

# Delivering On The Promise

**NADOHE  
17th Annual  
Conference  
Program**

**#NADOHE23**

**NADOHE 2023**

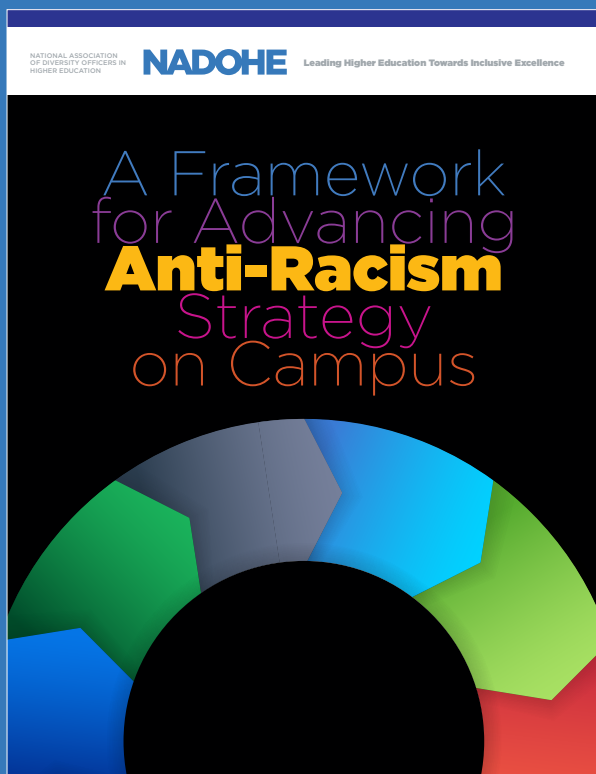
Annual Conference  
Baltimore Waterfront Marriott  
Baltimore MD  
April 12-15



### THE 2023 CONFERENCE GUIDEBOOK

Download Guidebook app and use the in-app QR Scanner to access the NADOHE 2023 Annual Conference guidebook.

PASSPHRASE TO ENTER: NADOHE2023



ACCESS THE FRAMEWORK

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## We are at a crossroads in this nation.

**W**ILL WE DELIVER ON THE NATIONAL PROMISE OF LIBERTY AND JUSTICE FOR ALL?

Or, will we succumb to the grumbling and vitriol of those who seek to halt all efforts to make our society more equitable and just? This is the question future historians will answer for us. And it is one on which the legacy of our organization will be built. How have we responded to this moment? How have we decided to carry on in the face of seemingly endless legislative obstacles that



threaten not only our profession, but the outcomes that include more equitable campuses, and justice in those spaces where we live, learn, and work?

The answer to the latter questions is clear: We will work together, we will strategize with each other and with those who will join us in rejecting the attempts to silence delivering on the promise. We will continue to debunk the myths and lies

being generated by those who want to dismantle diversity, equity, inclusion, and justice in higher education and beyond.

Policymakers and others might try to force us to abandon certain aspects of our jobs, change reporting structures, and try to force us to abandon certain aspects of our roles. But NADOHE will not allow these attempts to occur without resistance. We will remain committed in promoting efforts that dismantle the existing array of barriers that sustain inequities within higher education.

This conference is about staying true to our collective commitment and providing you with the resources and best practices to cultivate structural equity within your institutions.

This year, we will hear from New York Times best-selling author and speaker Ijeoma Oluo, journalist and author Linda Villarosa, The Wharton School chief diversity officer Dr. Renita Miller, and award-winning scholar and professor

Dr. Nolan Cabrera. Each of the speakers will help us think about the ways in which we must navigate this current moment. In addition to hearing from our speakers, we'll also share best practices and celebrate those who have championed justice, equity, diversity, and inclusion on their campuses and within their careers.

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. We are committed to leading higher education toward inclusive excellence through institutional transformation, and we can't do it without you.

Thank you for your steadfast commitment to these principles — especially in these challenging times.

I also want to thank 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.

Sincerely,

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

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## Conference Committee



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## On Behalf of the Board of Directors and the Conference Planning Committee, welcome to NADOHE's 17th Annual Conference!

**T**HANK YOU FOR JOINING US at our first fully in-person conference since 2020. There's nothing like the opportunity to sit down across from one another to network, share strategies and have those confidential consultations to help address issues happening back at our home institutions. This is also the place that many of us come to for the renewal and self-care necessary to sustain us through our increasingly difficult work.

While the most recent pandemic is thankfully showing some signs of waning, the original pandemic, structural racism, is raging in new and more insidious ways. We hope you agree that this year's conference theme, Enhancing Structural Equity to Promote Justice for All, provides a relevant and appropriate framework for the times.



As President Granberry Russell noted in her message, our keynote speakers throughout the conference are stellar. They will provide critical context for navigating the current state of DEI in higher education.

In addition, general concurrent sessions and those in the **Health Equity and Academic Diversity Officer Tracks** are exceptionally robust. The Conference Planning Committee had the difficult task of making selections from a record 100 submissions.

Please enjoy this new location for our East Coast conference. We're elated to host you in the vibrant and historic city of Baltimore. Perhaps best known for the National Great Blacks in Wax and Reginald F. Lewis museums, Charm City also offers plentiful restaurants and experiences. You'll find several destinations in close proximity to the hotel.

It is a pleasure and a privilege to work with such a dedicated Conference Planning Committee. Many thanks to these talented colleagues and to Co-Chair Rich Salas for his excellent leadership in bringing you an empowering 2023 program.

In Community,

A handwritten signature in black ink that reads "Jeanne J. Arnold".

**Jeanne J. Arnold, MSW, Ed.D.**, St. Francis College  
CHAIR, NADOHE CONFERENCE PLANNING COMMITTEE

**ps: Don't forget to tweet about the conference! #NADOHE23**

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### Health Equity Track

The Health Equity Track provides an opportunity for Chief Diversity Officers and other Leaders advancing diversity, equity, inclusion, and social justice across health professions education in degree-granting institutions of higher learning and related organizations, to engage in robust conversations that facilitate sharing of best practices and strategies, leading to diverse cadres of health scientists and professionals dedicated to advancing health equity.

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### Academic Diversity Officer Track

An ADO is similar to a CDO and has responsibility for prioritizing and executing DEI strategic plans and practices in specific academic units — disciplines, schools, departments, and colleges — rather than the entire campus. The ADO Track will focus on defining the ADO role, sharing the lived experiences, challenges, and opportunities of an ADO, exploring how their responsibilities are defined by the mission of their academic unit structure, leadership, and the CDO, and developing critical success factors and professional development that is needed for an ADO to succeed and advance in their career.

#### ACCESS THE WIFI!

NETWORK:  
**MarriottBonvoy\_Conference**  
PASSWORD:  
**nadohe2023**

## Schedule at a Glance

### Wednesday, April 12

**7:00am - 5:00pm** REGISTRATION - Harborside Foyer

**8:00am - 12:00pm** New CDO Workshop (Pre-Registration Required) - Harborside A - C **SPONSOR: NATIONAL UNIVERSITY**

**1:00pm - 5:00pm** Advancing Anti-Racism Strategies on Campus Framework Institute (Pre-Registration Required) - Harborside A-C

**5:30pm - 6:30pm** **MINI SOCIALS**

NADOHE Community College Diversity Officers Connection Reception (CASH BAR) - Kent B

NADOHE Health Professions Chapter Reception (CASH BAR) - Harborside E **HEALTH EQUITY TRACK**

NADOHE Leadership in the Liberal Arts Reception (CASH BAR) - Laurel C

NADOHE ADO Connection Reception (CASH BAR) - Harborside D **ADO TRACK**

NADOHE Faith-Based CDO Connection Reception (SPONSORED: ONE DRINK TICKET PER PERSON) - Falkland

NADOHE Law School Chief Diversity Officer Reception (SPONSORED: ONE DRINK TICKET PER PERSON) - Galena

NADOHE Northeast Tri-State Chapter (NY, NJ, PA) (CASH BAR) - Laurel AB

NADOHE Carolinas Chapter (CASH BAR) - Kent A

NADOHE Lower Midwest Regional Chapter (CASH BAR) - Essex A

NADOHE Northern California Chapter (SPONSORED: ONE DRINK TICKET PER PERSON) - Essex B

NADOHE Southern California Chapter (CASH BAR) - Essex C

NADOHE Georgia Chapter (CASH BAR) - Kent C

NADOHE Mid-Atlantic (MADOHE) Chapter (CASH BAR) - Laurel D

### Thursday, April 13

**7:00am - 6:00pm** REGISTRATION - Harborside Foyer **EXHIBITS 7:30am - 5:30pm** - Grand Ballroom Foyer

**6:00am - 6:45am** Metamorphosis Mindset - Laurel D **SELF-CARE** **SPONSOR: SAGINAW VALLEY STATE UNIVERSITY**

**7:15am - 8:15am** New Member/First Time Attendee Breakfast - Grand Ballroom 5-6 **NETWORKING**

**7:15am - 8:15am** Networking Breakfast - Grand Ballroom 1-2, Grand Ballroom 3-4, Grand Ballroom 7-8, Grand Ballroom 9-10 **NETWORKING**

**8:30am - 10:15am** **Opening Conference Welcome and Keynote** - Harborside Ballroom

**10:15am - 10:45am** AM Break - Grand Ballroom Foyer **NETWORKING** **SPONSOR: PRINCETON UNIVERSITY**

**10:45am - 12:00pm** NADOHE CONCURRENT SESSIONS **SPONSOR: LEHIGH UNIVERSITY**

A1 - Campus Climate for LGBTQIA+/Two Spirits at a Midwestern Tribal College - Dover A-C

A2 - Designing and Implementing a Culturally Responsive Assessment Model (CRAM) to Advance Diversity, Equity, and Inclusion - Kent A-C

A3 - Advancing Religious Equity on College Campuses: Multifaith Anti-Bias Trainings and DEI Course Development on Two University Campuses in North Texas - Laurel A-C

A4 - A Vehicle for Meaningful Inclusion: Designing a Student-Focused Communication Platform - Essex A-C

A5 - Voices from the Field: Building a System of Accountability to Address and Improve Campus Climate - Grand Ballroom 1-2 **ADO TRACK**

A6 - Structuring Shared-Equity Leadership - Grand Ballroom 3-4 **ADO TRACK**

A7 - When the Status Quo Is What They're Looking For: Systemic Barriers to Advancing Anti-Racism Strategy on Campus - Grand Ballroom 5

A8 - Strategize, Influence, Enable: Working with Limited Resources and Challenged Positionality - Grand Ballroom 6

A9 - Voices of Black Women Faculty in Academic Medicine - Grand Ballroom 7-8 **HEALTH EQUITY TRACK**

**10:45am - 12:00pm** NADOHE CONCURRENT SESSIONS (CONTINUED)

A10 - The Perceptions of Faculty in a Health Professions Curriculum Incorporating Diversity, Equity, and Inclusion - *Grand Ballroom 9-10* **HEALTH EQUITY TRACK**

**1:30pm - 2:45pm** NADOHE CONCURRENT SESSIONS

B1 - Asian Students' Experiences in U.S. Higher Education Since the Onset of COVID - *Dover A-C*

B2 - Cultivating a Pathway for Future Diversity Officers - *Kent A-C* **GRADUATE SESSION**

B3 - The Aboriginal Peoples Project of San Antonio: Community Partnerships, Reparations, and Narrative Change - *Laurel A-C*

B4 International Equity, Diversity and Inclusion in Higher Education Conference 2022: Recap and Way Forward - *Essex A-C* **INTERNATIONAL SESSION**

B5 - Slow-Burn Tactical Hell: Doing DEI Work During Situational and Prolonged Crisis Mode - *Grand Ballroom 1-2* **ADO TRACK**

B6 - Creating the Advancing Equity and Justice Curriculum for Faculty and Staff - *Grand Ballroom 3-4* **ADO TRACK**

B7 - Putting EDI and Anti-Racism Strategic Planning into Action - A Toolkit for CDOs - *Grand Ballroom 5*

B8 - Moving from Self-Care to Collective Care for Systemic Transformation and Liberation - *Grand Ballroom 6*  
**RACIAL HEALING** **SPONSOR: SAGINAW VALLEY STATE UNIVERSITY**

B9 - Engaging in Conversations Around Racism and White Supremacy in Schools of Nursing: How to Know You're Ready? *Grand Ballroom 7-8* **HEALTH EQUITY TRACK**

B10 - "It Takes a Village": The UAMS Pathways Academy, An Innovative Educational Approach to K-12 STEM-H Engagement - *Grand Ballroom 9-10* **HEALTH EQUITY TRACK**

**2:45pm - 3:15pm** PM Break - *Grand Ballroom Foyer* **NETWORKING**

**3:15pm - 4:30pm** NADOHE CONCURRENT SESSIONS (NOTE: EXPRESS TALK TIMES DIFFER)

C1 - Ensuring Campus Technology Is Inclusive: The Chief Diversity Officer's Role - *Dover A-C*

C2 - Colorado Hispanic Serving Institution (HSI) Consortium - *Kent A-C*

C3 - Supporting Jewish Students and Combating Antisemitism as Part of Campus Diversity, Equity, and Inclusion Commitments - *Laurel A-C*

C4 - Breaking Equity Gaps in STEM: A Collaborative Approach Starting from the First Year Experience - *Essex A-C*

3:15pm - 3:45pm C5ET1 - **EXPRESS TALK** Virtual Reality/Actual Learning: Emerging Technologies in DEI Education - *Grand Ballroom 1-2* **ADO TRACK**

3:45pm - 4:15pm C5ET2 - **EXPRESS TALK** Inaugural Academic Diversity Officers: Onboarding for Individual and Institutional Transition Success - *Grand Ballroom 1-2* **ADO TRACK**

C6 - Leadership Development for Academic Diversity Officers as Transformational Change Agents: A Toolkit for CDOs - *Grand Ballroom 3-4* **ADO TRACK**

C7 - Responding to DEI Campus Flashpoints - *Grand Ballroom 5*

C8 - Adversarial Allies: Power Dynamics Among Black Women and White Women Leaders in Equity, Diversity, and Inclusion - *Grand Ballroom 6*

C9 - Confronting Bias in the Clinical Learning Environment - *Grand Ballroom 7-8* **HEALTH EQUITY TRACK**

C10 - Creating a DEIB Curricular Thread in the New Competency-Based Doctor of Physical Therapy Education Program at Washington University in St. Louis - *Grand Ballroom 9-10* **HEALTH EQUITY TRACK**

## Schedule at a Glance (CONTINUED)

### Thursday, April 13 (CONTINUED)

- 4:45pm - 5:15pm** Looking through Inclusion, Diversity and Equity Lens - *Harborside Ballroom* **GENERAL SESSION** **SPONSOR: TIAA**
- 5:30pm - 6:30pm** NADOHE Special Session: The Narrative's Been Hijacked, Now What? - *Harborside Ballroom* **GENERAL SESSION**  
**CLOSED TO MEDIA**
- 6:30pm - 7:30pm** Welcome Reception - *Harborside Foyer* **NETWORKING** **SPONSOR: TIAA**
- 8:30pm - 10:00pm** Standards of Professional Practice Institute Alumni Social Hour - *Waterview Ballroom* **NETWORKING**

