste.com](http://ingoodtaste.com). At check out, enter discount code NADOHE for free shipping and tasting fees. Please order your flight early to ensure it arrives for the virtual tasting (suggested last date to order: Mon, Feb. 22). Unfortunately, In Good Taste is unable to ship to Alabama, Alaska, Arkansas, Delaware, Hawaii, Kentucky, Mississippi, Rhode Island, and Utah. If you are unable to obtain this product and/or prefer to bring your own beverage, you are welcome to do so in order to be with colleagues and learn more about the wine tasting experience.**





# Schedule-At-A-Glance

## Tuesday, March 9, 2021

**11:00AM-3:00PM (EST)** New Chief Diversity Officers Workshop (*Pre-Registration Required*)

**3:30 - 7:30 PM (EST)** Strategic Diversity, Equity and Inclusion Planning Workshop (*Pre-Registration Required*)

## Wednesday, March 10, 2021

**9:00 - 10:00 AM (EST)** Self-Care Session: Resiliency Bootcamp (*Sponsor: Dow Chemical Company*) **SELF-CARE**

**10:30 - 10:45 AM (EST)** Conference Welcome

**10:45 - 11:00 AM (EST)** Land Acknowledgment

**11:00 - 11:45 AM (EST)** Opening Conference Keynote **STACEY ABRAMS**, Non-Profit Leader, Political Activist, and Author. (*Sponsor: TIAA*)

**11:45 - 12:15 PM (EST)** Break

**12:15 - 1:30 PM (EST)** (1) Cultural Humility in a Disparate Health Care Society (*Sponsor: Lehigh Univeresity*) **HEALTH EQUITY TRACK**

(2) Diversity Discourse on University Websites: How it Can Uphold the Racial Status Quo

(3) Diversity, Equity, and Inclusion at Des Moines Area Community College: Lessons from our Comprehensive Culture Audit

(4) Exorcising Confederate Ghosts on Campus: The Challenges Promoting Diversity on Historically Confederate-Endorsing Academic Institutions

(5) Bridging the Digital Divide: A Systemwide Collaboration to Advance Equity and Inclusion in Online Course Delivery

(6) This Side of the Border: Developing a Comparative Framework for Equity, Diversity & Inclusion in Higher Education between Canada and the United States

**1:30 - 2:00 PM (EST)** Break

**2:00 - 3:15 PM (EST)** (1) Race-Evasive Approach in the Recruitment Practices in Health Profession Colleges of Black, Indigenous and People of Color (BIPOC) Students: An Intersectional Analysis (*Sponsor: Lehigh Univeresity*) **HEALTH EQUITY TRACK**

2) Cultivating a Sense of Belonging among Faculty & Staff

(3) Infusing Research Metrics, Retention, Tenure, & Promotion Guidelines, and Review Documentation with Structures Supportive of Equity, Diversity, & Inclusion

(4) Implementing the Equity in Mental Health Framework: Diversity Offices and Counseling Centers Collaborate to Make a Positive Impact for the Mental Health of BIPOC Students

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

(6) Walk in the Shoes Experience (*sponsored by University of Virginia*) **ALSO OFFERED THURSDAY, MARCH 11**

**3:15 - 3:45 PM (EST)** Break

**3:45 - 4:45 PM (EST)** General Session - CDO Panel: Navigating Challenging Times of Social and Political Unrest

**5:00 - 6:00 PM (EST)** (1) Networking Activity: Roundtable Discussion - meet and network with colleagues **NETWORKING**

(2) An Anti-Racism Framework for Educating Health (Care) Professionals Panel Discussion (*Sponsor: Lehigh Univeresity*) **HEALTH EQUITY TRACK**

# Schedule-At-A-Glance

## Thursday, March 11, 2021

**9:30 – 10:30 AM (EST)** Self-Care Session: Yoga with Mikayla **SELF-CARE**

**11:00-12:30 PM (EST)** Welcome/Introduce Health Professions Council

Health Equity Track Keynote Speaker: **CAMARA JONES. MD, MPH, Ph.D**, Senior Fellow at Satcher Health Leadership Institute and Adjunct Professor of Community Health and Preventative Medicine at Morehouse School of Medicine. Racism is a Public Health Crisis: A Call to Action (*Sponsor: Lehigh Univeresity*)  
**HEALTH EQUITY TRACK**

**12:30 – 1:00 PM (EST)** Break

**1:00 – 2:15 PM (EST)** (1) A Ghostly Presence: Black LGB College Athletes

(2) Can intersectional analysis of graduation advance equity in higher education? Evidence from a Hispanic Serving Institution in the Southwest

(3) Mobilizing Georgia State University: Response to Protests in the Cradle of the Civil Rights Movement, Atlanta, GA

(4) Recognizing the Strategic Advantage of Diversity and Inclusion for University Foundation Offices

(5) You Belong Here: Creating an Inclusive Classroom Environment (*Sponsor: Gettysburg College*)

(6) Health Equity Track Panel I: “Best Practices: Health Professions in Workforce Development to Address Health Equity.” (*Sponsor: Lehigh Univeresity*) **HEALTH EQUITY TRACK**

**2:15 – 2:30 PM (EST)** Break

**2:30 – 3:45 PM (EST)** (1) Inclusive Excellence: Developing and Delivering Anti-Bias Training for Higher Ed Professionals

(2) A Comprehensive Approach to Diversifying Faculty

(3) From Intergroup Conflict Theory to Inclusion in Action

(4) Walk in the Shoes Experience (*sponsored by University of Virginia*) **ALSO OFFERED WEDNESDAY, MARCH 10**

(5) Core Competencies for LGBTQIA+ Directors in Higher Education

(6) CDO Fellows Presentation

(7) Health Equity Track Panel II: “Advancing Equity and Quality Through Accreditation.” (*Sponsor: Lehigh Univeresity*) **HEALTH EQUITY TRACK**

**3:45 – 4:00 PM (EST)** Break

**4:00 – 5:00 PM (EST)** General Session – Diversity Officers on the Frontline of Challenge and Unrest: The Role of Diversity Officers in Advancing Anti-Racism in Times of Challenge and Pandemic

**5:00 – 6:00 PM (EST)** (1) Networking Activity: The Art of Wine Tasting (*facilitated by In Good Taste*) **\*NETWORKING (SEE NOTE BELOW)**

(2) Implementing Conversation to Advance Racial Equity: Using Dialogue as a Transformative Tool in the Indiana University School of Medicine iCARE Program (*Sponsor: Lehigh Univeresity*) **HEALTH EQUITY TRACK**

**\* WINE TASTING NOTE:** NADOHE and “In Good Taste” offer attendees a virtual wine tasting experience. Explore an eight-bottle tasting flight, the Wines from Down Under Flight. Available for purchase for \$65. Go to: [ingoodtaste.com](https://www.ingoodtaste.com). At check out, enter **discount code NADOHE** for free shipping and tasting fees. Please order your flight early to ensure it arrives for the virtual tasting (suggested last date to order: Mon, Feb. 22). Unfortunately, In Good Taste is unable to ship to Alabama, Alaska, Arkansas, Delaware, Hawaii, Kentucky, Mississippi, Rhode Island, and Utah. If you are unable to obtain this product and/or prefer to bring your own beverage, you are welcome to do so in order to be with colleagues and learn more about the wine tasting experience.