### Friday, April 14

- 7:00am - 6:00pm** **REGISTRATION** - *Harborside Foyer* **EXHIBITS 7:00am - 5:00pm** - *Grand Ballroom Foyer*
- 6:00am - 6:45am** Metamorphosis Mindset - *Laurel D* **SELF-CARE** **SPONSOR: SAGINAW VALLEY STATE UNIVERSITY**
- 7:15am - 8:45am** Chapters Networking Breakfast - *Grand Ballroom 5-6* **NETWORKING** **SPONSOR: TULANE UNIVERSITY**
- 7:15am - 8:45am** Other Networking Breakfasts - *Grand Ballroom 1-2, Grand Ballroom 3-4, Grand Ballroom 7-8, Grand Ballroom 9-10*  
**NETWORKING** **SPONSOR: TULANE UNIVERSITY**
- 9:00am - 10:15am** **Health Equity Track Keynote** - *Harborside Ballroom* **HEALTH EQUITY TRACK**
- 10:15am - 10:30am** Recognizing Who We Lost in the Past Year - *Harborside Ballroom*
- 10:30am - 10:45am** AM Break - *Grand Ballroom Foyer* **NETWORKING** **SPONSOR: NATIONAL ASSOCIATION FOR COLLEGE ADMISSION COUNSELING**
- 10:45am - 12:00pm** NADOHE CONCURRENT SESSIONS
- D1 - Beyond the Binary: Asian American Inclusion through a Strategic DEI Lens - *Dover A-C*
- D2 - CDO Fellows Presentations: Part I - *Kent A-C*
- D3 - Preparing Diversity, Equity, and Inclusion Leaders for a Globalized World: The Case of Glasgow Caledonian New York College's Master of Science in Diversity, Equity, and Inclusion Leadership - *Laurel A-C*
- D4 - Racial Reckoning with the Past and Future: A Case Study Exploring Diversity Education for First-Year Incoming and Transfer Students - *Essex A-C*
- D5 - The Power of Library ADOs: Present Leaders, Future Visions - *Grand Ballroom 1-2* **ADO TRACK**
- D6 - Making DEIB Work Everyone's Job - *Grand Ballroom 3-4* **ADO TRACK**
- D7 - 30 Top Public Research Universities in the US Respond to Anti-Black Violence - *Grand Ballroom 5*
- D8 - Equity for Diversity Officers Translates Into Equity for All - *Grand Ballroom 6*
- D9 - Serving Underrepresented Populations through Engagement and Research - *Grand Ballroom 7-8*  
**HEALTH EQUITY TRACK**
- D10 - "But My Discipline Can't Do DEI": Infusing DEI in the Curriculum in the Health Professions - *Grand Ballroom 9-10*  
**HEALTH EQUITY TRACK**
- 1:30pm - 2:30pm** **Academic Diversity Officers Keynote** - *Harborside Ballroom* **ADO TRACK**
- 2:30pm - 3:00pm** PM Break - *Grand Ballroom Foyer* **NETWORKING**
- 3:00pm - 4:15pm** NADOHE CONCURRENT SESSIONS (NOTE: EXPRESS TALK TIMES DIFFER)
- E1 - Understanding Jewish Identity and Antisemitism - *Dover A-C*
- E2 - CDO Fellows Presentations: Part II - *Kent A-C*
- 3:00pm - 3:30pm** E3ET1 - **EXPRESS TALK** Naming Institutional Whiteness: How to Get from Diversity to Justice in Higher Education - *Laurel A-C*



**3:00pm - 4:15pm** NADOHE CONCURRENT SESSIONS (CONTINUED)

3:30pm - 4:00pm E3ET2 - **EXPRESS TALK** Experiencing Inclusion: The Critical Incidents that Cause Professional Staff to Feel Included at Work - *Laurel A-C*

E4 - Design and Implementation of the I.D.E.A. Certification Course: Using CDO Skills to Enhance Retention and Campus Climate - *Essex A-C*

E5 - Practices of Healing Justice and Collective Care - *Grand Ballroom 1-2* **RACIAL HEALING**  
**SPONSOR: SAGINAW VALLEY STATE UNIVERSITY**

E6 - DEIBlueprint: Examining Systemic Inequities And Barriers And Building Sustainable Academic Climates - *Grand Ballroom 3-4* **ADO TRACK**

E7 - Mitigating Bias in Hiring: Theory and Practice - *Grand Ballroom 5*

E8 - Leveraging Institutional Change in the Service of Diversity, Equity, Inclusion, and Social Justice - *Grand Ballroom 6*

E9 - Virtual Chats: A Deep Dive into Improving Cultural Competency Among Teachers, Learners, and Health Care Providers - *Grand Ballroom 7-8* **HEALTH EQUITY TRACK**

E10 - Equitable Mental Health Resources: Policies and Practices toward Racial Justice and Gender Equity - *Grand Ballroom 9-10* **HEALTH EQUITY TRACK**

**4:30pm - 5:30pm** NADOHE Annual Membership Meeting - *Harborside Ballroom*

**5:45pm - 7:15pm** Awards Ceremony and Reception - *Harborside Ballroom and Foyer* **SPONSOR: ERNST & YOUNG LLP**

## Saturday, April 15

**7:00am - 12:30pm** **REGISTRATION** - *Harborside Foyer* **EXHIBITS** - *Grand Ballroom Foyer*

**7:15am - 8:00am** Networking Breakfasts - *Grand Ballroom* **NETWORKING**

**8:15am - 8:45am** Public Policy Update - *Harborside Ballroom*

**9:00am - 10:15am** NADOHE CONCURRENT SESSIONS

F1 - Evaluating DEI 1.0: Five Years of DEI Strategic Planning and Implementation at the University of Michigan - *Dover A-C*

F2 - ADO Fellows Presentations - *Kent A-C*

F3 - Chief Diversity Officers and the Path to the College Presidency - *Laurel A-C*

F4 - Building the Airplane While You're Flying It: A University Pilots an Antiracist Course - *Essex A-C*

F5 - Diversity, Equity, and Inclusion in University Advancement: Partnering with DEI Campus - *Grand Ballroom 1-2*  
**ADO TRACK**

F6 - Legal Education and the Legal Profession from Performative Words to Actionable Steps: - *Grand Ballroom 3-4*

F7 - How to Design, Evolve, and Leverage Cross-Campus Collaborations to Lead for Equity - *Grand Ballroom 5*

F8 - Advancing Equity through Data Informed Policy Analysis - *Grand Ballroom 6*

F9 - Elevating Health Equity in Professional Educational Curricula: Lessons Learned from the University of Maryland, Baltimore - *Grand Ballroom 7-8* **HEALTH EQUITY TRACK**

F10 - Moving Out of the Silos: Benefits and Opportunities of Developing and Sustaining EDI Leaders through Intra-Institutional Collaborations and Partnerships - *Grand Ballroom 9-10* **HEALTH EQUITY TRACK**

**10:30am - 11:45am** **Closing Keynote** - *Harborside Ballroom*

**11:45am - 12:00pm** Closing Conference Remarks - *Harborside Ballroom*

# Keynote Speakers

## OPENING CONFERENCE KEYNOTE:

### Ijeoma Oluo

Thursday, April 13, 2023

9:00am - 10:00am

Location: Harborside Ballroom

#### Definitions of Success that Sustain

At times of extreme systemic and institutional turmoil, where progress long fought for seems to be stripped away, we must re-evaluate our goals if we are to continue our work. In this talk, Oluo will discuss how the right definitions



#### IJEOMA OLUO

WRITER, SPEAKER AND INTERNET YELLER

of success can not only provide us with the motivation to keep moving forward in trying times, they can also keep us pointed toward liberation when everything seems to be trying to pull us away from it.

*Ijeoma Oluo (ee-joh-mah oh-loo-oh) is a writer, speaker and Internet yeller. She is the author of the #1 New York Times bestseller So You Want*

*to Talk About Race and most recently, Mediocre: The Dangerous Legacy of White Male America.*

*Her work on race has been featured in The Guardian, The New York Times and The Washington Post, among many other publications. She was named to the 2021 TIME 100 Next list and has twice been named to the Root 100.*

*She received the 2018 Feminist Humanist Award and the 2020 Harvard Humanist of the Year Award from the American Humanist Association. She lives in Seattle, Washington.*

## HEALTH EQUITY TRACK KEYNOTE:

### Linda Villarosa

Friday, April 14, 2023

9:00am - 10:00am

Location: Harborside Ballroom

#### Under the Skin: The Hidden Toll of Racism on American Lives and on the Health of Our Nation

Drawing on her landmark book *Under the Skin* and years of research, Villarosa lays bare the forces in the American health-care system and in American society that cause



#### LINDA VILLAROSA

JOURNALIST, AUTHOR, EDITOR, NOVELIST AND EDUCATOR

Black people to “live sicker and die quicker” compared to their white counterparts: fallacious slavery-era assumptions about Black bodies that persist in current day medical texts and instruments; worse treatment and outcomes for Black patients in medical settings; environmental racism and governmental neglect that lead Black people to live in disproportionately dirtier, more polluted

communities; and, most powerfully, the new understanding that coping with the daily scourge of racism ages Black people prematurely.

*Journalist Linda Villarosa is a contributing writer for The New York Times Magazine, where she covers race, inequality and public health. A former executive editor of Essence Magazine, she is the author of the book Under the Skin: The Hidden Toll of Racism on American Lives and on the Health of Our Nation.*

*Villarosa is also the editor of Body & Soul: The Black Women’s Guide to Physical Health and Emotional Well-Being. Her novel, Passing for Black, was nominated for a Lambda Literary Award. Villarosa is a graduate of the Craig Newmark Graduate School of Journalism at CUNY, where she is an associate professor and journalist in residence. She also teaches journalism, English and Black Studies at the City College of New York.*

**ACADEMIC DIVERSITY OFFICERS TRACK KEYNOTE:**

**Renita Miller, Ph.D.**

Friday, April 14, 2023

Time: 1:30pm - 2:30pm

Location: Harborside Ballroom

**The Art of Deliberate Deliberation:**

**Tools for Advancing Equity and Institutional Change**

Deliberation is defined as long and thoughtful discussion. Equity work is often focused on outcomes and outputs with little attention on the deliberative process. It is often through



**RENITA MILLER, PH.D.**

CHIEF DIVERSITY, EQUITY, AND INCLUSION OFFICER, THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA

*The University of Pennsylvania. As a member of Wharton's senior leadership team, Renita is responsible for leading and developing the comprehensive diversity, equity, and inclusion strategic plans, partnerships, programs, and initiatives for the faculty, staff, students, and alumni of the Wharton community.*

*Prior to joining Wharton, Renita served as Associate Dean for Access, Diversity and Inclusion and founding Executive Director of the Princeton Pre-Doctoral Fellowship Initiative in the Graduate School and Lecturer in the Politics Department at Princeton University. Renita was the John B. Madden Dean of Berkeley College and Lecturer in the Political Science Department at Yale University. She earned her Bachelor of Business Administration in Marketing from Baylor University and her M.A. and Ph.D. in Political Science from Rice University.*

the deliberative process where the inequitable structures, practices, and policies we aim to dismantle are designed and crafted. We will discuss how deliberation has advanced positive policy outcomes for underrepresented communities and how those techniques apply to the critical work of advancing equity in higher education.

*Renita Miller is the Chief Diversity, Equity, and Inclusion Officer for the Wharton School at*

**CLOSING CONFERENCE KEYNOTE:**

**Nolan Cabrera, Ph.D.**

Saturday, April 15, 2023

10:30am - 11:45am

Location: Harborside Ballroom

**The Playbook (and How to Disrupt It):**

**Understanding the National DEI Backlash**

It is no secret that higher education DEI initiatives throughout the country are under attack, forcing people doing this work to react to these repressive social forces.



**DR. NOLAN CABRERA**

JOURNALIST, ASSOCIATE PROFESSOR, AMERICAN INDIAN STUDIES, SOCIAL / CULTURAL / CRITICAL THEORY, UNIVERSITY OF ARIZONA

members guidance not only how to respond to the current attacks but also to prepare for future ones.

*Dr. Nolan Cabrera is an Associate Professor in the Center for the Study of Higher Education at the University of Arizona. He studies the racial dynamics on college campuses, with a particular focus on Whiteness, and was the only academic featured in the MTV documentary White People. Dr. Cabrera is also involved in the controversy surrounding the Tucson Unified School District's former Mexican American Studies program. He is a recipient of the prestigious education early career award, the Spencer/National Academy of Education postdoctoral fellowship.*

Dr. Cabrera will trace the history of this type of anti-DEI public advocacy from the 1990s through contemporary times, illustrating how these seemingly spontaneous outbursts of anti-DEI outrage are actually well-coordinated and funded on a national level. He will then explore how different groups have been able to disrupt and circumvent this decades-old playbook to effectively do institutional DEI work, providing audience

RACIAL HEALING

## Racial Healing Sessions

SPONSOR: SAGINAW VALLEY STATE UNIVERSITY

### Racial Justice: Moving from Self-Care to Collective Care for Systemic Transformation and Liberation

**DAVID W. ROBINSON-MORRIS, PH.D.** AUTHOR, PHILOSOPHER, SOCIAL JUSTICE AND HUMAN RIGHTS ADVOCATE-ACTIVIST, EDUCATOR, PHILANTHROPIST, COMMUNITY ORGANIZER, DEI PRACTITIONER, ADMINISTRATOR

**THURSDAY, APRIL 13, 1:30-2:45PM / LOCATION: GRAND BALLROOM 6**

The important work of systemic and institutional transformation for equity and justice requires DEI practitioners and institutional disrupters to use everything—body, mind, and our spirit—and to not simply transform their respective institutions, but to catalyze healing for those who suffer under and within them. Delivering on the promise mandates sustaining self and community in the work. Given the extracting nature of capitalist-white supremacists-patriarchal systems, reducing corporal, cognitive, and spiritual harm necessitates building new understandings and infrastructures of care. In the spirit of ubuntu, this two-part session will explore the transformative concept of healing justice, coined by Cara Page, and how it might be put into service of personal wellbeing and communal wholeness challenging participants to replace self-care with collective care. Collective care rather than self-care focuses on breaking the cycle of returning to institutional cultures—after our spa days and long weekends—where we are complicit in reproducing the very systems of dehumanization we are working to dismantle.



### Practices of Healing Justice and Collective Care

**FRIDAY, APRIL 14, 3:00-4:15PM / LOCATION: GRAND BALLROOM 1-2**

Knowing better commands we do better so that we can be better. As part two of Healing Justice: Moving from Self-Care to Collective Care for Systemic Transformation and Liberation, this session combines intellectual knowing with embodied understanding that engages participants in the practices of healing justice and collective care for personal, collective, and systemic transformation and liberation. Utilizing deep dialogical engagement, contemplative practice and somatic abolitionism, participants will acquire the skills and practices necessary to shift organizational culture while freeing the collective and individual body from the trauma associated with oppressive systems and the effort of alleviating structural injustices and communal trauma.

SELF-CARE AND RACIAL HEALING SPONSOR:



SELF-CARE

## Self-Care Sessions

SPONSOR: SAGINAW VALLEY STATE UNIVERSITY

### Morning Mindfulness: Metamorphosis Mindset

**ROBIN K. BUTLER** MAXWELL LEADERSHIP CERTIFIED SPEAKER, TRAINER, COACH, AND FOUNDER, CATALYST CONSULTING AGENCY

**THURSDAY, APRIL 13, 6:00AM - 6:45AM / LOCATION: LAUREL D**

**FRIDAY, APRIL 14, 6:00AM - 6:45AM / LOCATION: LAUREL D**

Setting our intention for the day is critical. Often our sleep pattern, stress levels and the like are disruptors to our daily course and can cause us to spiral negatively. Just like the butterfly, we go through the cycle of metamorphosis and we should greet each day with new intention embracing the opportunity to live in and on purpose. Morning Mindfulness will help us to begin and end our day with the right mentality. In our mindfulness session we will connect emotional intelligence and mindfulness to exercise disciplined attentiveness to our minds and hearts, to set aside our attachment to ourselves, and to live in that awareness. This will be done through guided breathing, stretching, and mindfulness exercises.



## Pre-Conference Program Wednesday, April 12, 2023

**7:00am - 5:00pm**

**Registration** (HARBORSIDE FOYER )

**8:00am - 12:00pm**

**New Chief Diversity Officers Workshop** (PRE-REGISTRATION REQUIRED)

LOCATION:

MEETING ROOM: HARBORSIDE A-C

SPONSOR:



MODERATORS:

**Lisa D. Givan, CDE\***, Vice President for Institutional Diversity, Equity and Belonging and Chief Diversity Officer, Indiana Institute of Technology

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

**Emily A. Monago, Ph.D., MPA**, Director of Diversity Strategy, GTRI Diversity, Equity, and Inclusion

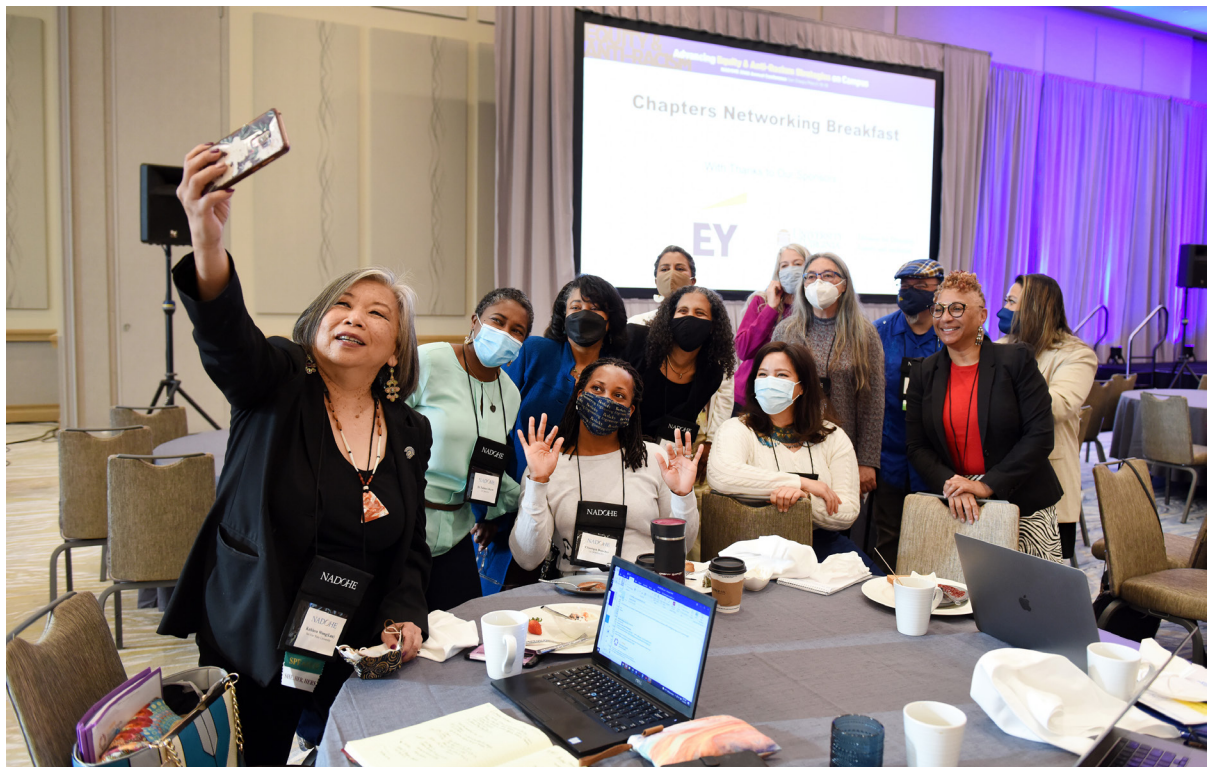
**Shontay Delaloe, Ph.D.**, Senior Vice President and Senior Diversity Officer, Dartmouth College

**Calvin Hill, Ph.D.**, Vice President, Inclusion and Community Engagement, Springfield College

**Kathleen Wong (Lau), Ph.D.**, University Diversity Officer, Cal State East Bay

PANELISTS:

Aspiring or 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 constituents and often 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 the institutional mission. This workshop will tackle these realities and provide practical solutions for navigating your early years as a CDO or provide those aspiring to this role, tips on preparation and job expectations. Hear from seasoned CDOs 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.



## Pre-Conference Program Wednesday, April 12, 2023 (CONTINUED)

**1:00pm - 5:00pm**

LOCATION:

MODERATOR:

PRESENTERS:

### **Advancing Anti-Racism Strategies on Campus Framework Institute** (PRE-REGISTRATION REQUIRED)

MEETING ROOM: HARBORSIDE A-C

**Clyde Wilson Pickett, Ed.D.**, Vice Chancellor for Equity, Diversity and Inclusion/Chief Diversity Officer, University of Pittsburgh

**Floyd Cheung, Ph.D.**, Vice President, Office for Equity and Inclusion, Smith College

**Vernese Edghill-Walden, Ph.D.**, Vice President for Diversity, Equity and Inclusion and Chief Diversity Officer, Northern Illinois University

**James Felton, III, M.S.**, Vice President for Inclusive Excellence, The College of New Jersey

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

**Donald A. Outing, Ph.D.**, Vice President for Equity and Community, University Diversity and Inclusion Officer, Lehigh University

**Tamara N. Stevenson, Ed.D.**, Vice President, Diversity, Equity and Inclusion and Chief Diversity Officer, Westminster College

**Kimberly A. Truong, Ph.D.**, Chief Equity Officer, MGH Institute of Health Professions

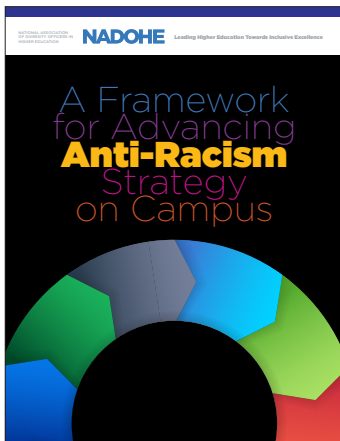
**Clyde Wilson Pickett, Ed.D.**, Vice Chancellor for Equity, Diversity and Inclusion/Chief Diversity Officer, University of Pittsburgh

DESCRIPTION:

Nearly three years removed from the murder of George Floyd and in an environment with persistent racial injustice/inequity, rapid demographic shifts, and continued violence against Black, Indigenous, and people of color communities, institutions of higher education across the nation and globe continue to grapple with the challenge of achieving racial equity and making racial justice a reality on their campuses. Diversity officers are confronted with the challenge of mapping out success in a hyper-partisan political environment in which Critical Race Theory and research in support of racial equity is under vigorous attack. Now more than ever, equity leaders must prioritize systemic and institutional change that is sustained and designed for long-term impact. Leaders must recognize the need to advance strategy to impact policy and practice that influences accountability, assessment, and outcomes.

We invite colleagues to join us for a pre-conference institute to explore the application of NADOHE's Framework for Advancing Anti-Racism on Campus. In this interactive workshop, attendees will hear from some of the authors of the Framework, seasoned senior diversity officers, on their experiences advancing anti-racism strategy across different institution types. Attendees will explore several questions that diversity officers should consider as they implement anti-racism strategies into campus operations. Participants in this session will:

- Gain a deeper understanding of the Framework for Advancing Anti-Racism on Campus
- Explore the impact of how the Framework is applied to various institutional contexts
- Consider strategies that address racial inequities and advance racial justice and examine their broader application to other minoritized communities
- Engage in a community of practice where they will learn from others and share their own experiences advancing anti-racism on their campuses
- Develop a plan for their respective institutions focused on the use of the priority areas



# Pre-Conference Program Wednesday, April 12, 2023 (CONTINUED)

5:30pm - 6:30pm

## Networking Time **NETWORKING**

NADOHE recognizes the benefit of its members interacting with a variety of like-minded individuals from different backgrounds, schools, and industries. By interacting with other conference attendees via this formal networking time, it is our hope that you will gain new working relationships, socialize, bring increased awareness of your work to others, and get inspired by those you meet.

- MINI SOCIAL: **NADOHE Community College Diversity Officers Connection Reception** (CASH BAR) - **LOCATION:** KENT B

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- MINI SOCIAL: **NADOHE Health Professions Chapter Reception** (CASH BAR) **HEALTH EQUITY TRACK** **LOCATION:** HARBORSIDE E

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- MINI SOCIAL: **NADOHE Leadership in the Liberal Arts Reception** (CASH BAR) - **LOCATION:** LAUREL C

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- MINI SOCIAL: **NADOHE ADO Connection Reception** (CASH BAR) **ADO TRACK** **LOCATION:** HARBORSIDE D

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- MINI SOCIAL: **NADOHE Faith-Based CDO Connection Reception** (SPONSORED: ONE DRINK TICKET PER PERSON) - **LOCATION:** FALKLAND

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- MINI SOCIAL: **NADOHE Law School Chief Diversity Officer Reception** (SPONSORED: ONE DRINK TICKET PER PERSON) - **LOCATION:** GALENA

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- MINI SOCIAL: **NADOHE Northeast Tri-State Chapter (NY, NJ, PA) Reception** (CASH BAR) - LAUREL AB

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- MINI SOCIAL: **NADOHE Carolinas Chapter Reception** (CASH BAR) - **LOCATION:** KENT A

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- MINI SOCIAL: **NADOHE Lower Midwest Regional Chapter Reception** (CASH BAR) - **LOCATION:** ESSEX A

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- MINI SOCIAL: **NADOHE Northern California Chapter Reception** (SPONSORED: ONE DRINK TICKET PER PERSON) - **LOCATION:** ESSEX B

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- MINI SOCIAL: **NADOHE Southern California Chapter Reception** (CASH BAR) - **LOCATION:** ESSEX C

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- MINI SOCIAL: **NADOHE Georgia Chapter Reception** (CASH BAR) - **LOCATION:** KENT C

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- MINI SOCIAL: **NADOHE Mid-Atlantic (MADOHE) Chapter Reception** (CASH BAR) - **LOCATION:** LAUREL D



## Program Thursday, April 13

**6:00am - 6:45am**

### Metamorphosis Mindset **SELF-CARE**

LOCATION:

LAUREL D

SPONSOR:



PRESENTER:

**Robin K. Butler**, Maxwell Leadership Certified Speaker, Trainer, Coach, and Founder, Catalyst Consulting Agency

DESCRIPTION:

Setting our intention for the day is critical. Often our sleep pattern, stress levels and the like are disrupters to our daily course and can cause us to spiral negatively. Just like the butterfly, we go through the cycle of metamorphosis and we should greet each day with new intention embracing the opportunity to live in and on purpose. Morning Mindfulness will help us to begin and end our day with the right mentality. In our mindfulness session we will connect emotional intelligence and mindfulness to exercise disciplined attentiveness to our minds and hearts, to set aside our attachment to ourselves, and to live in that awareness. This will be done through guided breathing, stretching, and mindfulness exercises.

**7:00am - 6:00pm**

**Registration** (HARBORSIDE FOYER ) **Exhibits 7:30am - 5:30pm** (GRAND BALLROOM FOYER)

**7:15am - 8:15am**

### New Member/First Time Attendee Orientation Breakfast **NETWORKING**

LOCATION:

GRAND BALLROOM 5-6

DESCRIPTION:

Enjoy coffee and conversation while learning about what to expect from the conference and your NADOHE membership. All new members and first-time conference attendees are welcome!

**7:15am - 8:15am**

### Networking Breakfast **NETWORKING**

LOCATION:

GRAND BALLROOM 1-2, GRAND BALLROOM 3-4, GRAND BALLROOM 7-8, GRAND BALLROOM 9-10

NETWORKING  
SUBCOMMITTEE  
MEMBERS:

**Calvin R. Hill, Ph.D.**, Vice President, Inclusion and Community Engagement, Springfield College  
**Idella Glenn, Ph.D.**, AVP Equity, Inclusion, and Community Impact, University of Southern Maine  
**Karin Firoza**, Director of Special Projects, Diversity & Inclusion, Boston University

DESCRIPTION:

NADOHE recognizes the benefit of its members interacting with a variety of like-minded individuals from different backgrounds, schools, and industries. By interacting with other conference attendees via this formal networking time, it is our hope that you will gain new working relationships, socialize, bring increased awareness of your work to others, and get inspired by those you meet. Please join your colleagues in an affinity group table talk exercise, where you will bond over shared experiences, while exploring our unique differences.





# Program Thursday, April 13 (CONTINUED)

8:30am - 10:15am

## Opening Conference Welcome and Keynote

LOCATION:

HARBORSIDE BALLROOM

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### “Land Acknowledgements Are a Responsibility”

INTRODUCTION:



**Rich A. Salas, Ph.D.**

Chief Diversity Officer, Assistant Professor Department of Behavioral Medicine, Medical Humanities & Bioethics College of Osteopathic Medicine, Des Moines University

PRESENTER:



**Dennis E. Seymour, Ph.D.**, Born Dennis Edwin Banks in Flint, Michigan, his father is full Eastern Band Cherokee from Madison County, North Carolina. His Mother is German and English from Ohio, with a reported Iroquois ancestor several generations back. Dennis was adopted when he was five, but has always identified his race and heritage as Native American, and has been an activist for Indigenous causes throughout his life. Dr. Seymour moved to Maryland in 1960 with his mother and graduated from high school in Howard County. He received an associate’s degree from Catonsville Community College (his proudest moment), two bachelor’s degrees from the University of Maryland, a Master’s Degree from Johns Hopkins University and a doctorate from Southwest University. He was employed as a Maryland State Trooper for sixteen years and owned a private investigative firm for twenty years after that. He has been a professor for the Community College of Baltimore County, a department chair and recently retired as the Dean of the CCBC School of Business, Education, Justice and Law. He is a faculty advisor to the Indigenous Cultures Club and serves on the Native American Studies Program advisory board. Dr. Seymour has been a member of the Baltimore American Indian Center for over twenty-five years and chaired five Baltimore PowWows that were held at CCBC Catonsville. He recently served on the Board of Directors of the Baltimore American Indian Center, the Maryland Commission on Indian Affairs Advisory Board, the Maryland Commission on Indian Affairs Education Committee and is the Chair of the Baltimore American Indian Center Heritage Museum.

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### NADOHE President Welcome Remarks

PRESENTER:



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

President, NADOHE

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### Opening Conference Keynote | Definitions of Success that Sustain

MODERATOR:



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

Chief Diversity, Equity and Inclusion Officer, and Chief of Staff, St. Francis College

PRESENTER:



**Ijeoma Oluo**

Writer, Speaker and Internet Yeller

At times of extreme systemic and institutional turmoil, where progress long fought for seems to be stripped away, we must re-evaluate our goals if we are to continue our work. In this talk, Oluo will discuss how the right definitions of success can not only provide us with the motivation to keep moving forward in trying times, they can also keep us pointed toward liberation when everything seems to be trying to pull us away from it.

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## Program Thursday, April 13 (CONTINUED)

10:15am - 10:45am

### AM Break **NETWORKING**

LOCATION:

GRAND BALLROOM FOYER

SPONSOR:



10:45am - 12:00pm

### NADOHE Concurrent Sessions

SPONSOR:



10:45AM - 12:00PM

#### A1 - Campus Climate for LGBTQIA+/Two Spirits at a Midwestern Tribal College

LOCATION:

DOVER A-C

MODERATOR:

**Danette Saylor, Ph.D.**, Director, Office of Equity, Diversity, and Inclusion, Tulane University

PRESENTER:

**Bridget Brooks, Ph.D.**, Professor at White Earth Tribal and Community College, Mahanomen, Minnesota

DESCRIPTION:

A welcoming campus climate is important for student success. This study investigated the perceived campus climate at a Midwestern TCU relative to LGBTQIA+/Two Spirit individuals. In an online survey of administrators, faculty, staff, and students, results showed that there was indeed a population of LGBTQIA+/Two Spirit people. Participants' responses to the survey regarding Campus Support, Policy Inclusion, Academic Life, Student Life, and Campus Safety were mixed, with results demonstrating both areas of strength and potential improvement. This research should help improve the educational successes at TCUs and thus help TCUs meet the goals of improving educational outcomes for American Indians.

10:45AM - 12:00PM

#### A2 - Designing and Implementing a Culturally Responsive Assessment Model (CRAM) to Advance Diversity, Equity, and Inclusion

LOCATION:

KENT A-C

MODERATOR:

**Crystal McCormick Ware, MS.Ed.**, Chief Diversity Officer and Senior Advisor to the President for Diversity, Equity, and Inclusion, Duquesne University

PRESENTERS:

**Chad Kee, Ph.D.**, Assistant Professor of Higher Education and Student Affairs, Morgan State University

**Jamie Washington, Ph.D.**, President and Founder, Washington Consulting Group

**Kevin Hylton, Ph.D.**, Vice President of Research and Evaluation, WhitworthKee Consulting

DESCRIPTION:

The COVID-19 pandemic and various events during this time surrounding racialized violence, health inequities, and social unrest challenged people to confront the long history of systemic inequities. Particularly, it further provided an opportunity for educators, scholars, and policymakers to consider their role of what it means to be anti-racist, improve the health and well-being of all persons through inclusivity and equitable practices, and how race and socioeconomic status determine access. Our study explores the impact of efforts to build DEI into a medical and health professions graduate curriculum. We share our findings of faculty's perceived role and barriers as educators.

10:45AM - 12:00PM

#### A3 - Advancing Religious Equity on College Campuses: Multifaith Anti-Bias Trainings and DEI Course Development on Two University Campuses in North Texas

LOCATION:

LAUREL A-C

MODERATOR:

**Susan Hua, Ph.D.**, Director of Diversity, Equity and Inclusion, Community College of Aurora

PRESENTERS:

**Claire L. Sahlin, Ph.D.**, Associate Dean for Academic Affairs, Texas Woman's University

**Marcella Clinard, Ph.D.**, Assistant Director of Diversity and Inclusion, University of North Texas

DESCRIPTION:

Although the U.S. is a religiously diverse society, university policies and practices continue to reflect Christian privilege and marginalize religious, secular, and spiritual minorities on college campuses. This interactive presentation, which draws from our experiences at the University of North Texas and Texas Woman's University, will offer a rationale and framework for anti-bias training related to religious, spiritual, and secular identities in higher education. This presentation will also provide resources and strategies for addressing religious racism, bias, marginalization, and discrimination, including Islamophobia, antisemitism, and anti-atheism, while promoting critical religious pluralism in higher education (Small 2020).