# Schedule-At-A-Glance

## Friday, March 12, 2021

<b>9:30 – 10:30 AM (EST)</b>	(1) Self-Care Session: Resiliency Bootcamp ( <i>Sponsor: Dow Chemical Company</i> ) <b>SELF-CARE</b>
<b>9:15 – 10:30 AM (EST)</b>	(2) Institute for Diversity, Equity, and Inclusion ( <i>Sponsor: Lehigh Univeresity</i> ) <b>HEALTH EQUITY TRACK</b>
<b>10:30 – 10:45 AM (EST)</b>	Break
<b>10:45 – 11:45 AM (EST)</b>	Keynote Speaker <b>DR. MILDRED GARCIA</b> , President, American Association of State Colleges and Universities Racial Justice and Institutional Transformation: Engaging the Presidency and Our Campus Communities. ( <i>Sponsors: TIAA, National University System</i> )
<b>11:45 – 12:15 PM (EST)</b>	Break
<b>12:15 – 1:30 PM (EST)</b>	Annual Membership Meeting
<b>1:30 – 2:00 PM (EST)</b>	Break
<b>2:00 – 3:15 PM (EST)</b>	(1) An Institution in Crisis: Reacting and Responding to the National Reckoning on Racial Justice (2) Promoting DEI concepts and action through dialogues: A case study of University of the Pacific (3) System Strategies for Equity: Implementing a Comprehensive Strategy to Advance Equity, Diversity, & Inclusion Across Minnesota State (4) Can Artificial Intelligence Tools Reduce Inherent Bias in the Candidate Selection Process and If So, How/When Can They Be Used Within A University Setting? (5) Future of Global Higher Education: Disruption, Innovation, and Transformation (6) Stronger Together: An Anti-Racism Initiative Across the Biomedical and Health Sciences Disciplines ( <i>Sponsor: Lehigh Univeresity</i> ) <b>HEALTH EQUITY TRACK</b> (7) CDO Fellows Presentation
<b>3:15 – 3:45 PM (EST)</b>	Break
<b>3:15 – 4:15 PM (EST)</b>	Health Equity Social <b>HEALTH EQUITY TRACK SOCIAL</b>
<b>3:45 – 4:45 PM (EST)</b>	Awards Ceremony ( <i>Sponsor: Ernst Young</i> )
<b>4:45 – 5:00 PM (EST)</b>	Conference Closing Remarks

# Program Tuesday, March 9, 2021

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## 11:00AM-3:00PM (EST) **New Chief Diversity Officers Workshop** (Pre-Registration Required)

- PRESENTERS:** **Kevin McDonald, Ph.D., JD**, Vice President of Diversity, Equity & Inclusion - University of Virginia  
**Elizabeth Ortiz, Ed.D.**, Vice President for Institutional Diversity and Equity, DePaul University  
**Clyde Wilson Pickett, Ed.D.**, Vice Chancellor for Diversity and Inclusion- University of Pittsburgh  
**Jewell Winn, Ph.D.**, Senior International Officer, Executive Director for International Programs and Deputy Chief Diversity Officer, Tennessee State University
- MODERATOR:** **Ame Lambert, Ph.D.**, Vice President for Equity and Inclusion, Chief Diversity Officer  
Portland 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.

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## 3:30 - 7:30 PM (EST) **Strategic Diversity, Equity and Inclusion Planning Workshop** (Pre-Registration Required)

- PRESENTERS:** **Robert M. Sellers, Ph.D.**, Vice Provost for Equity and Inclusion and Chief Diversity Officer  
Charles D. Moody Collegiate Professor of Psychology, University of Michigan and  
**Katrina Wade-Golden, Ph.D.**, Deputy Chief Diversity Officer & Director of Implementation for the Diversity Equity, & Inclusion Strategic Plan, University of Michigan
- MODERATOR:** **Ame Lambert, Ph.D.**, Vice President for Equity and Inclusion, Chief Diversity Officer  
Portland State University

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.

# Program Wednesday, March 10, 2021

## 9:00 - 10:00 AM (EST) Self-Care Session: Resiliency Bootcamp SELF-CARE

### PRESENTER:

#### Peggy Sczepanski



*Peggy Sczepanski is employed at Dow and is responsible for managing the operational strategies, programs, and relationships to positively enhance the Health, Wellbeing, and Employee Experience for Dow people around the world*

Some of us are in high struggle mode right now and need support to build up our resiliency muscle. We all at some point face challenges, whether it's in work or our personal lives. The Resiliency Bootcamp session will show us some quick tactics, backed by research, to boost wellbeing and happiness/fulfillment. Wellbeing is not just feeling good all of the time or when things are easy, it is one's ability to feel good and function effectively as they navigate struggle. The bootcamp will be an action-packed session.

### SPONSOR:



## 10:30 - 10:45 AM (EST) Conference Welcome



#### Paulette Granberry Russell

NADOHE President

## 10:45 - 11:00 AM (EST) Land Acknowledgment

### PRESENTED BY:

#### Roberto Dr. Cintli Rodriguez



Associate Professor  
University of Arizona- Mexican American Studies  
Macehual-Hombre de Maiz

## 11:00 - 11:45 AM (EST) Opening Conference Keynote

### INTRODUCTION & Q/A:



**Andrea C. Abrams, PhD**, Associate Vice President for Diversity Affairs and Special Assistant to the President  
Associate Professor of Anthropology  
Gender Studies and Social Justice Studies  
Centre College

### KEYNOTE SPEAKER:



**Stacey Abrams**, Non-Profit Leader, Political Activist, and Author  
Stacey Abrams is an author, serial entrepreneur, nonprofit CEO and political leader. After serving for eleven years in the Georgia House of Representatives, seven as Minority Leader, in 2018, Abrams became the Democratic nominee for Governor of Georgia. Abrams was the first black woman to become the gubernatorial nominee for a major party in the United States.

### SPONSOR:



# Program Wednesday, March 10, 2021

11:45 – 12:15 PM (EST) **Break**

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12:15 – 1:30 PM (EST) **NADOHE Concurrent Sessions/ Health Equity Track Concurrent Sessions: (75 minutes)**

## **(1) Cultural Humility in a Disparate Health Care Society** HEALTH EQUITY TRACK

**PRESENTER:** **Juliana Mosely, Ph.D.**, Special Assistant to the President for Diversity, Equity & Inclusion, Salus University  
**MODERATOR:** **Marcine Pickron-Davis, Ph.D.**, Chief Diversity and Community Relations Officer  
Philadelphia College of Osteopathic Medicine

**SPONSOR:**



This session will challenge participants to consider and further explore the use of cultural humility as a foundational framework for training and education on their campuses and clinics. Further, it will encourage attendees to explore their own personal biases and collectively learn to truly embrace, appreciate, and live communally with those with different experiences and values than theirs.

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**CASE STUDY**

## **(2) Diversity Discourse on University Websites: How it Can Uphold the Racial Status Quo**

**PRESENTER:** **Kendra Calhoun, Ph.D. Candidate**, Department of Linguistics University of California, Santa Barbara  
**MODERATOR:** **Michele Minter, Ph.D.**, Vice Provost for Institutional Equity and Diversity, Princeton University

Findings will be shared from a multi-year qualitative study of websites from various institutions where participants will learn how even well-intentioned language can hinder institutional change by obscuring white supremacist structures and practices.

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**CASE STUDY**

## **(3) Diversity, Equity, and Inclusion at Des Moines Area Community College: Lessons from our Comprehensive Culture Audit**

**PRESENTERS:** **Ahmed Onwona-Agyeman, Ph.D.**, Director, Community and Global Engagement  
Des Moines Area Community College  
**Bethany Sweeney, Ph.D.**, Professor, English/History, Des Moines Area Community College  
**MODERATOR:** **Sumun Pendakur, Ed.D.**, Educator, Consultant, Speaker, DEI Consulting

In October 2019, Des Moines Area Community College (DMACC) embarked on its inaugural comprehensive DEI culture audit. Presenters will share quantitative and qualitative data that demonstrate what the DMACC workgroups have learned about their college and the direction in which it must head to build a committed and sustainable culture around diversity, equity, and inclusion.

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**CASE STUDY**

## **(4) Exorcising Confederate Ghosts on Campus: The Challenges Promoting Diversity on Historically Confederate-Endorsing Academic Institutions**

**PRESENTER:** **Louis Woods, Ph.D.**, Associate Professor of African-American History and the Presidential Fellow for Social Justice and Equality, Middle Tennessee State University (MTSU)  
**MODERATOR:** **Donald A. Outing, Ph.D.**, Vice President for Equity & Community, Lehigh University

Presenter will discuss the history of Confederate iconography on campus highlighting the sustained student protest against these symbols and the challenges for administrative leadership to eradicate this foundational history in a profoundly conservative state political culture.

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# Program Wednesday, March 10, 2021

**CASE STUDY**      **(5) Bridging the Digital Divide: A Systemwide Collaboration to Advance Equity and Inclusion in Online Course Delivery**

**PRESENTERS:**      **Katie Dawson**, Director of ULM Online, University of Louisiana at Monroe  
**Taniecea A. Mallery, Ph.D.**, Faculty in the College of Education and Executive Director of Strategic Initiatives and Chief Diversity Officer, University of Louisiana at Lafayette  
**Claire Norris, Ph.D.**, Associate Vice President for Inclusion, Diversity, and Effectiveness, University of Louisiana System (UL System)

**MODERATOR:**      **Mamie T. Thorns, Ph.D.**, Special Assistant to the President for Diversity Programs  
Saginaw Valley State University

This session will provide perspectives from members of the Bridging the Divide Leadership Team on the benefits of institutional and systemwide collaboration to address equity and inclusion challenges.

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**CASE STUDY**      **(6) This Side of the Border: Developing a Comparative Framework for Equity, Diversity & Inclusion in Higher Education between Canada and the United States**

**PRESENTERS:**      **Denise O’Neil Green, Ph.D.**, Vice-President, Equity and Community Inclusion, Ryerson University  
**Anita Jack-Davies Ph.D.**, Assistant Dean-Equity, Diversity, Inclusion and Indigenization, Queen’s University

**MODERATOR:**      **Jewell Winn, Ph.D.**, Senior International Officer, Executive Director for International Programs and Deputy Chief Diversity Officer, Tennessee State University

The emergence of the CDO role in Canadian higher education is a new trend in response to changing student demographics on Canadian college and university campuses. Comparative insights will be shared into successes and challenges at universities in Canada to those in the US with a focus on key differences that impact institutional commitment to EDI.

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**1:30 – 2:00 PM (EST)**      **Break**

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**2:00 – 3:15 PM (EST)**      **NADOHE Concurrent Sessions/ Health Equity Track Concurrent Sessions: (75 minutes)**

**(1) Race-Evasive Approach in the Recruitment Practices in Health Profession Colleges of Black, Indigenous and People of Color (BIPOC) Students: An Intersectional Analysis**

**HEALTH EQUITY TRACK**

**PRESENTERS:**      **Clara Okorie-Awé, Ph.D., Ed.D.** Associate Dean for Diversity and Inclusion, Clinical Associate Professor, University of Illinois at Chicago, College of Pharmacy  
**Tiffany Bumpers, M.Ed.** and Ph.D. Candidate, Associate Director of Urban Health Program University of Illinois at Chicago, College of Pharmacy

**MODERATOR:**      **Tita Gray, Ed.D.** Senior Vice President of Access, Diversity, and Inclusion American Dental Education Association

**SPONSOR:**



The presenters deconstruct “best practices” that reproduce racial biases in admissions policies and recruitment practices that lead to low numbers of BIPOC health professionals. Attendees will learn how a College of Pharmacy reconstructed policies and practices that align with institutional diversity and inclusion statement/s to produce positive growth in BIPOC health professions pipelines.



# Program Wednesday, March 10, 2021

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**CASE STUDY**      **2) Cultivating a Sense of Belonging among Faculty & Staff**

**PRESENTERS:**      **Tondra Richardson, MBA**, Director of Student Diversity & Inclusion Office, University of Phoenix and  
**Saray Lopez, MBA, HRM, CCDP, CIM**, Director of Student Diversity & Inclusion Office of Educational Equity,  
University of Phoenix

**MODERATOR:**      **Elizabeth Ortiz, Ed.D.**, Vice President for Institutional Diversity and Equity, DePaul University

This session presents a virtual community chat model used to foster a sense of belonging among faculty and staff to support and empathize with students more intentionally.

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**CASE STUDY**      **(3) Infusing Research Metrics, Retention, Tenure, & Promotion Guidelines, and Review Documentation with Structures Supportive of Equity, Diversity, & Inclusion**

**PRESENTER:**      **Kristen Rebmann, Ph.D.**, Professor, School of Information and College of Professional & Global Education,  
San Jose State University

**MODERATOR:**      **Ame Lambert, Ph.D.**, Vice President for Global Diversity and Inclusion, Portland State University

This case study session will tackle issues associated with faculty retention, evaluation, and promotion from the perspective of a senior faculty member who (uniquely) plays two key roles on campus: Chair of the Retention, Tenure, and Promotion (RTP) Committee (at the department level) and Equity, Diversity, & Inclusion Lead (at the college level).

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**CASE STUDY**      **(4) Implementing the Equity in Mental Health Framework: Diversity Offices and Counseling Centers Collaborate to Make a Positive Impact for the Mental Health of BIPOC Students**

**PRESENTERS:**      **Sofia B. Pertuz, Ph.D.**, Chief Diversity and Inclusion Officer, The Jed Foundation  
**Jan Collins-Eaglin, Ph.D.**, Senior Advisor, The Steve Fund

**MODERATOR:**      **Venessa Brown, Ph.D.**, Associate Chancellor, for the Office of Institutional Diversity and Inclusion,  
Southern Illinois University Edwardsville

Data and outcomes from a pilot implementation of the EMHF demonstrates how collaboration between diversity offices and counseling centers resulted in innovative ways to reach BIPOC students and educate the campus community to create a network of support.

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**CASE STUDY**      **(5) Asian American and White Women Working to Destabilize White Supremacy in Neoliberal Higher Education**

**PRESENTERS:**      **Ria DasGupta, Ph.D.**, Assistant Professor in the Department of Leadership Studies,  
University of San Francisco and  
**Jennifer E. Bosco, Ph.D.**, Executive Director of Admissions at Life Chiropractic, College West

**MODERATOR:**      **Paulette Granberry Russell, J.D.**, President, NADOHE

This session will present two studies in conversation with one another focusing on the role of Asian and white women in addressing white supremacy in neoliberal higher education.

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# Program Wednesday, March 10, 2021

## **(6) Walk in the Shoes Experience** ALSO OFFERED THURSDAY, MARCH 11

(sponsored by University of Virginia)

**FACILITATORS:** **Micah Kessel**  
**Kelley Van Dilla**

**SPONSOR:**



Division for Diversity,  
Equity, and Inclusion

Have you or your colleagues ever struggled to find your voice, or share your opinion during difficult conversations around racial justice, gender equality, politics and income? Even for those with experience this can be difficult. We believe that so many in Higher Education will find greater ease by walking in the shoes of the of those in excluded and marginalized communities.

Step into an immersive and emotionally exciting, live-facilitated virtual session, where we will deepen our understanding of ourselves, creating space for more empathetic conversation together. Created by the experts from Playground of Empathy, accoladed by the Harvard Culture Lab Innovation Fund, and members of the Interdisciplinary Affective Science Lab at Northeastern University. *Sign up while spots are still available!*

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**3:15 – 3:45 PM (EST) Break**

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**3:45 – 4:45 PM (EST) General Session – CDO Panel: Navigating Challenging Times of Social and Political Unrest**

**PANELISTS:** **Lisa D. Givan, Ph.D.**, Vice President of Institutional Diversity, Equity & Belonging/ Chief Diversity Officer  
Indiana Institute of Technology  
**Kevin McDonald, Ph.D.**, JD, Vice President of Diversity, Equity & Inclusion, University of Virginia  
**Ricardo Nazario-Colon**, Chief Diversity Officer- Western Carolina University  
**Clyde Wilson Pickett, Ed.D.**, Vice Chancellor for Diversity and Inclusion, University of Pittsburgh

**MODERATOR:** **Taffye Benson Clayton, Ph.D.**, Vice President, Associate Provost and Chief Diversity Officer  
Auburn University

**SPONSOR:** Higher education institutions are microcosms of the larger society. This past year, many of us have been forced to survive in the intersection of lived experiences and professional expertise. While navigating two pandemics, COVID- 19 and social inequities, we have been mandated to address systemic inequities affecting marginalized groups.