## Program Thursday, April 13 (CONTINUED)

10:45AM - 12:00PM

### **A4 - A Vehicle for Meaningful Inclusion: Designing a Student-Focused Communication Platform**

LOCATION: ESSEX A-C

MODERATOR: **Hugh Page Jr., DMIN, Ph.D., LHD.,** Vice President for Institutional Transformation and Advisor to the President, University of Notre Dame

PRESENTERS: **Priya Lothe Doshi, MA,** Senior Professorial Lecturer, School of Communication, American University  
**Stacy Merida, Ph.D.,** Professorial Lecturer and Assistant Dean for Diversity and Inclusion, Kogod School of Business, American University  
**Amanda Taylor, Ph.D.,** Assistant Vice President for Diversity, Equity and Inclusion, American University

DESCRIPTION: Two faculty DEI leaders are working with a small team of undergraduate DEI leaders to raise awareness among the student body regarding American University's proactive inclusive excellence (IE) initiatives and programs to raise involvement of students in our work and increase their sense of belonging/trust. This involves developing a strategic (IE) communication plan to help us better engage the student body; designing and launching a pilot project in alignment with that strategy; and conducting an initial evaluation of the impact and recommendations for next steps.

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10:45AM - 12:00PM

### **A5 - Voices from the Field: Building a System of Accountability to Address and Improve Campus Climate** ADO TRACK

LOCATION: GRAND BALLROOM 1-2

MODERATOR: **Bernie Santarsiero, Ph.D.,** Director of Research Initiatives, Office of the Vice Chancellor for Research, University of Illinois Chicago

PRESENTERS: **Sheila L Caldwell, Ed.D.,** Vice President of Antiracism, Diversity, Equity and Inclusion, and Chief Diversity Officer for the Southern Illinois University System  
**Venessa Brown, Ph.D.,** Associate Athletics Director for Diversity, Equity and Inclusion, Athletics Chief Diversity Officer, Southern Illinois University Edwardsville

DESCRIPTION: This session will center the varied ways campus climate surveys can be leveraged to improve structural equity and advance anti-racism on college campuses. Campus climate surveys allow institutions to assess perceptions on sense of belonging, anti-racism, experiences in the classroom, workplace, and surrounding communities. SIU campuses have leveraged system wide surveys to leverage diversity strategic plans, implement campus discussions, recommend DEI in the tenure and promotion process, and hold campus stakeholders accountable.

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10:45AM - 12:00PM

### **A6 - Structuring Shared-Equity Leadership** ADO TRACK

LOCATION: GRAND BALLROOM 3-4

MODERATOR: **Carolyn S. Craig, MBA, CDP, ACCQP,** Director of Diversity, Equity, Inclusion, and Belonging and Academic Diversity Officer, College of Arts and Science, Miami University, Oxford, Ohio

PRESENTERS: **Sharnnia Artis, Ph.D.,** Vice President for Diversity, Equity, and Inclusion and Chief Diversity Officer, George Mason University  
**Reshma Patel-Jackson, MBA,** Managing Director and Practice Leader of Strategic Transformation Services, Attain Partners

DESCRIPTION: This presentation will provide an overview of George Mason University's shared approach to equity leadership to further a commitment towards campus access, equity, and inclusion. Utilizing best practices in DEI and strategy, the presenters will discuss Mason's efforts to incorporate external assessments of the current landscape to inform collective direction towards structural and campus equity.

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## Program Thursday, April 13 (CONTINUED)

10:45AM - 12:00PM

### **A7 - When the Status Quo Is What They're Looking For: Systemic Barriers to Advancing Anti-Racism Strategy on Campus**

LOCATION:

GRAND BALLROOM 5

MODERATOR:

**Jason Casares, MA**, Executive Director and Equity/Compliance Officer, University of Maryland Eastern Shore

PRESENTERS:

**Kimberly A. Truong, Ph.D.**, Chief Equity Officer, MGH Institute of Health Professions

**Jesse Tauriac, Ph.D.**, Assistant Vice President and Chief Diversity Officer, Director of the Donahue Institute for Equity & Social Justice, and Associate Professor of Psychology, Lasell University

DESCRIPTION:

Diversity officers on college campuses have existed for about 50 years serving in compliance roles. Since then, their scope has shifted to diversity and inclusion. Institutions have increasingly designated equity and justice as their focus areas post-2020 racial reckonings. They have increasingly devoted resources to hire diversity officers to engage in advancing anti-racism strategies. While some institutions might espouse that they are anti-racist, the actions of their agents demonstrate a preference for the status quo and white supremacy. In some high profile cases, diversity officers have shared their racialized experiences and stories about how institutional leaders create barriers for them to do their work as well as how they have little power to advance anti-racism. In some instances, these diversity officers have been fired for doing their jobs and in one case, fired before they could even officially start their role. The purpose of this session is to open up dialogue about barriers CDOs face in trying to advance anti-racism on their campuses.

10:45AM - 12:00PM

### **A8 - Strategize, Influence, Enable: Working With Limited Resources And Challenged Positionality**

LOCATION:

GRAND BALLROOM 6

MODERATOR:

**Sherri Benn, Ph.D.**, Vice President for Diversity, Equity and Inclusion, Tarleton State University

PRESENTERS:

**Maggie Cousin, Ed.D.**, Vice President for Strategy and Consulting, DeEtta Jones & Associates

**Myra Henry, Ph.D.**, President and Chief Executive Officer, YWCA of Rochester & Monroe County

DESCRIPTION:

Recognizing the limited resources and the positional challenges many CDOs today face, this session begins with foundational knowledge about how to accumulate support, garner buy-in, and influence change. Additionally, this session introduces a powerful framework for EDI Strategy that pushes far beyond the typical inward-facing or program-intensive efforts of the past and focuses heavily on practical application tools and action planning for impact.

10:45AM - 12:00PM

### **A9 - Voices of Black Women Faculty in Academic Medicine** HEALTH EQUITY TRACK

LOCATION:

GRAND BALLROOM 7-8

MODERATOR:

**Juliana Mosley-Williams, Ph.D.**, Special Assistant to the President for Diversity, Equity, and Inclusion, Salus University

PRESENTER:

**Sherree A. Wilson, Ph.D.**, Associate Vice Chancellor and Associate Dean of Diversity, Equity, and Inclusion, Washington University School of Medicine in St. Louis

DESCRIPTION:

This presentation will focus on the results of a multi-institutional study that examined the experiences of Black women faculty in academic medicine. The researchers sought answers to the following: (1) are Black women faculty in academic medicine subject to gendered racism?; (2) how did the women cope with and persist through experiences of gendered racism?; (3) what institutional resources, policies and procedures are in place to counteract gendered racism?; and (4) what lessons can we learn from the experiences of Black women faculty in academic medicine that will facilitate their retention and advancement?



## Program Thursday, April 13 (CONTINUED)

10:45AM - 12:00PM

### A10 - The Perceptions of Faculty in a Health Professions Curriculum Incorporating Diversity, Equity, and Inclusion HEALTH EQUITY TRACK

LOCATION: GRAND BALLROOM 9-10

MODERATOR: **Dennis Mitchell, DDS, MPH**, Executive Vice President for University Life, Senior Vice Provost for Faculty Advancement, Columbia University in the City of New York

PRESENTER: **Juana Hollingsworth, MSW**, Graduate Research Assistant for Diversity Across the Curriculum (DAC) Project, Eastern Virginia Medical School

DESCRIPTION: The COVID-19 pandemic and various events during this time surrounding racialized violence, health inequities, and social unrest challenged people to confront the long history of systematic inequities. Particularly, it further provided an opportunity for educators, scholars, and policymakers to consider their role of what it means to be anti-racist, improve the health and well-being of all persons through inclusivity and equitable practices, and how race and socioeconomic status determine access. Our study explores the impact of efforts to build DEI into a medical and health professions graduate curriculum. We share our findings of faculty's perceived role and barriers as educators.

1:30pm - 2:45pm

### NADOHE Concurrent Sessions

1:30PM - 2:45PM

#### B1 - Asian Students' Experiences in U.S. Higher Education Since the Onset of COVID

LOCATION: DOVER A-C

MODERATOR: **Oris Griffin, Ed.D.**, Professor and Associate Dean for Diversity, Equity, and Inclusion, College of Education, James Madison University

PRESENTERS: **Donna Talbot, Ph.D.**, Professor in Educational Leadership-Higher Education, Western Michigan University  
**Genta Tanaka**, Graduate Student, Graduate School of Social Studies, Doshisha University, Japan

DESCRIPTION: Though not often highlighted, many International Asian/Asian American students struggle in U.S. higher education similar to students from other marginalized groups; the biases and challenges they experience manifest differently, but the impact is the same. The onset of COVID has added additional biases because of its origination in China. International Asian and Asian American students in the U.S. may experience unwarranted blame and challenges as a consequence of the pandemic. The researchers will share preliminary data on students' lived experiences on/off-campus since the onset of COVID, as well as discuss recommendations for practice and policies for assisting Asian students.

1:30PM - 2:45PM

#### B2 - Cultivating a Pathway for Future Diversity Officers GRADUATE SESSION

LOCATION: KENT A-C

MODERATOR: **Xiomara Giordano, MESD**, Associate Director of the Office of Diversity Equity and Inclusion, Bennington College

PRESENTER: **Marques R. Dexter, MS**, Assistant Director of Student Initiatives (Office of Institutional Diversity), Affiliate Faculty, and Director of GAAME Scholars Program, University of Georgia

DESCRIPTION: Due to the substantial upsurge in acts of social injustice over the past five years, the number of institutional and academic diversity officer positions at higher education institutions has grown to unforeseen levels. However, until recently, there has not been a pathway or respective training for such roles. As the preeminent organization leading efforts to "transform higher education so inclusive excellence thrives at the core of each institution worldwide," NADOHE recognizes the need to develop and support future diversity leaders within higher education. Therefore, this session will serve as a space for graduate and doctoral students to communicate and inform NADOHE of their specific needs, enabling the organization to develop a manageable strategy to meet areas of greatest need and capitalize upon opportunities to cultivate their potential.

## Program Thursday, April 13 (CONTINUED)

1:30PM - 2:45PM

### **B3 - The Aboriginal Peoples Project of San Antonio: Community Partnerships, Reparations, and Narrative Change**

LOCATION: LAUREL A-C

MODERATOR: **Diane Ariza, Ph.D.**, Vice President for Diversity, Equity, and Inclusion, Southern Connecticut State University

PRESENTER: **Eric Castillo, Ph.D.**, Chief Diversity, Equity, and Inclusion Officer, Alamo Colleges District—San Antonio

DESCRIPTION: By leveraging the Truth, Racial Healing, and Transformation grant, the Alamo Colleges District began a reparative relationship that offers academic, financial, and in-kind solidarity to the Tāp Pīlam Coahuiltecan Nation with various events and initiatives. Through an ongoing and long-term partnership, we aim to use the TRHT methodology and racial healing circle practice to impact the minds and hearts of Alamo Colleges District employees, students, and communities. Attendees will learn about the role of truth and racial healing as a practice of narrative change and will examine specific ways to move forward from land acknowledgements to educational practices, experiential learning, and institutional transformation.

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1:30PM - 2:45PM

### **B4 - International Equity, Diversity and Inclusion in Higher Education Conference 2022: Recap and the Way Forward** INTERNATIONAL SESSION

LOCATION: ESSEX A-C

MODERATOR: **William Harvey, Ph.D.**, Distinguished Scholar, American Association for Access, Equity and Diversity

PRESENTERS: **Annette Hay**, Senior Research Delivery Partner (EDI) / Race Equality Council Chair, Coventry University

**Archie W. Ervin, Ph.D.**, Vice President and Chief Diversity Officer, Georgia Institute of Technology

**Ben Reese, Ph.D.**, President of BenReese, LLC., Former Vice President for Institutional Equity and Chief Diversity Officer, Duke University

DESCRIPTION: Coventry University and the National Association of Diversity Officers in Higher Education (NADOHE) held the first joint International Equity, Diversity & Inclusion in Higher Education Conference at Coventry University in the UK in September 2022. Delegates attended from across the globe to discuss the many challenges we still face, and shared innovative and transformational best practices for reducing inequalities and improving outcomes, against a backdrop of bias and violence towards racial and ethnic groups, a global pandemic, economic downturns, and climate challenges. Many of us and our stakeholders still ask: What is the role of higher education in addressing these challenges? The conference provided a unique opportunity to explore some of these key challenges, opportunities and resolutions of our times by bringing together higher education leaders, researchers, staff, faculty, and students from across the globe for this inaugural conference.

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1:30PM - 2:45PM

### **B5 - Slow-Burn Tactical Hell: Doing DEI Work During Situational and Prolonged Crisis Mode**

ADO TRACK

LOCATION: GRAND BALLROOM 1-2

MODERATOR: **Carolyn S. Craig, MBA, CDP, ACCQP**, Director of Diversity, Equity, Inclusion, and Belonging and Academic Diversity Officer, College of Arts and Science, Miami University, Oxford, Ohio

PRESENTERS: **Tamara N. Stevenson, Ed.D.**, Vice President of Diversity, Equity, and Inclusion and Chief Diversity Officer, Westminster College, Salt Lake City

**Tasha C. Toy, Ph.D.**, Senior Equity and Inclusion Officer and Assistant Vice President for Campus Diversity, Utah Tech University

DESCRIPTION: Actualizing structural equity in higher education requires understanding the short- and long-term crisis-related conditions that impede the advancement of diversity, equity, and inclusion efforts. A crisis is an unanticipated incident that jeopardizes an organization's survival or reputation. Whether an institution is entering, exiting, or currently existing in crisis mode, such as the "triple crisis" of 2020 (the COVID-19 pandemic, systemic racism, and racial inequities in higher education), this presentation will guide attendees to consider how operating in crisis mode hinders campus diversity efforts due to having to focus on in-the-moment problem-solving tactics instead of strategies toward lasting, transformational change.

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## Program Thursday, April 13 (CONTINUED)

1:30PM - 2:45PM

LOCATION:

MODERATOR:

PRESENTERS:

DESCRIPTION:

### **B6 - Creating the Advancing Equity and Justice Curriculum for Faculty and Staff**

ADO TRACK

GRAND BALLROOM 3-4

**Bernie Santarsiero, Ph.D.**, Director of Research Initiatives, Office of the Vice Chancellor for Research, University of Illinois Chicago

**Ariella Robbins, MS**, Assistant Vice President, Office of Diversity, Equity, and Inclusion, Villanova University  
**Sydney Lobosco, MA**, Training Manager, Office of Diversity, Equity, and Inclusion, Villanova University

Educational workshops on diversity, equity, and inclusion topics have historically been misused as responsive solutions to instances of discrimination and harm occurring in higher education. This session will provide attendees with an innovative model to implement a proactive curriculum of educational workshops for employees at their own institutions through exploration of the Advancing Equity and Justice Curriculum at Villanova University. The Curriculum is designed to provide all faculty and staff with a foundation of concepts and unified language based on current research and best practices to support our aspiration of becoming an anti-racist institution. This presentation will explore (1) the institutional challenges and considerations of launching an innovative and anti-racist initiative and (2) the process of launching the inaugural curriculum from concept to implementation.

1:30PM - 2:45PM

LOCATION:

MODERATOR:

PRESENTERS:

DESCRIPTION:

### **B7 - Putting EDI and Anti-Racism Strategic Planning into Action - A Toolkit for CDOs**

GRAND BALLROOM 5

**Salome Nnoromele, Ph.D.**, Interim Vice President for Diversity and Inclusion, Ohio University

**Anneliese Singh, Ph.D., LPC**, Chief Diversity Officer/Associate Provost for Diversity and Faculty Development and Professor, School of Social Work and Department of Psychology, Tulane University

**Danette Saylor, Ph.D.**, Director, Office of Equity, Diversity, and Inclusion, Tulane University

**Shelby Norman**, Program Manager, Office of Equity, Diversity and Inclusion, Tulane University

**Eva Silvestre**, Data Strategist, Office of Equity, Diversity, and Inclusion, Tulane University

Presenters share key components of long-term equity, diversity, and inclusion and anti-racism strategic planning processes across campus units and use of data metrics to track equity, diversity, and inclusion and anti-racism change efforts in a sustainable way. Attendees learn how the use of a Popular Opinion Leader model (Weissman et al., 2020) and Diffusion of Innovations theory (Rogers, 1995), along with Critical Race (Bell, 1995; Solorzano & Yosso, 2002) and Intersectionality (Bowleg, 2012; Crenshaw, 1989) theories to ground the equity, diversity, and inclusion strategic planning processes in anti-racism change. Attendees will receive a Box folder of EDI and anti-racism planning templates.