We invite you to join us as we hear from a panel of seasoned Chief Diversity Officers as they share their experiences on how they navigated challenging times of social/political unrest on their campuses. This dialogue is designed to provide an opportunity for senior diversity professionals to gather and address issues currently faced given today's unprecedented circumstances and learn together through shared community.

# Program Wednesday, March 10, 2021

5:00 – 6:00 PM (EST)

## (1) Networking Activity: Roundtable Discussion – Meet and Network with Colleagues

NETWORKING

Join your CDO colleagues for an informal moderated dialogue addressing the challenges, trends, expectations, and rewards of the CDO role. To promote an interactive and meaningful dialogue, attendees will be placed in breakout rooms based on time in role (0-5, 6-10, and 10+). This shared conversation will provide insights into some of the issues that affect the CDO.

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## (2) An Anti-Racism Framework for Educating Health (Care) Professionals Panel Discussion

HEALTH EQUITY TRACK

PRESENTERS:

**Health Professions Council Executive Board:**

**Sandra Davis, Ph.D, DPM, ACNP-BC, FAANP**, Assistant Dean for Diversity, Equity, and Inclusion, George Washington University School of Nursing;

**Mekbib Gameda, MA**, Vice President for Diversity and Inclusion, Eastern Virginia Medical School,

**Tita Gray, Ed.D.** Senior Vice President of Access, Diversity, and Inclusion American Dental Education Association,

**Judy Martin-Holland, Ph.D, MPA, RN, CNS, FNP, FAAN**, Associate Dean, Diversity, Inclusion, and Community Outreach and Clinical Professor, UCSF School of Nursing,

**Gloria Ramsey, JD, RN, FNAP, FAAN**, Associate Dean for Diversity, Equity, and Inclusion Johns Hopkins School of Nursing;

**Dennis Mitchell, DDFS, MPH**, Vice Provost for Faculty Advancement, Columbia University in the City of New York

MODERATOR:

**Mario Curtis Browne, MPH, CHES, CDP**, Director, Office of Health Sciences Diversity, Equity & Inclusion, Interim Associate Dean of Equity, Engagement, and Justice, School of Pharmacy, University of Pittsburgh

SPONSOR:



Health Professions Educators will be introduced to a comprehensive unifying framework to fundamentally conceptualize, analyze, teach and assess learner outcomes with racism centered throughout the curriculum as both a social and structural determinant of health as well as a root cause of disparities and inequities.

# Program Thursday, March 11, 2021

9:30 - 10:30 AM (EST) **Self-Care Session: Yoga with Mikayla** SELF-CARE



**Mikayla Jones** Mikayla discovered yoga in 2015 during her freshmen year at Tennessee State University. She simply enrolled in this elective to meet course requirements and was unaware of how this one credit course would change her life. Immediately after graduating, she enrolled in a local teacher training program and obtained her 200hr certification in 2018.

Mikayla enjoys teaching restorative classes and is passionate about making yoga more palatable for urban communities by tapping into the power of music. She takes pride in sequencing flows that allow you to become one with your mind and body and curating playlist to allow yourself to sonically become one with your spirit. Mikayla teaches classes in Hendersonville and North Nashville.

Mikayla's approach to yoga remains ever focused on reaching the state of optimal relaxation and having good workout. Her classes focus on Vinyasa Flow, and you can expect to relax, move, and breathe.

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11:00-12:30 PM (EST) **Health Equity Track Keynote** HEALTH EQUITY TRACK

MODERATOR:



**Marcine Pickron-Davis, Ph.D**

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

KEYNOTE SPEAKER:



**Health Equity Track Opening Speaker:**

**Camara Jones, MD, MPH, Ph.D**

Senior Fellow at Satcher Health Leadership Institute and Adjunct Professor of Community Health and Preventative Medicine at Morehouse School of Medicine.  
*Racism is a Public Health Crisis: A Call to Action*

REMARKS:



**Mekbib Gameda, MA**

Vice President for Diversity and Inclusion  
Eastern Virginia Medical School

SPONSOR:



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12:30 - 1:00 PM (EST) **Break**

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# Program Thursday, March 11, 2021

**1:00 – 2:15 PM (EST)** *NADOHE Concurrent Sessions/ Health Equity Track Concurrent Sessions: (75 minutes)*

**DEEP DIVE** **(1) A Ghostly Presence: Black LGB College Athletes**

**PRESENTERS:** **Chandler Hawkins, M.S.**, Doctoral Student, Indiana University, Bloomington  
**Genevieve Labe, M.Ed.**, Doctoral Student, Indiana University, Bloomington  
**MODERATOR:** **Jeffrey Carr, Ph.D.**, Chief Diversity Officer and Associate Vice President, Point Loma Nazarene University

This presentation explores the inequities Black LGB College Athletes face while also centering the role intersectionality plays within this student population.

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**DEEP DIVE** **(2) Can Intersectional Analysis of Graduation Advance equity in Higher Education? Evidence from a Hispanic Serving Institution in the Southwest**

**PRESENTER:** **Nancy López, Ph.D.**, Associate Vice President for Equity and Inclusion & Professor of Sociology University of New Mexico  
**MODERATOR:** **Joanne Woodward, Ph.D.**, Vice President, Institutional Equity & Diversity, University North Texas

Building on previous research using critical race theory and intersectionality, this paper explores the complex, interdependent relationship between Hispanic origin, race, gender, and first-generation college status as a lived position or category of experience for understanding and rectifying inequities in higher education.

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**DEEP DIVE** **(3) Mobilizing Georgia State University: Response to Protests in the Cradle of the Civil Rights Movement, Atlanta, GA**

**PRESENTERS:** **Curtis D. Byrd, Ed.D.**, Special Advisor to the Provost on Diversity, Equity and Inclusion Georgia State University  
**Rihana S. Mason, Ph.D.**, Research Scientist in the Office of the Provost and the Urban Child Study Center Georgia State University  
**MODERATOR:** **Diane Ariza, Ph.D.**, Vice President for Diversity, Equity and Inclusion, Southern Connecticut State University

This presentation describes how a 4-year research intensive (R1) minority serving institution with several satellite campuses that offer 2-year degree pathways, mobilized to support students, faculty and staff during one of the most tumultuous times in recent history, as it relates to race and equality in America.

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**DEEP DIVE** **(4) Recognizing the Strategic Advantage of Diversity and Inclusion for University Foundation Offices**

**PRESENTERS:** **Lorena Blanco-Silva, MPA**, Diversity Programs Director, Division for Equity and Inclusion University of New Mexico and  
**Assata Zerai, Ph.D.**, Vice President for Equity and Inclusion and Professor of Sociology University of New Mexico  
**MODERATOR:** **Calvin R. Hill, Ph.D.**, Vice President, Inclusion and Community Engagement, Springfield College

This presentation will provide some practical strategies for encouraging university foundations to embrace both hiring a more diverse workforce, at all levels, and to build a more inclusive work and outreach culture.



# Program Thursday, March 11, 2021

## DEEP DIVE

### (5) You Belong Here: Creating an Inclusive Classroom Environment

#### PRESENTER:

**M. Geneva Murray, Ph.D.**, Founding co-leads of the Inclusive Pedagogy Academy (IPA) and the Director of the Women's Center, Ohio University

#### MODERATOR:

**Lisa D. Givan, Ph.D.**, Vice President of Institutional Diversity, Equity & Belonging, Chief Diversity Officer Indiana Institute of Technology

#### SPONSOR:



Guided by insight from Ohio University's Inclusive Pedagogy Academy (IPA), this presentation will provide participants with insight into creating an inclusive classroom environment through: motivational syllabi, strategies that align with trauma informed teaching, responding to microaggressions in the classroom, and rapport building with students.

### (6) Health Equity Track Panel I: "Best Practices: Health Professions in Workforce Development to Address Health Equity." HEALTH EQUITY TRACK

#### PANELISTS:

**David Acosta, MD**, Chief Diversity and Inclusion Officer, Association of American Medical Colleges

**Roger L. Worthington, Ph.D.**, Professor, Department of Counseling, Higher Education and Special Education, Executive Director, Center for Diversity and Inclusion in Higher Education

**Dennis Mitchell, DDFS, MPH**, Vice Provost for Faculty Advancement  
Columbia University in the City of New York

**Vernell DeWitty, Ph.D., MBA, RN**, Director for Diversity and Inclusion  
American Association of Colleges of Nursing

#### MODERATOR:

**Mekbib Gameda, MA**, Vice President for Diversity and Inclusion, Eastern Virginia Medical School

#### SPONSOR:



A deadly pandemic and racial violence have magnified the social inequities and racist ideas and practices that continue to disenfranchise communities of color. Protests and calls for racial justice across the nation have heightened the urgency to explore and address structural racism which remains ingrained in all aspects of American life. Health professions schools and the professional organizations established to guide and support them in advancing quality and equity in healthcare have identified these structural factors as root causes of inequities in health and have advocated for interventions including enhancement of diversity and inclusion in health professions education and practice. This session will help us explore how the recent events have informed the diversity, inclusion and equity work of these organizations and the schools they represent and gain insight into best practices and challenges in anti-racism and health equity efforts at health professions schools.

2:15 – 2:30 PM (EST)

**Break**

2:30 – 3:45 PM (EST)

**NADOHE Concurrent Sessions/ Health Equity Track Concurrent Sessions: (75 minutes)**

## DEEP DIVE

### (1) Inclusive Excellence: Developing and Delivering Anti-Bias Training for Higher Ed Professionals

#### PRESENTERS:

**Georgianna Meléndez, Ph.D.**, Assistant Chancellor for Diversity, Equity, and Inclusion  
University of Massachusetts, Boston; and

**Andrea Macone**, Special Assistant for Diversity, Equity, and Inclusion, University of Massachusetts, Boston

#### MODERATOR:

**Venessa Brown, Ph.D.**, Associate Chancellor, for the Office of Institutional Diversity and Inclusion  
Southern Illinois University Edwardsville

# Program Thursday, March 11, 2021

This session will provide an overview of Inclusive Excellence, a four-hour interactive professional training curriculum developed by UMass Boston's Office of Diversity, Equity, and Inclusion in Spring 2019 and offered in small-group settings to university staff, faculty and students as well as to external organizations through revenue-generating contracts.

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## DEEP DIVE

### (2) A Comprehensive Approach to Diversifying Faculty

**PRESENTERS:** **Tamara A. Johnson, Ph.D.**, Vice President for Diversity and Inclusion, Adler University  
**Celina Chatman Nelson, Ph.D.**, Associate Dean for Academic Diversity and Inclusion in the Graduate School of Arts and Sciences, Columbia University

**MODERATOR:** **Bernard Santarsiero**, Director of Research Initiatives, University of Illinois Chicago

The purpose of this presentation is to inspire innovation in efforts to diversify faculty across U.S. institutions of higher education by providing information and data regarding the career trajectories of underrepresented scholars, including: matriculation and persistence in doctoral programs, completion of doctoral degrees, and entry into careers outside of academia.

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## DEEP DIVE

### (3) From Intergroup Conflict Theory to Inclusion in Action

**PRESENTERS:** **Kristin Nicole Dukes, Ph.D.**, Dean for Institutional Diversity, Allegheny College  
**Eden-Reneé Hayes, Ph.D.**, Dean of Equity and Inclusion, Associate Professor of Psychology Bard College at Simons-Rock

**MODERATOR:** **Clyde Wilson-Pickett, Ed.D.**, Vice Chancellor for Equity, Diversity, and Inclusion, University of Pittsburgh

In this highly interactive session, attendees will be provided with an overview of relevant social psychological theory and research on intergroup conflict and how this scholarship relates to and can be applied to bias-related incidents on campus. Attendees will leave with practical tips to deescalate intergroup conflict and move toward restorative solutions and a more positive campus climate and culture.

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### (4) Walk in the Shoes Experience ALSO OFFERED WEDNESDAY, MARCH 10

**FACILITATORS:** **Micah Kessel**  
**Kelley Van Dilla**

**SPONSOR:**



Division for Diversity,  
Equity, and Inclusion

Have you or your colleagues ever struggled to find your voice, or share your opinion during difficult conversations around racial justice, gender equality, politics and income? Even for those with experience this can be difficult. We believe that so many in Higher Education will find greater ease by walking in the shoes of the of those in excluded and marginalized communities.

Step into an immersive and emotionally exciting, live-facilitated virtual session, where we will deepen our understanding of ourselves, creating space for more empathetic conversation together. Created by the experts from Playground of Empathy, accoladed by the Harvard Culture Lab Innovation Fund, and members of the Interdisciplinary Affective Science Lab at Northeastern University. *Sign up while spots are still available!*

# Program Thursday, March 11, 2021

## LEARNING LAB **(5) Core Competencies for LGBTQIA+ Directors in Higher Education**

**PRESENTERS:** **Luke Jensen, Ph.D.** (pronouns: they/he), University of Maryland  
**Debbie Bazarsky, Ph.D.** (pronouns: she/her/hers), Dean of Diversity, Equity, and Inclusion  
Pennsylvania College of Art & Design; and  
**Shaun Travers, Ed.D.** (pronouns: he/him/his), Campus Diversity Officer and Director of the Lesbian Gay  
Bisexual Transgender Resource Center, University of California, San Diego

**MODERATOR:** **Diane Ariza, Ph.D.**, Vice President for Diversity, Equity and Inclusion, Southern Connecticut State University  
The Consortium of Higher Education LGBT Resource Professionals has developed twelve core  
competencies for LGBTQIA+ directors and professionals

This presentation will provide participants with the context for the competencies formation including how they are grounded and the frameworks used for their development. It will also address how the competencies may shape the CDO's work especially as they consult, support, and supervise LGBTQIA+ directors and professionals.

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## **(6) CDO Fellows Presentation**

**PRESENTERS:** **Tamara N. Stevenson, Ed.D.**, Vice President, Diversity, Equity, & Inclusion and Chief Diversity Officer,  
Westminster College  
**Kenny E. Yarbrough, Th.D., CDP**, Chief Equity, Diversity and Inclusion Officer  
The University of Wisconsin at Whitewater  
**Bobbie Porter**, AVP Diversity, Inclusion, and Equity, California State University, Fullerton

**MODERATOR:** **Debbie Seeberger, Ph.D.**, CDO Fellows Program Director

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 7 Fellows will present on their special CDOFP projects during this time.