1:30PM - 2:45PM

LOCATION:

SPONSOR:

MODERATOR:

PRESENTER:

DESCRIPTION:

### **B8 - Moving from Self-Care to Collective Care for Systemic Transformation and Liberation**

RACIAL HEALING

GRAND BALLROOM 6



**Mamie Thorns, Ed.D.**, Associate Vice President and Chief Diversity Officer for Diversity Equity and Inclusion, Saginaw Valley State University

**David W. Robinson-Morris, Ph.D.**, Author, Philosopher, Social Justice And Human Rights Advocate-Activist, Educator, Philanthropist, Community Organizer, DEI Practitioner, Administrator

The important work of systemic and institutional transformation for equity and justice requires DEI practitioners and institutional disrupters to use everything—body, mind, and our spirit—and to not simply transform their respective institutions, but to catalyze healing for those who suffer under and within them. Delivering on the promise mandates sustaining self and community in the work. Given the extracting nature of capitalist-white supremacists-patriarchal systems, reducing corporal, cognitive, and spiritual harm necessitates building new understandings and infrastructures of care. In the spirit of ubuntu, this two-part session will explore the transformative concept of healing justice, coined by Cara Page, and how it might be put into service of personal wellbeing and communal wholeness challenging participants to replace self-care with collective care. Collective care rather than self-care focuses on breaking the cycle of returning to institutional cultures—after our spa days and long weekends—where we are complicit in reproducing the very systems of dehumanization we are working to dismantle.

## Program Thursday, April 13 (CONTINUED)

1:30PM - 2:45PM

### **B9 – Engaging in Conversations Around Racism and White Supremacy in Schools of Nursing: How to Know You’re Ready?** HEALTH EQUITY TRACK

LOCATION: GRAND BALLROOM 7-8

MODERATOR: **Sheldon D. Fields, Ph.D., RN**, Associate Dean for Equity and Inclusion, Ross and Carol Nese College of Nursing, The Pennsylvania State University

PRESENTERS: **Julianna Gonzalez-McLean, Ph.D., M.Ed.**, Associate Dean for Diversity, Equity and Inclusion and Assistant Professor, George Washington University School of Nursing

**Anya Villatoro, M.S.**, Assistant Dean for Student Services, Diversity, Equity, and Inclusion, Connell School of Nursing, Boston College

DESCRIPTION: Nursing schools have recently become aware of the need to perform anti-racism work within their academic department. But before engaging in conversations or developing programming on racism and white supremacy, nursing programs should be cautious to make sure they have set up an appropriate and transformative environment that is susceptible and amenable to change and transformation. From our experience of years engaging nursing faculty in programming discussions about race and racism, we will present a tool to assess the readiness of faculty to engage in discussions and programming that speak to racism and white supremacy.

1:30PM - 2:45PM

### **B10 – “It Takes a Village”: The UAMS Pathways Academy, An Innovative Educational Approach to K-12 STEM-H Engagement** HEALTH EQUITY TRACK

LOCATION: GRAND BALLROOM 9-10

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

PRESENTERS: **Shanea M. Nelson, Ph.D.**, Executive Director, Pathways Academy (Division for Diversity, Equity and Inclusion), University of Arkansas for Medical Sciences

**Katina White, B.S.**, Curriculum Coordinator, Pathways Academy (Division for Diversity, Equity and Inclusion), University of Arkansas for Medical Sciences

**Kazandra Wilson, Ed.D.**, Advocate and Engagement Coordinator, Pathways Academy (Division for Diversity, Equity and Inclusion), University of Arkansas for Medical Sciences

**Brian Gittens, Ed.D, MPA**, Vice Chancellor, Division for Diversity, Equity and Inclusion, University of Arkansas Medical Sciences

DESCRIPTION: Racial disparities are a reality in Arkansas’ healthcare workforce as documented by the Arkansas Minority Health Commission 2021 Healthcare Workforce Report. The University of Arkansas for Medical Sciences (UAMS) Pathways Academy program aims to increase the number of individuals of underrepresented, low income, and first-generation college students in medicine, the health professions, and the scientific workforce in the state of Arkansas. This presentation will engage NADOHE members in dialogue focused on the UAMS Pathways Academy Comprehensive Educational Engagement Model which targets: (1) Students, (2) Advocates (i.e. parents, guardians, student supporters), (3) Educators, and (4) Community. The UAMS Pathways Academy fosters identity among students by intentionally embedding culturally relevant content into research and the community. Presentation attendees will learn the domains of the comprehensive educational engagement approach and best practices for successful implementation.

2:45pm - 3:15pm

### **PM Break** NETWORKING

LOCATION: GRAND BALLROOM FOYER

3:15pm - 4:30pm

### **NADOHE Concurrent Sessions (NOTE: EXPRESS TALK TIMES DIFFER)**

3:15PM - 4:30PM

#### **C1 - Ensuring Campus Technology is Inclusive: The Chief Diversity Officer’s Role**

LOCATION: DOVER A-C

MODERATOR: **Jarvis Watson, Ph.D.**, Director of Diversity Equity and Inclusion, School of Visual Arts, NYC

PRESENTERS: **Andrew Gordon**, Social Impact Entrepreneur and CEO and Founder, Includifi

**Donald Outing Ph.D.**, Vice President for Equity and Community, Lehigh University

DESCRIPTION: During the COVID-19 pandemic, campuses quickly shifted to remote engagement and the adoption of new technologies flourished, and according to a McKinsey study, will continue to flourish for the foreseeable future. Given the central role of Chief Diversity Officer in guiding inclusive excellence for the entire campus, it’s imperative to ask what is the role of CDO in ensuring campus technology supports and does not work against DEIB goals. Presenters will explore the current state of campus technology, the importance of inclusive evaluation of technology, and best practices for busy CDOs to evaluate the impact of technology on DEIB goals.



## Program Thursday, April 13 (CONTINUED)

3:15PM - 4:30PM

### **C2 - Colorado Hispanic Serving Institution (HSI) Consortium**

LOCATION:

KENT A-C

MODERATOR:

**Comfort Ateh, Ph.D.**, Associate Provost for Diversity, Equity, and Inclusion, Providence College

PRESENTERS:

**Roberto Montoya, Ph.D.**, Chief Educational Equity Officer, Colorado Department of Higher Education  
**Michael Benitez, Ph.D.**, Vice President, Office of Diversity and Inclusion, Metropolitan State University of Denver  
**Manuel Del Real, Ph.D.**, Executive Director of HSI Initiatives and Inclusion, Metropolitan State University of Denver

DESCRIPTION:

Since Colorado has 13 HSIs and 12 emerging HSIs, the Colorado Department of Higher Education is partnering with Metropolitan State University of Denver to create the Colorado HSI Consortium, a statewide community of collaborators who are leading HSIs across the state. The purpose of this collaborative is aimed at strengthening our organizational capacity to intentionally serve Latinx/Hispanic students. The Consortium will engage, disseminate, and adopt activities and best practices centering HSI servingness and anti-racism and enact it in ways that attentively serve and support educational success for our Latinx students and those from BIPOC and low-income backgrounds.

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3:15PM - 4:30PM

### **C3 - Supporting Jewish Students and Combating Antisemitism as Part of Campus Diversity, Equity, and Inclusion Commitments**

LOCATION:

LAUREL A-C

MODERATOR:

**Wayne Gersie, Ph.D.**, Vice President for Diversity and Inclusion, Michigan Technological University

PRESENTER:

**Arielle Levy, MA**, Vice President for Diversity, Equity and Inclusion, Hillel International

DESCRIPTION:

This session aims to help participants in their commitment to cultivating an equitable and inclusive campus environment. The topics of Jewish student identities and antisemitism are not often included within education and professional development related to diversity, equity, inclusion and justice. And yet Jewish students face an increasingly challenging climate on college and university campuses today, with nearly a third of Jewish students reporting that they have personally experienced antisemitism on campus or within their campus community in the past year. This session will deepen understanding of these topics and explore how they connect — both theoretically and practically — to existing strategies for advancing equity and anti-racism on campus.

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3:15PM - 4:30PM

### **C4 - Breaking Equity Gaps in STEM: A Collaborative Approach Starting from the First Year Experience**

LOCATION:

ESSEX A-C

MODERATOR:

**Linda Williams-Moore**, Executive Director of Diversity, Equity and Inclusion/Student Affairs, University of Pittsburgh

PRESENTERS:

**Reem Jaafar, Ph.D.**, Professor and Director of Research, Evaluation and Program Support, Queens STEM Academy, LaGuardia Community College - City University of New York  
**Milena Cuellar, Ph.D.**, Professor, LaGuardia Community College - City University of New York  
**Ellen Quish, MA**, Director of First Year Programming and Student Success, LaGuardia Community College - City University of New York

DESCRIPTION:

In this presentation, we show equity analytics in STEM at an urban Hispanic Serving Institution and provide a starting framework for students, faculty, and staff to address overlooked inequities in student outcomes. We provide concrete actions on how to effect changes in the curriculum for students in their first year of college by leveraging existing high-impact such as the use of open pedagogy in the First-Year Seminar (FYS) course and developing professional development modules for faculty, staff, and Student Success Mentors using institutional data. Finally, we highlight how to leverage institutional access to online learning platforms to support anti-bias training.

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## Program Thursday, April 13 (CONTINUED)

3:15PM - 3:45PM

### **C5ET1 - EXPRESS TALK: #4 Virtual Reality/Actual Learning: Emerging Technologies in Diversity, Equity, and Inclusion Education** ADO TRACK

LOCATION: GRAND BALLROOM 1-2

MODERATOR: **Bernie Santarsiero, Ph.D.**, Director of Research Initiatives, Office of the Vice Chancellor for Research, University of Illinois Chicago

PRESENTER: **Demere G. Woolway Ph.D.**, Executive Director of Inclusive Excellence Education and Development, Office of Diversity and Inclusion, Johns Hopkins University

DESCRIPTION: Emerging technologies in virtual reality hold the potential to dramatically shape the way diversity, equity, and inclusion education is delivered. In virtual reality (VR), users are presented with a wrap-around, interactive world, usually through the use of a headset with immersive sights and sounds. Research shows that VR modules can help build empathy and develop cross-cultural communication skills. Through creative storytelling and novel technologies, diversity education in a VR environment can deeply impact learners. Still, VR can also replicate existing biases and stereotypes. In this presentation, we will explore the possibilities of emerging technologies while exploring their pitfalls.

3:45PM - 4:15PM

### **C5ET2 - EXPRESS TALK: # 146 Inaugural Academic Diversity Officers: Onboarding for Individual and Institutional Transition Success** ADO TRACK

LOCATION: GRAND BALLROOM 1-2

MODERATOR: **DeVon Wilson, M.S. Ed.**, Associate Dean for Diversity, Equity, and Inclusion, College of Letters & Science, University of Wisconsin-Madison

PRESENTER: **Wanjiru Mbure, Ph.D.**, Assistant Dean for Diversity, Equity, and Inclusion, Arts & Sciences, William & Mary

DESCRIPTION: The first ninety days in a new position can often determine success or failure for a leader. In this talk, I will discuss how inaugural Academic Diversity Officers (ADOs) can leverage the onboarding experience to facilitate a successful transition and build networks of support. ADOs need to gain key technical mastery and competencies, while engaging diversity, equity, and inclusion stakeholders, including affinity groups, and, if present, other diversity, equity, and inclusion professionals in the organization. We will explore how the search committee, Dean, academic leadership team, and faculty leaders can work collaboratively to support the inaugural ADO to gain insights into the organization's culture and political landscape.

3:15PM - 4:30PM

### **C6 - Leadership Development for Academic Diversity Officers as Transformational Change Agents** ADO TRACK

LOCATION: GRAND BALLROOM 3-4

MODERATOR: **Carolyn S. Craig, MBA, CDP, ACCQP**, Director of Diversity, Equity, Inclusion, and Belonging and Academic Diversity Officer, College of Arts and Science, Miami University, Oxford, Ohio

PRESENTERS: **Tabbye Chavous, Ph.D.**, Vice Provost for Equity and Inclusion and Chief Diversity Officer, University of Michigan

**Elizabeth R. Cole, Ph.D.**, Director, National Center for Institutional Diversity and University Diversity and Social Transformation Professor of Women's and Gender Studies, Psychology and Afroamerican and African Studies, University of Michigan

**Jeffrey Grim, Ph.D.**, Visiting Assistant Professor, College of Education, The University of Iowa

**Laura Sanchez-Parkinson**, Visiting Managing Director of Publications, National Center for Institutional Diversity; University of Michigan

DESCRIPTION: Institutions must invest in, and support the learning and leadership development of their Academic Diversity Officers (ADOs). This session will center leadership development for ADOs by focusing on three areas: (1) continuous cultivation of a critical consciousness, (2) navigating social and political contexts and (3) utilizing diversity scholarship to make evidence-based decisions. During this session, presenters will unpack each of these developmental areas and share related tools and knowledge needed by ADOs to support their work as transformational agents of change on their campuses.

## Program Thursday, April 13 (CONTINUED)

3:15PM - 4:30PM

### C7 - Responding to DEI Campus Flashpoints

LOCATION:

GRAND BALLROOM 5

MODERATOR:

**Catalina Piatt-Esguerra, Ph.D.**, Associate Dean for Inclusion, Diversity, Equity, and Accessibility, University of Virginia

PRESENTERS:

**David T. Carreon Bradley, Ed.D.**, Vice President for Equity and Justice, CDO, and Associate Professor, Occidental College

**Cecil Chik, Ed.D.**, Assistant Vice President of Diversity, Inclusion, and Equity, Cal State Fullerton

DESCRIPTION:

This session will provide you with concrete tools to better prepare for and respond to DEI-related flashpoints on your campus. A campus flashpoint is an incident occurring at an institution of higher education that causes significant disturbances in the community, including trauma, heightened levels of activism, media coverage, and public scrutiny. Examples of these flashpoints include hate-motivated vandalism, profiling by campus security, controversial campus speakers, high-profile cases of assault or harassment, and viral social media posts. The session will include the opportunity to participate in a mock scenario exercise and discuss lessons learned from a recent flashpoint case study.

3:15PM - 4:30PM

### C8 - Adversarial Allies: Power Dynamics Among Black Women and White Women Leaders in Equity, Diversity, and Inclusion

LOCATION:

GRAND BALLROOM 6

MODERATOR:

**Tomar Pierson-Brown, J.D.**, Associate Dean for Equity and Inclusive Excellence, University of Pittsburgh School of Law

PRESENTERS:

**Sheree Ohen, J.D.**, Inaugural Associate Dean for Diversity, Inclusion and Belonging, Faculty of Arts and Sciences at Harvard University

**Chianti Blackmon, MS**, Vice President of Equity, Diversity and Inclusion, AMDA College of the Performing Arts

**Rosina Bolen, Ph.D.**, Director of Diversity, Equity, and Inclusion Training and Development, Mount St. Mary's University

DESCRIPTION:

This workshop will create space for EDI leaders to explore, confront, and address their experiences, assumptions, misunderstandings, and fears when leading EDI spaces across differences. The workshop will be composed of Black and white women professionals in EDI roles who will discuss the challenges when working across differences when well-meaning behaviors cause harm and those individuals become an "adversarial ally." An adversarial ally can describe the often complex and difficult relationship with allies from a historically dominant or adjacent group that are unintentionally and, in some cases, intentionally inflicting harm on individuals from historically marginalized groups. In a Q&A format, we will address white privilege, building and navigating trust, and how to leverage each other's strengths, privilege, and position to effect change in our institutions. We will also discuss the challenges of navigating racial and cultural differences on top of positional power differences. Participants will engage in small group discussions to apply the lessons they've learned from the workshop to promote more effective collaborations at their institutions.

3:15PM - 4:30PM

### C9 - Confronting Bias in the Clinical Learning Environment

HEALTH EQUITY TRACK

LOCATION:

GRAND BALLROOM 7-8

MODERATOR:

**Carolyn Bradley-Guidry, DrPH, MPAS, PA-C**, Interim Associate Dean for Student Affairs, Assistant Dean for Diversity, Inclusion and Equity Affairs, and Associate Professor, UT Southwest Medical Center, Dallas School of Health Professions

PRESENTERS:

**Laké Laosebikan-Buggs, Ph.D.**, Director of Inclusive Excellence for Graduate and Professional Education, Elon University

**C. Kim Stokes, DMSc, MHS, PA-C**, Associate Professor, Program Director and Chair of the Physician Assistant Program, Elon University

DESCRIPTION:

In health professions classrooms around the world, inclusivity and psychological safety are discussed, encouraged, taught, modeled, and observed. However, when health professionals leave the classroom and enter the clinical learning environment, they commonly encounter bias and other professional behaviors that are contradictory to what they have been taught in the classroom (Chen 2021). To best prepare students for the clinical learning environment, this workshop will take participants through an educational intervention being used at one university to evaluate learner confidence in confronting bias in the clinical year, understand their needs, provide a safe space to practice confronting bias with guidance, and gauge effectiveness of the training.