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## **(7) Health Equity Track Panel II: "Advancing Equity and Quality Through Accreditation."**

### HEALTH EQUITY TRACK

**PANELISTS:** **Pamela Simmons, PhD, RN, FNP-BC, CNE**; Vice Chairperson, Commission on Collegiate Nursing Education (CCNE) Board of Commissioners and Senior Director & Professor, College of Nursing; Northwestern State University of Louisiana; Shreveport, LA  
**Veronica Catanese, MD, MBA**; Senior Director, Accreditation & Liaison Committee on Medical Education (Co-Secretary); American Association of Medical Colleges, Washington, DC.  
**Keri Nunn-Ellison, EdD, RN, MSN, Med, CNE**; Director, Accreditation Commission for Education in Nursing; Atlanta, GA  
**Sharon Youmans, PharmD, MPH, FAPhA**; Board Member & Reviewer, Accreditation Council for Pharmacy Education (ACPE); Vice Dean & Professor, Clinical Pharmacy; University of California, San Francisco, CA  
**Pamela D. Ritzline, EdD, PT**; Chair, Commission on Accreditation in Physical Therapy Education (CAPTE); Chair, CAPTE Diversity, Equity, & Inclusion Committee; Dean, School of Behavioral & Health Sciences & Professor, Physical Therapy; Walsh University, North Canton, OH  
**Laura R. King, EdD, MPH**; Executive Director, Council on Education for Public Health; Silver Spring, MD

**MODERATOR:** **Judy Martin-Holland, Ph.D, MPA, RN, CNS, FNP, FAAN**, Associate Dean, Diversity, Inclusion, and Community Outreach and Clinical Professor, UCSF School of Nursing

# Program Thursday, March 11, 2021

## SPONSOR:



In light of the COVID-19 pandemic, there is growing recognition and acknowledgement of racial inequities in health and unequal treatment of racial minorities in the U.S. health system. Students and faculty of color are calling for strategies to increase access to quality health professions education for underrepresented students of color, to enhance student success services, and to promote health equity through more inclusive, antiracist curricula. What is the role of accreditation amid the promises made for such transformational change in health professions education? Accreditation organizations, recognized by the U.S. Secretary of Education to ensure the quality and integrity of health professions educational and degree granting programs, not only assess the quality of academic programs in higher education; they foster a culture of continuous improvement of academic quality. This session will feature representatives of health professions accrediting organizations in a discussion of ideas, strategies and best practices to foster continuous improvement in racial equity, mitigating systemic racism, and promoting health equity efforts in health professions education through the accreditation process.

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**3:45 – 4:00 PM (EST) Break**

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**4:00 – 5:00 PM (EST) General Session – Diversity Officers on the Frontline of Challenge and Unrest: The Role of Diversity Officers in Advancing Anti-Racism in Times of Challenge and Pandemic, Town Hall Part II**

## REMARKS:



**Corie Pauling,**  
Senior Vice President,  
Chief Inclusion & Diversity (I&D) Officer  
and Head of Corporate Social Responsibility, TIAA

## PRESENTERS:

**V. Faye Jones, MD, PhD, MSPH,** Senior Associate Vice President for Diversity and Equity, Associate Vice President for Health Affairs/Diversity Initiatives, Professor of Pediatrics, University of Louisville  
**Dr. Sharon Pierce,** President, Minneapolis College  
**Donald “DJ” Mitchell Jr., PhD,** Chief Diversity, Equity and Inclusion Officer, Professor of Education, Chair of the M.Ed. in Higher Education Leadership and Social Justice Program, Bellarmine University  
**Andriel Dees, JD,** Interim Vice Chancellor for Diversity and Inclusion, Minnesota State  
**Sheronda Glass,** Associate Vice Chancellor of HR, Diversity Equity and Inclusion, University of Wisconsin-Parkside

## MODERATOR:

**Clyde Wilson Pickett, EdD,** Vice Chancellor and Chief Diversity Officer, University of Pittsburgh

The broad civil unrest following the killings of George Floyd, Breonna Taylor, and Ahmaud Arbery brought forth a resounding call for social justice and the challenge of formal commitment and action to advance anti-racism. While this unrest reverberated globally, certain communities were the epicenter of these incidents and were catalysts for the call for change. This Town Hall provides an opportunity hear directly from Diversity Officers and leaders in communities around the country including Louisville, Kentucky and Minneapolis, Minnesota which were the spotlight of national attention. This forum will explore the experiences of the leaders from communities and their recommendation of strategies for impacting an anti-racism agenda. This 1.5 hour event will feature a panel of Diversity Officers, a sitting college President and other higher education stakeholders committed to bringing attention and awareness on the subject.

# Program Thursday, March 11, 2021

**5:00 – 6:00 PM (EST) NADOHE Concurrent Sessions/ Health Equity Track Concurrent Sessions: (60 minutes)**

## **(1) Networking Activity: In Good Taste Wine Tasting Event**

NETWORKING

*(facilitated by In Good Taste)*

You are invited to this virtual wine tasting event in which NADOHE is partnering with In Good Taste to offer conference attendees a virtual wine tasting experience. Understanding that many consumers stick to a wine they are familiar with, In Good Taste encourages consumers to step outside of their palatial comfort zone by exploring their eight-bottle tasting flight, the Wine Down Under Flight. A social conference discount of \$65 is offered. At check out, please enter the discount code NADOHE to receive free shipping and tasting fees. Please make sure you order your flight early to ensure it arrives before our virtual tasting by February 22. Unfortunately, In Good Taste is unable to ship to: Alabama, Alaska, Arkansas, Delaware, Hawaii, Kentucky, Mississippi, Rhode Island, and Utah. If you are unable to obtain the wine ahead of time, or prefer an alternate beverage, please consider participating if you are interested in learning more about the wine tasting experience with your colleagues.

## **(2) Implementing Conversation to Advance Racial Equity: Using Dialogue as a Transformative Tool in the Indiana University School of Medicine iCARE Program**

HEALTH EQUITY TRACK

### **PANELISTS:**

**Richard Brown, MA, Sydney Y. Rucker, MAT**, Indiana University School of Medicine Office of Diversity  
**Alvaro Tori, PhD, Ed.D, JD**, Indiana University School of Medicine Office of Diversity

### **MODERATOR:**

**Gloria Ramsey, JD, RN, FNAP, FAAN**, Associate Dean for Diversity, Equity, and Inclusion  
Johns Hopkins School of Nursing

### **SPONSOR:**



This session explores diversity, equity, and inclusion program development, identifies opportunities to leverage interdisciplinary campus resources, presents engagement and recruitment strategies for participants, and examines evaluative data of a program.



# Program Friday, March 12, 2021

## 9:30 - 10:30 AM (EST) Self-Care Session: Resiliency Bootcamp SELF-CARE

### PRESENTER:



#### **Peggy Sczepanski**

*Peggy Sczepanski is employed at Dow and is responsible for managing the operational strategies, programs, and relationships to positively enhance the Health, Wellbeing, and Employee Experience for Dow people around the world*

Some of us are in high struggle mode right now and need support to build up our resiliency muscle. We all at some point face challenges, whether it's in work or our personal lives. The Resiliency Bootcamp session will show us some quick tactics, backed by research, to boost wellbeing and happiness/fulfillment. Wellbeing is not just feeling good all of the time or when things are easy, it is one's ability to feel good and function effectively as they navigate struggle. The bootcamp will be an action-packed session.

### SPONSOR:



## 9:15 - 10:30 AM (EST) Institute for Diversity, Equity, and Inclusion HEALTH EQUITY TRACK

### PRESENTER:

**Linda Grace Solis, Ph.D.**, Assistant Professor of Applied Humanities  
University of the Incarnate Word of Osteopathic Medicine

### MODERATOR:

**Richard Salas, Ph.D.**, Chief Diversity Officer, College of Osteopathic Medicine, Des Moines University

### SPONSOR:



During this session, participants will be introduced to the newly created Institute for Diversity, Equity, and Inclusion, a Council on Diversity and Equity initiative of the American Association of Colleges of Osteopathic Medicine. The presenter will share the genesis of the initiative, the engagement of College of Osteopathic Medicine stakeholders, and explore ways to connect and discover best practices.

## 10:30 - 10:45 AM (EST) Break

## 10:45 - 11:45 AM (EST) Closing Conference Keynote

### WELCOME:



**Rich A. Salas, Ph.D.**, Chief Diversity Officer  
College of Osteopathic Medicine  
Des Moines University

### INTRODUCTION:



**Dr. Thomas Stewart**, Vice Chancellor  
(Social) Justice, Equity, Diversity and Inclusion  
from the National University System

### KEYNOTE SPEAKER:



**Dr. Mildred Garcia**, President, American Association  
of State Colleges and Universities  
*Racial Justice and Institutional Transformation:  
Engaging the Presidency and Our Campus Communities.*

### SPONSORS:



Last year, our campuses were faced with multiple crises - from a global pandemic to the response to racial and social inequities across the country. While a large share of higher education institutions did not meet in-person for instruction, campus leaders continued their commitment to address racial and economic injustice. Dr. Mildred Garcia will discuss the impact of such injustices on campus communities and share promising practices from AASCU members across the country.

# Program Friday, March 12, 2021

11:45 – 12:15 PM (EST) **Break**

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12:15 – 1:30 PM (EST) **Annual Membership Meeting**

**PRESENTER:** **Paulette Granberry Russell, J.D.**  
NADOHE President



**LEGISLATIVE UPDATE** **Luis Maldonado**, Vice President for Government Relations and Policy Analysis  
American Association of State Colleges and Universities (AASCU)



Luis Maldonado was appointed vice president for government relations and policy analysis at the American Association of Colleges and Universities (AASCU), effective July 8, 2019. He aids the president of AASCU in this position by directing and coordinating activities that advance the mission of the association, serving as the direct liaison with government officials, federal agencies and other educational organizations to develop policies and positions that support regional comprehensive state colleges and universities.

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1:30 – 2:00 PM (EST) **Break**

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2:00 – 3:15 PM (EST) **NADOHE Concurrent Sessions/ Health Equity Track Concurrent Sessions: (75 minutes)**

## **(1) An Institution in Crisis: Reacting and Responding to the National Reckoning on Racial Justice**

**PRESENTERS:** **Shaila Kotadia, PhD, Jennifer R. Cohen, PhD, Terrance Mayes, Ed.D**, Stanford Medicine  
**MODERATOR:** **Sandra Davis Ph.D, DPM, ACNP-BC, FAANP**, Assistant Dean for Diversity, Equity, and Inclusion, George Washington University School of Nursing)

The presenters will share results of a study, conducted from June 2020 - March 2021, that highlights the responses and actions led by institutions of higher education following the murder of George Floyd. An examination of the particular pitfalls, roles and responsibilities, and the challenges of a research- intensive predominantly white institution (PWI) that is highly decentralized will be analyzed.

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## **LEARNING LAB (2) Promoting DEI concepts and action through dialogues: A case study of University of the Pacific**

**PRESENTERS:** **Marshea Pratt, MPA**, Assistant Director for Alumni Clubs and Regional Programs, University of the Pacific  
**Qingwen Dong, Ph.D.**, Professor Department of Communication, University of the Pacific;  
**Christian Cardona, MA Candidate**, Department of Communication, University of the Pacific  
**MODERATOR:** **Lorna Hollowell, M.Ed.**, Assistant Director of Education and Development, University of Tennessee Knoxville

Participants will develop an understanding of how the dialogues format (including virtual dialogues) is an effective way of promoting and learning DEI concepts. It can also help to identify issues and challenges to DEI promotion.

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# Program Friday, March 12, 2021

**LEARNING LAB**      **(3) System Strategies for Equity: Implementing a Comprehensive Strategy to Advance Equity, Diversity, & Inclusion Across Minnesota State**

**PRESENTERS:**      **Andriel Dees, JD**, Interim System Diversity Officer, Office of Equity and Inclusion  
Minnesota State Colleges and Universities;  
**Priyank Shah, Ph.D.**, Director of Equity Assessment, Office of Equity and Inclusion  
Minnesota State Colleges and Universities;  
**Desiree Clark MA, MFA**, Minnesota State Colleges and Universities, Interim Civil Rights and Title IX  
Compliance Officer, Office of Equity and Inclusion, Minnesota State Colleges and Universities; and  
**Clyde Wilson Pickett, Ed.D.**, Vice Chancellor for Diversity and Inclusion, University of Pittsburgh

**MODERATOR:**      **Jesse M. Bernal, Ph.D.**, Vice President, Division of Inclusion and Equity, Grand Valley State University

Leaders and strategists from Minnesota State's Office of Equity & Inclusion will provide an overview of the comprehensive strategy and resource tools developed and implemented to help serve the remarkably varied EDI challenges of 2-year and 4-year institutions across the System.

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**LEARNING LAB**      **(4) Can Artificial Intelligence Tools Reduce Inherent Bias in the Candidate Selection Process and If So, How/When Can They Be Used Within A University Setting?**

**PRESENTERS:**      **Diane Charness, MBA**, Managing Director and Global Education Practice Leader, ZRG  
**John McFarland, MBA**, Managing Director and member of ZRG's Diversity and Education Practices, ZRG  
**Rosemary Kilkenny, MA, JD**, Vice President for Institutional Diversity and Equity and  
Chief Development Office, Georgetown University  
**Frida Polli, Ph.D, MBA**, CEO, pymetrics

**(MODERATOR:**      **Richard A. Salas, Ph.D.**, Chief Diversity Officer, College of Osteopathic Medicine, Des Moines University

This panel discussion will provide new thought leadership and inform on potential best practices to consider related to staff and leadership recruitment and selection. With new technological advances, particularly with the integration of artificial intelligence into the candidate identification and recruitment process, these aspirations may soon be more realistic than thought years ago.

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**LEARNING LAB**      **(5) Future of Global Higher Education: Disruption, Innovation, and Transformation**

**PRESENTERS:**      **Monroe France**, Associate Vice President for Global Engagement and Inclusive Leadership, NYU  
**Lisa Coleman, Ph.D.**, Senior Vice President for Global inclusion and Strategic Innovation, NYU  
**Tawana Kupe, Ph.D.**, Vice-Chancellor and Principal of the University of Pretoria  
**Teboho Mojo, Ph.D.**, Clinical Professor of Higher Education, NYU

**MODERATOR:**      **Tonya C. Bailey**, Chief Diversity Officer, Lansing Community College

In this panel, senior leaders from New York University's Office of Global Inclusion and their partners at the University of Pretoria will reflect on the future of global higher education, and discuss interventions needed to transform our institutions to ensure greater inclusivity, equitable practices, policies and cultures.

# Program Friday, March 12, 2021

## **(6) Stronger Together: An Anti-Racism Initiative Across the Biomedical and Health Sciences Disciplines** **HEALTH EQUITY TRACK**

**PRESENTERS:** **Sangeeta Lamba, MD, MS HPEd**, Rutgers Biomedical and Health Sciences  
**Charlotte Thomas-Hawkins, PhD, RN**, Rutgers Biomedical and Health Sciences  
**Teri E Lassiter, PhD, MPH**, Rutgers Biomedical and Health Sciences  
**Nancy Cintron, MSW**, Rutgers Biomedical and Health Sciences

**MODERATOR:** **Dennis Mitchell, DDFS, MPH**, Vice Provost for Faculty Advancement, Columbia University in the City of New York

**SPONSOR:**



This session introduces the implementation of an anti-racist initiative, stakeholder engagement, and building capacity for antiracism work through train-the-trainer programs. The presenters will share their model for developing competencies on structural racism as well as mapping and enhancing curricula on racial literacy.

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## **(7) CDO Fellows Presentation**

**PRESENTERS:** **Dr. S. Kent Butler**, Interim Chief Equity, Inclusion and Diversity Officer, University of Central Florida  
**Emily A. Monago, MPA, PhD**, Chief Diversity Officer, Office of Diversity, Equity, and Inclusion University of Wyoming

**Candy McCorkle, Ph.D.**, Vice President of Diversity and Inclusion, Western Michigan University

**MODERATOR:** **Debbie Seeberger, Ph.D.**, CDO Fellows Program Director

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 7 Fellows will present on their special CDOFP projects during this time.

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**3:15 – 3:45 PM (EST) Break**

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**3:15 – 4:15 PM (EST) Health Equity Social** **HEALTH EQUITY TRACK**

Join us for an interactive hour of networking and information gathering to learn about the Health Professions Chapter, our mission, vision, and priorities. Come prepared to make new connections and learn about membership and ways to become active with the Chapter.