## Program Thursday, April 13 (CONTINUED)

3:15PM - 4:30PM

### **C10 - Creating a DEIB Curricular Thread in the New Competency-Based Doctor of Physical Therapy Education Program at Washington University in St. Louis** HEALTH EQUITY TRACK

LOCATION: GRAND BALLROOM 9-10

MODERATOR: **Sheldon D. Fields, Ph.D., RN**, Associate Dean for Equity and Inclusion, Ross and Carol Nese College of Nursing, The Pennsylvania State University

PRESENTER: **Julian Magee, PT, DPT, ATC**, Office of Diversity, Equity and Inclusion, Washington University School of Medicine in St. Louis

DESCRIPTION: The Program in Physical Therapy at Washington University in St. Louis (WUPT) underwent a curriculum renewal project leading to implementation of a competency-based education program in August of 2021. This was rather unique for an entry-level doctor of physical therapy program, as WUPT is the only physical therapy program in the country currently to be completely competency based. WUPT wanted to ensure that its future graduates would not be reactive in addressing disease and disability, but also be proactive in fighting against the structures and factors that allow disparate outcomes in health and healthcare.

4:45pm - 5:15pm

### **A Conversation | Looking through Inclusion, Diversity and Equity Lens: Leveraging your Retirement Plan to Close the Wealth Gap**

LOCATION: HARBORSIDE BALLROOM

SPONSOR:



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

PRESENTER: **Adam Raskoskie, Senior Director**, Inclusion, Diversity and Equity Client Engagement, TIAA  
**Naomi Protean, Senior Director**, Institutional Advice, TIAA

DESCRIPTION: Learn how TIAA has been using the Retirement Readiness Snapshot to drive conversations about the racial and gender wealth gap and how institutional decision makers can use their retirement plans as one way to begin closing it.

5:30pm - 6:30pm

### **NADOHE Special Session: The Narrative's Been Hijacked, Now What?** CLOSED TO MEDIA

LOCATION: HARBORSIDE BALLROOM

FACILITATORS: **Ashley Northington, MPA**, Senior Vice President and Managing Director, RW Jones Agency  
**Sue Rankin, Ph.D.**, President, Rankin Climate

DESCRIPTION: DEI is joining CRT as an acronym that has been weaponized by a movement creating a serious threat to the higher ed landscape. This session will discuss how we've gotten to where we are today and the current framing of diversity, equity and inclusion in education. We will also gather member feedback through a facilitated conversation on what NADOHE can do to better inform this country's understanding of diversity, equity and inclusion beyond university diversity offices.

6:30pm - 7:30pm

### **Welcome Reception** All conference registrants are welcome to attend!

NETWORKING

LOCATION: HARBORSIDE FOYER

8:30pm - 10:00pm

### **Standards of Professional Practice Institute Alumni Social Hour**

All conference registrants are welcome to attend!

NETWORKING

LOCATION: WATERVIEW BALLROOM



# Program Friday, April 14

**6:00am - 6:45am**

## Metamorphosis Mindset SELF-CARE

LOCATION:

LAUREL D

SPONSOR:



PRESENTER:

**Robin K. Butler**, Maxwell Leadership Certified Speaker, Trainer, Coach, and Founder, Catalyst Consulting Agency

DESCRIPTION:

Setting our intention for the day is critical. Often our sleep pattern, stress levels and the like are disrupters to our daily course and can cause us to spiral negatively. Just like the butterfly, we go through the cycle of metamorphosis and we should greet each day with new intention embracing the opportunity to live in and on purpose. Morning Mindfulness will help us to begin and end our day with the right mentality. In our mindfulness session we will connect emotional intelligence and mindfulness to exercise disciplined attentiveness to our minds and hearts, to set aside our attachment to ourselves, and to live in that awareness. This will be done through guided breathing, stretching, and mindfulness exercises.

**7:00am - 6:00pm**

**Registration** (HARBORSIDE FOYER) **Exhibits 7:00am - 5:00pm** (GRAND BALLROOM FOYER)

**7:15am - 8:45am**

## Chapters Networking Breakfast NETWORKING

LOCATION:

GRAND BALLROOM 5-6

SPONSORS:



DESCRIPTION:

Join your chapter colleagues and meet prospective new members for your chapter during this networking breakfast that aims to facilitate interactions between chapters and their members. NADOHE recognizes the benefit of its members interacting with a variety of like-minded individuals from different backgrounds, schools, and industries. By interacting with other conference attendees via this formal networking time, it is our hope that you will gain new working relationships, socialize, bring increased awareness of your work to others, and get inspired by those you meet. .

**7:15am - 8:45am**

## Other Networking Breakfasts NETWORKING

LOCATION:

GRAND BALLROOM 1-2, GRAND BALLROOM 3-4, GRAND BALLROOM 7-8, GRAND BALLROOM 9-10

SPONSORS:



**9:00am - 10:15am**

## Health Equity Track Keynote | Under the Skin: The Hidden Toll of Racism on American Lives and on the Health of Our Nation HEALTH EQUITY TRACK

LOCATION:

HARBORSIDE BALLROOM

MODERATOR:



**Judy Martin-Holland, Ph.D., RN, FAAN**

Executive Advisor and Clinical Professor, University of California San Francisco

PRESENTER:



**Linda Villarosa** Journalist, Author, Editor, Novelist and Educator

Drawing on her landmark book *Under the Skin* and years of research, Villarosa lays bare the forces in the American health-care system and in American society that cause Black people to “live sicker and die quicker” compared to their white counterparts: fallacious slavery-era assumptions about Black bodies that persist in current day medical texts and instruments; worse treatment and outcomes for Black patients in medical settings; environmental racism and governmental neglect that lead Black people to live in disproportionately dirtier, more polluted communities; and, most powerfully, the new understanding that coping with the daily scourge of racism ages Black people prematurely.

## Program Friday, April 14

### 10:15AM - 10:30AM **Recognizing Those We Lost in the Past Year**

LOCATION: HARBORSIDE BALLROOM

PRESENTER: **Bernie Santarsiero, Ph.D.**, Director of Research Initiatives, Office of the Vice Chancellor for Research, University of Illinois Chicago

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### 10:30am - 10:45am **AM Break** NETWORKING

LOCATION: GRAND BALLROOM FOYER

SPONSOR:



### 10:45am - 12:00pm **NADOHE Concurrent Sessions**

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#### 10:45AM - 12:00PM **D1 - Beyond the Binary: Asian American Inclusion through a Strategic DEI Lens**

LOCATION: DOVER A-C

MODERATOR: **Joanne Woodward, MA**, Vice President for Division of Inclusion, Diversity, Equity, and Access, University of North Texas

PRESENTERS: **Sumun Pendakur, Ed.D.**, Consultant, Speaker and Trainer, Sumun Pendakur Consulting  
**Kimberly A. Truong, Ph.D.**, Chief Equity Officer, MGH Institute of Health Professions, and Adjunct Lecturer, Harvard Graduate School of Education  
**Ria (Ariana) DasGupta, Ed.D.**, Director of Diversity, Equity, Inclusion, and Belonging Initiatives, The Juilliard School

DESCRIPTION: Model Minority or Forever Foreigner? Invisible or hypervisible? Particularly in the context of heightened anti-Asian violence, both rhetorical and physical, the treatment of Asian Americans can be viewed as a litmus test for the limitations and failures of current diversity, equity, and inclusion strategy. Chief Diversity Officers and other diversity, equity, and inclusion practitioners must hone their lenses and capacity for truly seeing and meeting the needs of Asian Americans on their campuses, as status quo practices feed into White supremacist framings of community competition and erasure.

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#### 10:45AM - 12:00PM **D2 - CDO Fellows Presentations: Part I**

LOCATION: KENT A-C

MODERATOR: **Venessa A. Brown, Ph.D.**, Associate Athletic Director for Diversity, Equity, and Inclusion, Athletics Chief Diversity Officer, Southern Illinois University Edwardsville

PRESENTERS: **John Johnson, Ph.D.**, Vice President for Diversity and Inclusion, Whitman College  
**Sarah Singletary Walker, Ph.D.**, Vice President, Division of Equity, Diversity, and Inclusion, Creighton University  
**Brandon L. Wolfe, Ph.D.**, Chief Diversity Officer, University of North Carolina, Charlotte

DESCRIPTION: 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 9 Fellows will present on their special CDOFP projects during this time.

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#### 10:45AM - 12:00PM **D3 - Preparing Diversity, Equity, and Inclusion Leaders for a Globalized World: The Case of Glasgow Caledonian New York College's Master of Science in Diversity, Equity, and Inclusion Leadership**

LOCATION: LAUREL A-C

MODERATOR: **Laura Haynes, Ph.D.**, Director, Office of Outreach, School of Electrical and Computer Engineering, Georgia Institute of Technology

PRESENTERS: **Gardy J. Guiteau, M.Ed.**, Program Director, Master of Science in DEI Leadership, Glasgow Caledonian New York College  
**JeffriAnne Wilder, Ph.D.**, Senior Lecturer, Master of Science in DEI Leadership, Glasgow Caledonian New York College

DESCRIPTION: In response to national and global calls for social justice that have reenergized anti-oppression movements, and in line with its mission, Glasgow Caledonian New York College (GCNYC) has successfully launched

## Program Friday, April 14 (CONTINUED)

a Master of Science in Diversity, Equity, and Inclusion Leadership. Launched in January 2023, students in the initial cohort will take Foundations of DEI Leadership and Pro-Seminar in DEI Leadership. In this session, the program faculty will share data about student experiences as well as the process of developing the curriculum and launching one of the few globally-minded, anti-racist, and practitioner-focused MS programs in the United States.

10:45AM - 12:00PM

### D4 - Racial Reckoning with the Past and Future: A Case Study Exploring Diversity Education for First-Year Incoming and Transfer Students

LOCATION: ESSEX A-C

MODERATOR: **Teresa McKinney, Ph.D.**, Assistant Vice President for Inclusion, Diversity, Equity and Access and Director for Diversity and Inclusion, Whitman College

PRESENTERS: **Marcine Pickron-Davis, Ph.D.**, Chief Diversity and Community Relations Officer, Philadelphia College of Osteopathic Medicine  
**Charles Lu, Ph.D.**, Associate Dean of Diversity and Inclusion, Johns Hopkins University  
**Juana Hollingsworth, MSW**, Graduate Research Assistant for Diversity Across the Curriculum (DAC) Project, Eastern Virginia Medical School  
**Joseph Colon M.P.S.**, Director for Diversity and Inclusion, Johns Hopkins University

DESCRIPTION: Research has shown that college students' engagement with diversity courses, programs, and discussions positively influences student outcomes. Few studies to date, however, have explored diversity in the context of how incoming students compare their hometowns to that of their university. This case study explores the outcomes of a diversity education workshop for first-year incoming and transfer students. In this session, participants will be able to understand the needs and benefits of diversity education, how to identify important considerations when creating a diversity course, and reflect upon their diversity education to strategize a foundation and development.

10:45AM - 12:00PM

### D5 - The Power of Library ADOs: Present Leaders, Future Visions ADO TRACK

LOCATION: GRAND BALLROOM 1-2

MODERATOR: **DeVon Wilson, M.S. Ed.**, Associate Dean for Diversity, Equity, and Inclusion, College of Letters & Science, University of Wisconsin-Madison

PRESENTERS: **Catalina Piatt-Esguerra, Ph.D.**, Associate Dean of Inclusion, Diversity, Equity, and Accessibility, UVA Library, University of Virginia  
**Alexandra Rivera, MLIS**, Associate Dean for Diversity, Inclusion and Organizational Development, Michigan State University Libraries  
**Twanna Hodge, MLIS**, 2022 ALA Spectrum Doctoral Fellow, University of Maryland, College Park  
**Kenvi Phillips, Ph.D.**, Director for Diversity, Equity, and Inclusion for University Libraries, Brown University

DESCRIPTION: The Power of Library ADOs: Present Leaders, Future Visions explores best practices and on-the-ground experiences of a growing subset of ADOs who engage Library-wide leadership at the nexus of a DEI role. This Deep Dive will showcase approaches at several institutions' and reflect on the roles' challenges, opportunities, and successes. This Deep Dive will demonstrate how the Library ADO role is empowered to amplify intra-unit and institution-wide DEI measures and how this position is uniquely capable of community engagement towards furthering redress and repair in our local university areas.

10:45AM - 12:00PM

### D6 - Making DEIB Work Everyone's Job ADO TRACK

LOCATION: GRAND BALLROOM 3-4

MODERATOR: **Carolyn S. Craig, MBA, CDP, ACCQP**, Director of Diversity, Equity, Inclusion, and Belonging and Academic Diversity Officer, College of Arts and Science, Miami University, Oxford, Ohio

PRESENTERS: **Janet Athanasiou, Ph.D.**, Instructor, American Public University System  
**Marie Harper, Ph.D.**, Interim Acting Provost, American Public University System  
**Caroline Simpson, MA**, Vice President, Student Services, American Public University System

DESCRIPTION: This presentation will cover the establishment of a Diversity, Equity, Inclusion and Belonging task force at the American Public University System, an online institution of higher education. The session will cover our successes and challenges, discuss how current research informed best practices, and share our plans for the task force going forward. It will discuss how to ensure the right people are included on the task force, that a variety of viewpoints and identities are represented, and why we opted for a task force approach compared to a dedicated official.

## Program Friday, April 14 (CONTINUED)

10:45AM - 12:00PM

### **D7 - 30 Top Public Research Universities in the U.S. Respond to Anti-Black Violence**

LOCATION:

GRAND BALLROOM 5

MODERATOR:

**Folayemi Wilson, MFA, MBA**, Associate Dean for Access and Equity and Professor of Art, Penn State

PRESENTERS:

**Leslie A. Williams, Ed.D.**, Lecturer, Teachers College, Columbia University

**Frank Tuitt Ed.D.**, Vice President and Chief Diversity Officer, Neag School of Education, University of Connecticut

DESCRIPTION:

The recent wave of killings of Blacks by law enforcement officials across the U.S. intensified demands for historically White institutions to dismantle systems of racism, and it ignited a renewed sense of urgency to diversity, equity, inclusion, and justice efforts. This study examined the responses of 30 top public research universities and revealed that 27 made commitments to combating anti-Blackness. This presentation will allow session attendees to identify strategies for creating anti-racist higher education institutions and explore tactics to resist efforts to thwart these initiatives.

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10:45AM - 12:00PM

### **D8 - Equity for Diversity Officers Translates into Equity for All**

LOCATION:

GRAND BALLROOM 6

MODERATOR:

**Julio Quintero, Ph.D.**, Director for Inclusive Excellence Strategy and Initiatives, University of Dayton

PRESENTERS:

**Rachel Bryant, MA**, Vice President of Diversity, Equity, and Inclusion, California Institute of Integral Studies

**Danielle Drake, Ph.D.**, Dean of Faculty Development, Diversity, Equity, and Inclusion, California Institute of Integral Studies

DESCRIPTION:

Dismantling oppressive structures requires more than assessing policies and practices — it requires self-assessment. As a strategy to strengthen structural equity and make lasting institutional change, we must get clearer about our core values as individuals and institutions. When we are in the right relationship with our values, connected to like-minded ecosystems of people, and confident about our roles, we are less likely to encounter destructive forms of conflict and personal burnout. In this highly experiential workshop, participants will explore equity and structural change through the lens of collaboration, sustainability, and psychospiritual wellness.

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10:45AM - 12:00PM

### **D9 - Serving Underrepresented Populations through Engagement and Research**

HEALTH EQUITY TRACK

LOCATION:

GRAND BALLROOM 7-8

MODERATOR:

**Mario Browne, MPH**, Associate Dean for Equity, Engagement, and Justice, University of Pittsburgh School of Pharmacy

PRESENTERS:

**Gloria Richard-Davis, MD, MBA**, Executive Director, Division for Diversity, Equity, and Inclusion, University of Arkansas for Medical Sciences

**Renisha Ward, M.Ed.**, Director of Outreach Programs, University of Arkansas for Medical Sciences

**Amanda Winston, MPH**, Education Coordinator, HBCU Med Track, University of Arkansas for Medical Sciences

**Brian Gittens, Ed.D, MPA**, Vice Chancellor, Division for Diversity, Equity and Inclusion, University of Arkansas Medical Sciences

DESCRIPTION:

This session will describe the development and implementation of an HBCU and academic health center partnership training program for college students in community engagement research to address health disparities in their surrounding communities. Health disparities result in 70-80,000 lives lost prematurely in Black communities annually. The presenters will discuss the development of integrated community engagement research curriculum, teaching students skills to identify and engage community partners, execute research projects and assess the value of community engagement research to improve their communities' health education, advocacy and movement towards better health. The participants will understand the value of engaging and training young adults from underserved communities to partner with their communities to address health disparities.