# Program Friday, March 12, 2021

## 3:45 - 4:45 PM (EST) Awards Ceremony

### MODERATOR:



### Jason F. Kirksey, Ph.D.

Vice President for Institutional Diversity  
and Chief Diversity Officer  
Oklahoma State University  
NADOHE Awards Chair

### REMARKS:



### Kenneth Bouyer

Americas D&I Recruiting Leader  
Ernst Young LLP

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## 4:45 - 5:00 PM (EST) Conference Closing Remarks



### Paulette Granberry Russell, J.D.

NADOHE President

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# NADOHE Standards of Professional Practice

## for Chief Diversity Officers in Higher Education, 2.0

Standard	Description		
<b>One</b>	<i>Chief diversity officers have ethical, legal, and practical obligations to frame their work from comprehensive definitions of equity, diversity, and inclusion—definitions that are inclusive with respect to a wide range of identities, differentiated in terms of how they address unique identity issues and complex in terms of intersectionality and context.</i>	<b>Nine</b>	<i>Chief diversity officers strive to optimize the balance between centralization and decentralization of efforts to achieve equity, diversity, and inclusion throughout the institution.</i>
<b>Two</b>	<i>Chief diversity officers work to ensure that elements of equity, diversity, and inclusion are embedded as imperatives in the institutional mission, vision, and strategic plan.</i>	<b>Ten</b>	<i>Chief diversity officers work with senior administrators and members of the campus community to assess, plan, and build institutional capacity for equity, diversity, and inclusion.</i>
<b>Three</b>	<i>Chief diversity officers are committed to planning, catalyzing, facilitating, and evaluating processes of institutional and organizational change.</i>	<b>Eleven</b>	<i>Chief diversity officers work to ensure that institutions conduct periodic campus climate assessments to illuminate strengths, challenges, and gaps in the development and advancement of an equitable, inclusive climate for diversity</i>
<b>Four</b>	<i>Chief diversity officers work with senior campus administrators and, when appropriate, governing bodies (e.g., trustees or regents) to revise or remove the embedded institutional policies, procedures, and norms that create differential structural barriers to the access and success of students, faculty, and staff who belong to marginalized and oppressed groups.</i>	<b>Twelve</b>	<i>Chief diversity officers work with senior administrators and campus professionals to develop, facilitate, respond to, and assess campus protocols that address hate-bias incidents, including efforts related to prevention, education, and intervention.</i>
<b>Five</b>	<i>Chief diversity officers work with faculty, staff, students, and appropriate institutional governance structures to promote inclusive excellence in teaching and learning across the curriculum and within cocurricular programming.</i>	<b>Thirteen</b>	<i>Chief diversity officers work with senior administrators and campus professionals to facilitate and assess efforts to mentor, educate, and respond to campus activism, protests, and demonstrations about issues of equity, diversity, and inclusion.</i>
<b>Six</b>	<i>Chief diversity officers work within a community of scholars to advocate for inclusive excellence in research, creativity, and scholarship in all fields as fundamental to the mission-driven work of the institution.</i>	<b>Fourteen</b>	<i>Chief diversity officers are committed to accountability for advancing equity, diversity, and inclusion throughout the institution.</i>
<b>Seven</b>	<i>Chief diversity officers are committed to drawing from existing scholarship and using evidencebased practices to provide intellectual leadership in advancing equity, diversity, and inclusion.</i>	<b>Fifteen</b>	<i>Chief diversity officers work closely with senior administrators to ensure full implementation of and compliance with the legal and regulatory requirements for the institution.</i>
<b>Eight</b>	<i>Chief diversity officers work collaboratively with senior campus administrators to plan and develop the infrastructure for equity, diversity, and inclusion to meet the needs of the campus community.</i>	<b>Sixteen</b>	<i>Chief diversity officers engage in their work in ways that reflect the highest levels of ethical practice, pursuing self-regulation as higher education professionals.</i>



National Association of Diversity  
Officers in Higher Education

# NADOHE Standards of Professional Practice

## for Chief Diversity Officers in Higher Education, 2.0

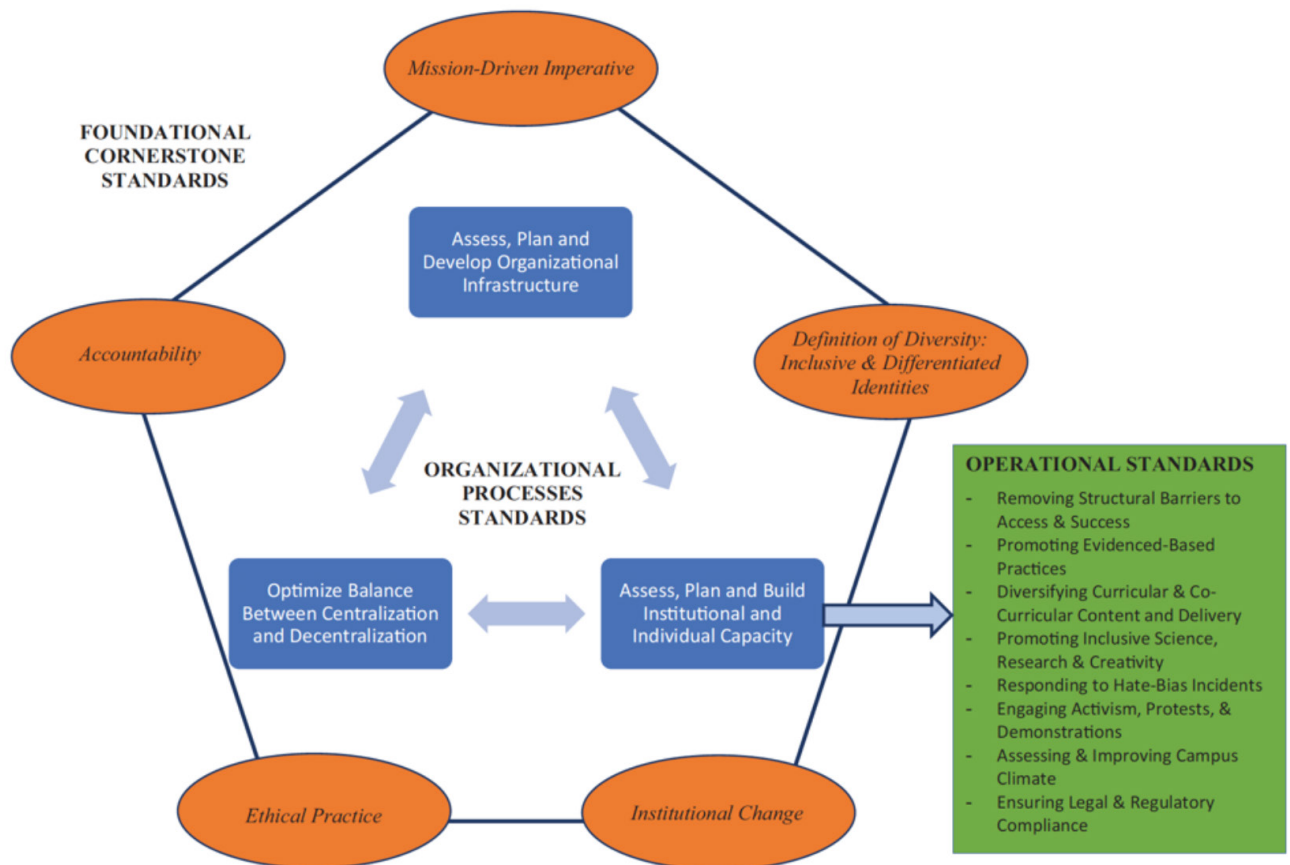


Figure 1. Framework for NADOHE Standards of Professional Practice.

Worthington, R.L., Stanley, C.A., Smith, D.G. (2020). Advancing the professionalization of diversity officers in higher education: Report of the Presidential Task Force on the Revision of the NADOHE Standards of Professional Practice. *Journal of Diversity in Higher Education*, 13, 1-22.

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