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## Program Friday, April 14 (CONTINUED)

10:45AM - 12:00PM

### D10 – “But My Discipline Can’t Do DEI”: Infusing DEI in the Curriculum in the Health Professions HEALTH EQUITY TRACK

LOCATION: GRAND BALLROOM 9-10

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

PRESENTER: **David J. Luke, Ph.D.**, Chief Diversity Officer, University of Michigan-Flint

DESCRIPTION: The University of Michigan-Flint College of Health Sciences embarked on an effort to create curricular modules to be adopted in all academic programs that contributed to and enhanced students’ understandings of issues related to diversity, equity, and inclusion, and raised collective consciousness of faculty in the process.

1:30pm - 2:30pm

### Academic Diversity Officers Keynote | The Art of Deliberate Deliberation: Tools for Advancing Equity and Institutional Change ADO TRACK

LOCATION: HARBORSIDE BALLROOM

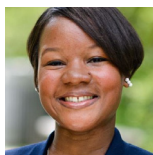
MODERATOR:



**Carolyn S. Craig, MBA, CDP, ACCQP**

Director of Diversity, Equity, Inclusion, and Belonging, Academic Diversity Officer  
College of Arts and Science, Miami University, Oxford, Ohio

PRESENTER:



**Renita Miller, Ph.D.**

Chief Diversity, Equity, and Inclusion Officer, Wharton School, The University of Pennsylvania  
Deliberation is defined as long and thoughtful discussion. Equity work is often focused on outcomes and outputs with little attention on the deliberative process. It is often through the deliberative process where the inequitable structures, practices, and policies we aim to dismantle are designed and crafted. We will discuss how deliberation has advanced positive policy outcomes for underrepresented communities and how those techniques apply to the critical work of advancing equity in higher education.

2:30pm - 3:00pm

### PM Break NETWORKING

LOCATION: GRAND BALLROOM FOYER

3:00pm - 4:15pm

### NADOHE Concurrent Sessions **NOTE: EXPRESS TALKS TIMES DIFFER**

3:00PM - 4:15PM

#### E1 - Understanding Jewish Identity and Antisemitism

LOCATION: DOVER A-C

MODERATOR: **Jazzkia M. Jones, M.Ed., CDE**, Manager, Inclusive Excellence Education, Georgia Southern University

PRESENTER: **Jill S. Jacobs, M.Ed.**, Education Strategist, Academic Engagement Network

DESCRIPTION: Antisemitism is on the rise across the United States and on college campuses. This professional development workshop will provide an overview of Jewish identity, the diversity of Jewish experience, historical and contemporary manifestations of antisemitism, and how to address antisemitism within the context of free speech and academic freedom. It will delve into themes such as Jews, race, whiteness, the intersection between racism and antisemitism, understanding the relationship between anti-Zionism and antisemitism, and how antisemitism plays out on college campuses today. Participants will have increased knowledge and awareness of antisemitism and their role in creating an inclusive campus environment for all students.



## Program Friday, April 14 (CONTINUED)

3:00PM - 4:15PM

### E2 - CDO Fellows Presentations: Part II

LOCATION: KENT A-C

MODERATOR: **Venessa A. Brown, Ph.D.**, Associate Athletic Director for Diversity, Equity and Inclusion, Athletics Chief Diversity Officer, Southern Illinois University Edwardsville

PRESENTERS: **Kimberly A. Truong, Ph.D.**, Chief Equity Officer, MGH Institute of Health Professions  
**Shawna Patterson-Stephens, Ph.D.**, Vice President and Chief Diversity Officer, Central Michigan University  
**Sharnnia Artis, Ph.D.**, Vice President for Diversity, Equity, and Inclusion and Chief Diversity Officer, George Mason University

DESCRIPTION: 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 9 Fellows will present on their special CDOFP projects during this time.

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3:00PM - 3:30PM

### E3ET1 - EXPRESS TALK: Naming Institutional Whiteness: How to Get From Diversity to Justice in Higher Education

LOCATION: LAUREL A-C

MODERATOR: **Kristina Londy, M.Ed.**, Program Manager, Student Success and Equity, MiraCosta College

PRESENTER: **Nimisha Barton, Ph.D.**, Visiting Researcher, UC Irvine, Higher Education Equity Consultant

DESCRIPTION: Though today's diversity practitioners have spades of scholarly research allowing them to make the institutional case for DEI, white resistance and defensiveness still pose significant institutional obstacles. Until we can name whiteness, DEI efforts are fated to have limited impact. This talk provides analytical frameworks describing the history of whiteness, the sociology of white socialization, and the psychology of white racial development in the US today. It equips practitioners with the research-informed arguments they need to convince higher education leaders that universities fail all students, including white students, when they refuse to acknowledge legacies of race-based exclusion and oppression.

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3:30PM - 4:00PM

### E3ET2 - Experiencing Inclusion: The Critical Incidents that Cause Professional Staff to Feel Included at Work

LOCATION: LAUREL A-C

MODERATOR: **Cristina Londy, M.Ed.**, Program Manager, Student Success and Equity, Miracosta College

PRESENTERS: **Katherine Lampley, Ph.D.**, Vice President and Chief Diversity and Inclusion Officer, Bentley University  
**Nimisha Barton, Ph.D.**, Visiting Researcher, UC Irvine, Higher Education Equity Consultant

DESCRIPTION: Chief Diversity Officers are expected to foster an inclusive campus environment for all stakeholders on campus. For professional staff, however, very little is understood about the moments, interactions, and experiences that generate a sense of inclusion in the workplace. This talk will share the narratives from a qualitative research study utilizing critical incident technique to uncover the lived experiences of inclusion among professional staff in small and medium sized colleges and universities in the U.S.. The stories collected through 23 semi-structured interviews elevate the often-overlooked experiences of professional staff and provide DEI practitioners with practical information about how to create more inclusive environments.

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3:00PM - 4:15PM

### E4 - Design and Implementation of the I.D.E.A. Certification Course: Using CDO Skills to Enhance Retention and Campus Climate

LOCATION: ESSEX A-C

MODERATOR: **Diley Hernández, Ph.D.**, Associate Vice President of Institute Diversity, Equity and Inclusion, Georgia Institute of Technology

PRESENTERS: **Gretchel Hathaway, Ph.D.**, Vice President for Diversity, Equity and Inclusion, Franklin & Marshall College  
**Christian Perry, MBA**, Director of DEI Services, Franklin & Marshall College  
**Jorge Mena-Ali, Ph.D.**, Director of Faculty Diversity Initiatives, Franklin & Marshall College

DESCRIPTION: This presentation will focus on the planning and implementation of a diversity course using our own CDO skills and expertise. Professional development has been a key component for the retention of employees. This workshop is designed to help CDO's share their skills with campus colleagues by designing, implementing and assessing an academic course for employees in order to improve retention rates and campus climate.

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## Program Friday, April 14 (CONTINUED)

3:00PM - 4:15PM

LOCATION:

SPONSOR:

### E5 - Practices of Healing Justice and Collective Care

RACIAL HEALING

GRAND BALLROOM 6



MODERATOR:

**Mamie Thorns, Ed.D.**, Associate Vice President and Chief Diversity Officer for Diversity Equity and Inclusion, Saginaw Valley State University

PRESENTER:

**David W. Robinson-Morris, Ph.D.**, author, philosopher, social justice and human rights advocate-activist, educator, philanthropist, community organizer, DEI practitioner, and administrator

DESCRIPTION:

Knowing better commands we do better, so that we can be better. As part *two* of *Healing Justice: Moving from Self-Care to Collective Care for Systemic Transformation and Liberation*, this session combines intellectual knowing with embodied understanding that engages participants in the practices of healing justice and collective care for personal, collective, and systemic transformation and liberation. Utilizing deep dialogical engagement, contemplative practice and somatic abolitionism, participants will acquire the skills and practices necessary to shift organizational culture while freeing the collective and individual body from the trauma associated with oppressive systems and the effort of alleviating structural injustices and communal trauma.

3:00PM - 4:15PM

LOCATION:

MODERATOR:

PRESENTERS:

DESCRIPTION:

### E6 - DEIBlueprint: Examining Systemic Inequities and Barriers and Building Sustainable Academic Climates

ADO TRACK

GRAND BALLROOM 3-4

**Bernie Santarsiero, Ph.D.**, Director of Research Initiatives, Office of the Vice Chancellor for Research, University of Illinois Chicago

**Tracy Pascua Dea, Ph.D.**, Director, Academic Climate Program, Office for Faculty Equity & Welfare, UC Berkeley  
**Amy Scharf, Ph.D.**, Director of Faculty and Departmental Diversity Initiatives, UC Berkeley

DEIBlueprint is aimed at implementing effective strategies to strengthen structural equity and foster sustainable and just academic department climates through a step-by-step approach — a blueprint! — that sets up departments to examine and address issues related to diversity, equity, inclusion, belonging and justice. As unique microcosms within larger university structures, departments play a significant role in dismantling systemic barriers and inherent biases so that constituents can find success and engage in a healthy climate. Departments typically do not have the expertise or time to effectively examine and address climate concerns on their own. Ad hoc approaches can inadvertently cause harm, manifest inequities, engender mistrust, or create a more negative environment for constituents. DEIBlueprint takes a socioecological and anti-racist approach and provides a useful framework for supporting academic departments. It includes a customizable climate survey to identify climate issues, and a comprehensive toolkit to help departments appropriately implement solutions to identified challenges.

3:00PM - 4:15PM

LOCATION:

MODERATOR:

PRESENTER:

DESCRIPTION:

### E7 - Mitigating Bias in Hiring: Theory and Practice

GRAND BALLROOM 5

**Walter Dickerson, MS, CPTD**, Special Assistant to the President/Chief Diversity, Equity and Inclusion Officer, Christopher Newport University

**Mikael Villalobos, Ed.D.**, Associate Vice Chancellor for the Office of Campus and Community Relations, UC Davis

Hiring practices are fraught with bias — explicit and implicit. In order to mitigate bias in hiring practice, awareness and knowledge are integral in identifying where biases may be perpetuated at the individual and structural levels. This session is an important primer for members of hiring committees and an integral training that can be easily integrated as a professional development offering at the institutional level.

3:00PM - 4:15PM

LOCATION:

MODERATOR:

PRESENTER:

DESCRIPTION:

### E8 - Leveraging Institutional Change in the Service of Diversity, Equity, Inclusion, and Social Justice

GRAND BALLROOM 6

**Sheena McFarland, Ed.D.**, Executive Director of Public Affairs and Communications, Reed College

**Jaе Basiliere, Ph.D.**, Chief Diversity Officer, Vermont State University

In July 2021, the Vermont State Colleges System began a period of significant transformation. The four-year schools in the system are merging to become a single combined entity. Pending final approval from NECHE, Vermont State University will launch as a state-wide, hybrid institution in July 2023. It is our hope

## Program Friday, April 14 (CONTINUED)

that Vermont State University will launch as a university that has intentionally integrated diversity, equity, inclusion and social justice into all aspects of its operation. This presentation will discuss our process for working to actualize that goal, as well as review some of our successes and challenges to date.

3:00PM - 4:15PM

### **E9 - Virtual Chats: A Deep Dive into Improving Cultural Competency Among Teachers, Learners, and Health Care Providers** HEALTH EQUITY TRACK

LOCATION:

GRAND BALLROOM 7-8

MODERATOR:

**Juliana Mosley-Williams, Ph.D.**, Special Assistant to the President for Diversity, Equity, and Inclusion, Salus University

PRESENTERS:

**Toni Thibeaux, Ed.D., MPH**, Assistant Vice Chancellor for Diversity Affairs, LSU Health Shreveport  
**Tanisha Fleming, MSIII**, Louisiana State University Health Sciences Shreveport

DESCRIPTION:

The purpose of this problem-solving session is to discuss the need for improving cultural competency among healthcare professionals, students, residents, and fellows. This topic is timely and relevant to the broader educational community because of a decrease in diverse applicants, regardless of a medical school's attempt to avoid biases or utilize a holistic selection process (Vick et al., 2018).

3:00PM - 4:15PM

### **E10 - Equitable Mental Health Resources: Policies and Practices toward Racial Justice and Gender Equity** HEALTH EQUITY TRACK

LOCATION:

GRAND BALLROOM 9-10

MODERATOR:

**Judy Martin-Holland, Ph.D, MPA, RN, CNS, FNP, FAAN**, Executive Advisor and Clinical Professor, School of Nursing, University of California San Francisco Institute for Global Health Sciences

PRESENTERS:

**Neudy Carolina Nuñez, M.Ed.**, Assistant Dean of Students, University of South Florida  
**Miguel Sierra, Army Veteran**, Suicide Prevention Program Manager, Fort George G. Meade, Maryland  
**Genevieve Weber, Ph.D.**, Associate Professor, Hofstra University  
**Kevin Swartout, Ph.D.**, Professor, Georgia State University.

#### **ADDITIONAL RECOGNIZED AUTHORS:**

**Erik Malewski, Ph.D.**, Professor of Curriculum Studies, Kennesaw State University  
**Emil Cunningham, Ph.D.**, Assistant Vice Provost for Diversity and Inclusion/Deputy Chief Diversity Officer, The John Hopkins University

DESCRIPTION:

Black and Latinx communities have a traumatic historical relationship with racism and sexual violence. These and other traumas are some of the leading causes, impacts that of mental health distress, including anxiety, depression and suicidality. Despite this well-documented relationship, there is limited understanding of the impacts of racism and sexual violence have on mental health, reporting of incidents, and use of behavioral health resources in these communities. This presentation will (1) detail the incidence rates of campus health risk experiences, including suicidality and sexual misconduct, (2) explore the mental health outcomes of these experiences, with a focus on understanding potential disparities between Black and Latinx students and students who identify with other racial and ethnic groups, (3) describe rates of reporting those experiences to campus officials, and (4) propose preliminary strategies for mental health resource provision and behavioral health intervention..

4:30pm - 5:30pm

### **NADOHE Annual Membership Meeting**

LOCATION:

HARBORSIDE BALLROOM

DESCRIPTION:

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

5:45pm - 7:15pm

### **Awards Ceremony and Reception**

LOCATION:

HARBORSIDE BALLROOM AND FOYER

SPONSOR:



DESCRIPTION:

All attendees are invited to the awards ceremony and reception.

# Program Saturday, April 15

7:00am - 12:30pm

**Registration** (HARBORSIDE FOYER) **Exhibits** (GRAND BALLROOM FOYER)

7:30am - 8:00am

**Networking Breakfasts** **NETWORKING**

LOCATION:

GRAND BALLROOM

NETWORKING

**Calvin R. Hill, Ph.D.**, Vice President, Inclusion and Community Engagement, Springfield College

SUBCOMMITTEE

**Idella Glenn, Ph.D.**, Vice President of Equity, Inclusion, and Community Impact, University of Southern Maine

MEMBERS:

**Karin Firoza, MBA**, Director of Special Projects, Diversity & Inclusion, Boston University

DESCRIPTION:

NADOHE recognizes the benefit of its members interacting with a variety of like-minded individuals from different backgrounds, schools, and industries. By interacting with other conference attendees via this formal networking time, it is our hope that you will gain new working relationships, socialize, bring increased awareness of your work to others, and get inspired by those you meet. Please join your colleagues in a fun and interactive NADOHE BINGO, where you will network and get to know fellow conference attendees by completing a specially designed BINGO game, with raffle prizes.

8:15am - 8:45am

**PUBLIC POLICY UPDATE: Washington Update - New Congress, New Hope, and Many of the Same People, but is it the Same Old S...tuff?!**

LOCATION:

HARBORSIDE BALLROOM

MODERATOR:



**Rich A. Salas, Ph.D.**

Chief Diversity Officer, Assistant Professor Department of Behavioral Medicine, Medical Humanities & Bioethics College of Osteopathic Medicine, Des Moines University

PRESENTER:



**Luis Maldonado, MHSA**

Vice President, Government Relations and Policy Analysis, American Association of State Colleges and Universities

DESCRIPTION:

The 118th Congress has been seated and now there's new leadership heading the house and senate education committees. This session will offer the quick and dirty of what's ahead from our divided government which will impact higher education policy at the federal and state levels and why the farming approach will be more important than ever.



## Program Saturday, April 15 (CONTINUED)

9:00am - 10:15am

### NADOHE Concurrent Sessions

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9:00am - 10:15am

#### F1 - Evaluating DEI 1.0: Five Years of Diversity, Equity & Inclusion Strategic Planning and Implementation at the University of Michigan

LOCATION:

DOVER A-C

MODERATOR:

**Donald Outing, Ph.D.**, Vice President for Equity and Community, Lehigh University

PRESENTERS:

**Tabbye Chavous, Ph.D.**, Vice Provost for Equity and Inclusion and Chief Diversity Officer, University of Michigan  
**Katrina Wade-Golden, Ph.D.**, Deputy Chief Diversity Officer, Office of Diversity, Equity & Inclusion, Director of Implementation, Campus-wide Diversity, Equity & Inclusion Strategic Plan  
**Felecia Webb, Ph.D.**, Director of Evaluation and Assessment, Office of Diversity, Equity & Inclusion, University of Michigan

DESCRIPTION:

The University of Michigan launched DEI 1.0 in 2016, the first of multiple five-year Diversity, Equity & Inclusion (DEI) Strategic Planning and Implementation processes. During the 2021-22 academic year, the University conducted and supported the campus-wide evaluation of DEI 1.0. This session will give a brief overview of the DEI strategic plan and then detail the evaluation of DEI 1.0, which was conducted over a span of 18+ months. Information about the evaluation toolkit that was developed to assist unit self-evaluations will also be shared.

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9:00am - 10:15am

#### F2 - ADO Fellows Presentations

LOCATION:

KENT A-C

MODERATOR:

**Venessa A. Brown, Ph.D.**, Associate Athletic Director for Diversity, Equity and Inclusion, Athletics Chief Diversity Officer, Southern Illinois University Edwardsville

PRESENTERS:

**Travis J. Albritton, Ph.D., MSW, M.Div.**, Associate Dean of Diversity, Equity, and Inclusion, Clinical Associate Professor, School of Social Work, University of North Carolina at Chapel Hill  
**Eleanor Fleming, Ph.D., DDS, MPH**, Assistant Dean for Equity, Diversity, and Inclusion, University of Maryland, Baltimore  
**Jessica Meharry, Ph.D., MFA**, Director of Academic Diversity, Equity, and Inclusion, Associate Professor, Columbia College Chicago

DESCRIPTION:

The NADOHE Academic Diversity Officer Fellows Program (ADOFP) is a professional leadership program of mentorship for new and early career Academic Diversity Officers. The purpose of this one academic year ADOFP is to provide each Fellow with mentoring from a senior level CDO for guided professional development opportunities and experiences. The Cohort 1 Fellows will present on their special ADOFP projects during this time.

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9:00am - 10:15am

#### F3 - Chief Diversity Officers and the Path to the College Presidency

LOCATION:

LAUREL A-C

MODERATOR:

**Tracey Weldon, Ph.D.**, Vice President of Executive Search, Greenwood Asher & Associates

PRESENTERS:

**Cheryl Davenport Dozier, Ph.D.**, President Emerita, Savannah State University President Emerita  
**Jaffus Hardrick, Ed.D.**, President, Florida Memorial University

DESCRIPTION:

While CDO positions and other such roles are increasingly viewed as viable paths to the college presidency, the roadmap may be unclear. In a discussion moderated by members of the leadership team of Greenwood Asher & Associates executive search firm, Savannah State University President Emerita Cheryl Davenport Dozier and President Jaffus Hardrick of Florida Memorial University share advice on how to successfully navigate this path. Attendees should leave this session with a clearer understanding of what the path from diversity officer to college president entails and, for those interested in pursuing this path, tips on how to prepare for the journey.

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## Program Saturday, April 15 (CONTINUED)

9:00am - 10:15am

LOCATION:

MODERATOR:

PRESENTERS:

### F4 - Building the Airplane While You're Flying It: A University Pilots an Antiracist Course

ESSEX A-C

**Gina Turner, Ph.D.**, Executive Director of Diversity, Equity and Inclusion, Northampton Community College

**Terry Nance, Ph.D.**, Vice President for Diversity and Inclusion, Chief Diversity Officer, Founding Director, Office of Diversity and Inclusion, Villanova University

**Edward García Fierros, Ph.D.**, Inaugural Associate Dean of Diversity, Equity and Inclusion, College of Liberal Arts and Sciences, Villanova University

**Sherry P. Bowen, Ph.D.**, Faculty Director, Program in Intergroup Relations and Associate Professor, Villanova University

DESCRIPTION:

This empirical study explores an anti-racist teaching initiative, The Race, Justice, and Dialogue Course, which was piloted in 2021-22 concurrent with efforts to scale up the course for all undergraduates. This mixed-methods study of the pilots informed ongoing course modifications, instructor training, and university policies and practices related to race and justice. Participants reported shifts in beliefs and how they enacted social justice and anti-racist work, expressing increased confidence in addressing routine institutional bias as a result of their deepened understanding of self and community.

9:00am - 10:15am

LOCATION:

MODERATOR:

PRESENTERS:

### F5 - Diversity, Equity, and Inclusion in University Advancement: Partnering with DEI Campus

ADO TRACK

GRAND BALLROOM 1-2

**DeVon Wilson, M.S.Ed.**, Associate Dean for Diversity, Equity, and Inclusion, College of Letters and Science, University of Wisconsin-Madison

**Angelique S.C. Grant, Ph.D.**, Senior Consultant and Principal, The Inclusion Firm

**Charleon A. Jeffries, M.Ed.**, Assistant Vice President of Diversity, Equity, and Inclusion for University Advancement, Virginia Tech University

DESCRIPTION:

At a moment when higher education institutions need real innovation and new strategies to engage all constituents and fulfill their missions, applying better practices in diversity, equity, and inclusion (DEI) within university advancement divisions is imperative. This session provides proven and practical strategies on how Advancement can partner with CDOs to move their DEI efforts from awareness to actionable change. Content will draw from the presenters' decades of experience and from the co-author of the first book in the industry, Diversity, Equity, and Inclusion in Advancement: A Guide to Strengthening Engagement and Fundraising Through Inclusion (CASE 2020).



## Program Saturday, April 15 (CONTINUED)

9:00am - 10:15am

### **F6 - Legal Education and the Legal Profession from Performative Words to Actionable Steps: A Discussion**

LOCATION: GRAND BALLROOM 3-4

MODERATOR: **Bernie Santarsiero, Ph.D.**, Director of Research Initiatives, Office of the Vice Chancellor for Research, University of Illinois Chicago

PRESENTERS: **Shani Butts, J.D.**, Assistant Dean for Admissions, Financial Aid, and Diversity Officer, Columbus School of Law, The Catholic University of America,  
**Stephanie Carlos, MA**, Assistant Dean for Student Affairs, University of San Francisco School of Law  
**Patricia Kinney, J.D.**, Assistant Dean of Diversity and Inclusion, Robert H. McKinney School of Law, Indiana University  
**Reggie McGahee, J.D.**, Global Head of Diversity Recruiting, Reed Smith LLP  
**Tracy Simmons, J.D.**, Assistant Dean, Admissions, Diversity Initiatives and Financial Aid, University of San Diego School of Law  
**Laura Shepherd, J.D.**, Global Director of Diversity, Equity and Inclusion, Cleary Gottlieb Steen & Hamilton LLP  
**Michael States, J.D.**, Associate Dean for Diversity, Equity and Inclusion, University of Wisconsin Law School  
**Staci Patterson Rucker, J.D.**, Senior Vice President Diversity, Equity and Inclusion, Weber Shandwick  
**Artavia S. Gilliard Warthen, J.D.**, Manager of Talent, Diversity and Inclusion and Professional Development, Parker, Hudson, Rainer & Dobbs LLP

DESCRIPTION: This session is designed to bridge the gap between institutional principles of diversity, equity, inclusion, and belonging and the practical realities that law students and lawyers face in today's legal world. The roundtable will give you an opportunity to explore DEIB programs and initiatives through the lens of law school senior administrators and law firm professionals. Join us as we explore ways to move beyond publishing statements of solidarity/support and move toward creating pragmatic norms to truly foster DEIB.

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9:00am - 10:15am

### **F7 - How to Design, Evolve, and Leverage Cross-Campus Collaborations to Lead for Equity**

LOCATION: GRAND BALLROOM 5

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

PRESENTERS: **Amanda Taylor, Ed.D.**, Assistant Vice President for Diversity, Equity and Inclusion, American University  
**Ximena Varela, MS**, Associate Professor, Performing Arts, American University  
**Andrew Toczydlowski, MA**, Interim Chief of Staff, Office of Graduate, and Professional Studies, American University

DESCRIPTION: This presentation shares lessons learned from one private liberal arts university about the effective design of campus-wide shared leadership collaborations, how they evolve, and how they can be leveraged to achieve strategic equity goals. We discuss how to ensure the collaboration embodies equitable practices and remains nimble enough to help the institution maintain a sustained focus on equity goals amid inevitable organizational change, leadership turnover, and budget fluctuations.

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9:00am - 10:15am

### **F8 - Advancing Equity through Data Informed Policy Analysis**

LOCATION: GRAND BALLROOM 6

MODERATOR: **Susan Hua, Ph.D.**, Director of Diversity, Equity and Inclusion, Community College of Aurora

PRESENTERS: **Tiffany G. Townsend, Ph.D.**, Vice President of Organizational Culture and Chief Diversity Officer, Purdue University Global

**Kristin Winokur Early, Ph.D.**, Director of Inclusive Excellence and Strategic Initiatives, Office of Organizational Culture and Inclusive Excellence, Purdue University Global

DESCRIPTION: This session outlines a process for using data and policy analysis to identify and address racial/ethnic disparities in higher education. In the case study presented, student enrollment data were explored using demographic variables to detect patterns, and a corresponding review of relevant policies was conducted to identify associations between the reviewed policy and disparate racial/ethnic effects noted in the student enrollment data. Exploration of the patterns highlighted the importance of using clear, intentional language in policy development and policy application to advance anti-racism and equity. We review the steps taken by the institution to revise a policy identified in the analysis process to ensure the policy and its relevant procedures align with the university's student-centric mission.

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## Program Saturday, April 15 (CONTINUED)

9:00am - 10:15am

### F9 - Elevating Health Equity in Professional Educational Curricula: Lessons Learned from the University of Maryland, Baltimore

HEALTH EQUITY TRACK

LOCATION: GRAND BALLROOM 7-8

MODERATOR: **Dennis Mitchell, DDS, MPH**, Executive Vice President for University Life, Senior Vice Provost for Faculty Advancement, Columbia University in the City of New York

PRESENTERS: **Eleanor Fleming, Ph.D., DDS, MPH**, Assistant Dean for Equity, Diversity, and Inclusion, University of Maryland School of Dentistry  
**Neijma Celestine-Donnor, MSW, LCSW-C**, Associate Dean, Office of Diversity, Equity, and Inclusion, School of Social Work, University of Maryland, Baltimore  
**Chanel F. Whittaker, PharmD, BCGP, FASCP**, Associate Professor, School of Pharmacy, University of Maryland

DESCRIPTION: The purpose of this presentation is to share from the perspective of professional education in three different disciplines (dentistry, social work, and pharmacy) how health equity can be elevated in curriculum. What are the best practices that could be implemented in other programs, especially around interprofessional training? What opportunities could be leveraged at an institution to better center health equity in training and pedagogy? This session will focus on practical action steps that can be implemented to train health equity minded professions.

9:00am - 10:15am

### F10 - Moving Out of the Silos: Benefits and Opportunities of Developing and Sustaining EDI Leaders through Intra-Institutional Collaborations and Partnerships

HEALTH EQUITY TRACK

LOCATION: GRAND BALLROOM 9-10

MODERATOR: **Marcine Pickron-Davis, Ph.D.**, Chief Diversity and Community Relations Officer, Philadelphia College of Osteopathic Medicine

PRESENTERS: **Lisa Imhoff, MSSW, LCSW**, Associate Dean for Diversity and Inclusion Initiatives, School of Pharmacy, University of Wisconsin-Madison  
**Mel Freitag, Ph.D.**, Assistant Dean of DEI Training and Innovation, College of Letters and Science, University of Wisconsin-Madison  
**Chris Smyre, MD, MA**, Director of Research and Innovation, Office of Equity, Diversity, and Inclusion, Southern Illinois School of Medicine  
**Additional Recognized Authors: Richard Barajas, Ph.D., MPH**, Assistant Dean for Diversity, Equity and Inclusion, School of Veterinary Medicine, University of Wisconsin-Madison  
**Sookyung Suh, Ph.D.**, Transformation Strategist for the Office of Equity, Diversity, and Inclusion, Assistant Professor and Director of Organizational Change Management, Southern Illinois University School of Medicine

DESCRIPTION: While silos are present in academia and campuses, building community and partnerships allows for a strengthened equity ecosystem that produces less burnout and fosters more sustainability. We will discuss two models that demonstrate the importance of mitigating silos. One is focused on holistic development of emerging DEI leaders, and the other is focused on addressing common concerns and benefits for those in current DEI officer roles.



## Program Saturday, April 15 (CONTINUED)

10:30am - 11:45am

### Closing Keynote | The Playbook (and How to Disrupt it): Understanding the National DEI Backlash

LOCATION: HARBORSIDE BALLROOM

MODERATOR:



**Rich A. Salas, Ph.D.**

Chief Diversity Officer, Assistant Professor Department of Behavioral Medicine, Medical Humanities & Bioethics College of Osteopathic Medicine, Des Moines University

PRESENTER:



**Dr. Nolan Cabrera, Ph.D.**

Associate Professor, American Indian Studies - GIDP  
Associate Professor, Social / Cultural / Critical Theory - GIDP  
The University of Arizona

It is no secret that higher education DEI initiatives throughout the country are under attack, forcing people doing this work to react to these repressive social forces. Dr. Cabrera will trace the history of this type of anti-DEI public advocacy from the 1990s through contemporary times, illustrating how these seemingly spontaneous outbursts of anti-DEI outrage are actually well-coordinated and funded on a national level. He will then explore how different groups have been able to disrupt and circumvent this decades-old playbook to effectively do institutional DEI work, providing audience members with guidance not only on how to respond to the current attacks but also how to prepare for future ones.

11:45am - 12:00pm

### Closing Conference Remarks

LOCATION: HARBORSIDE BALLROOM

PRESENTER:



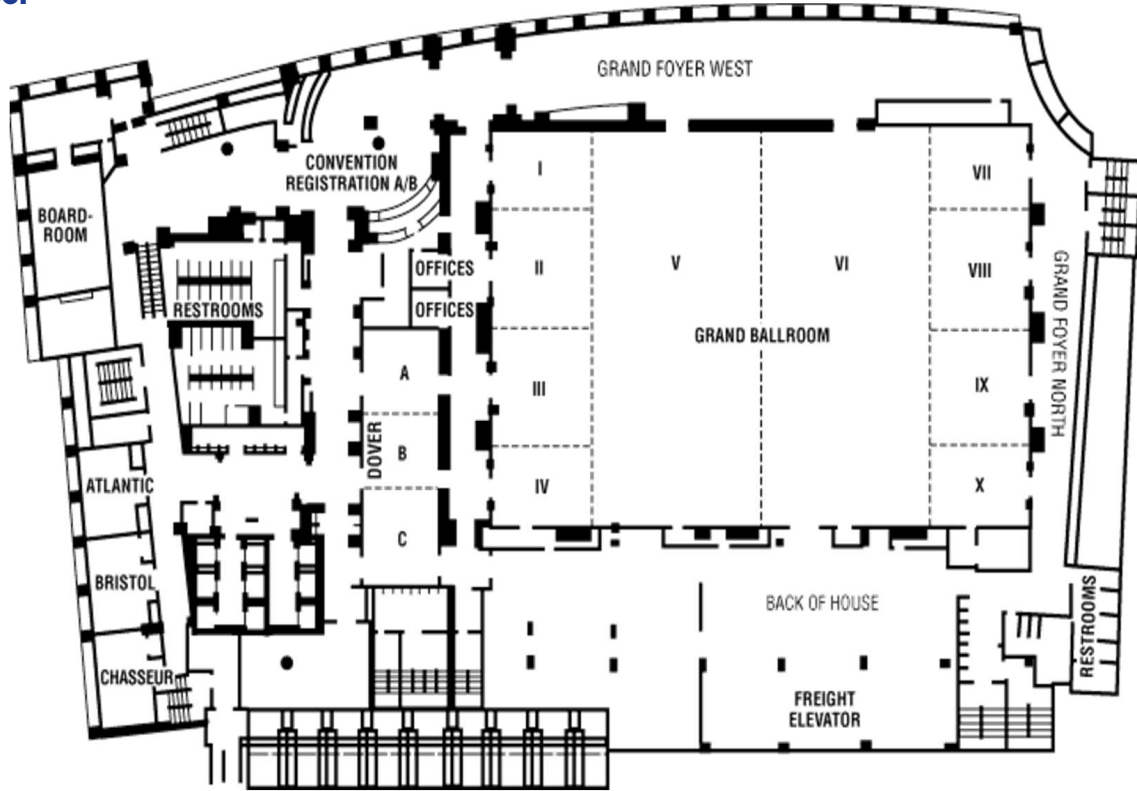
**Paulette Granberry Russell, J.D.**

NADOHE President

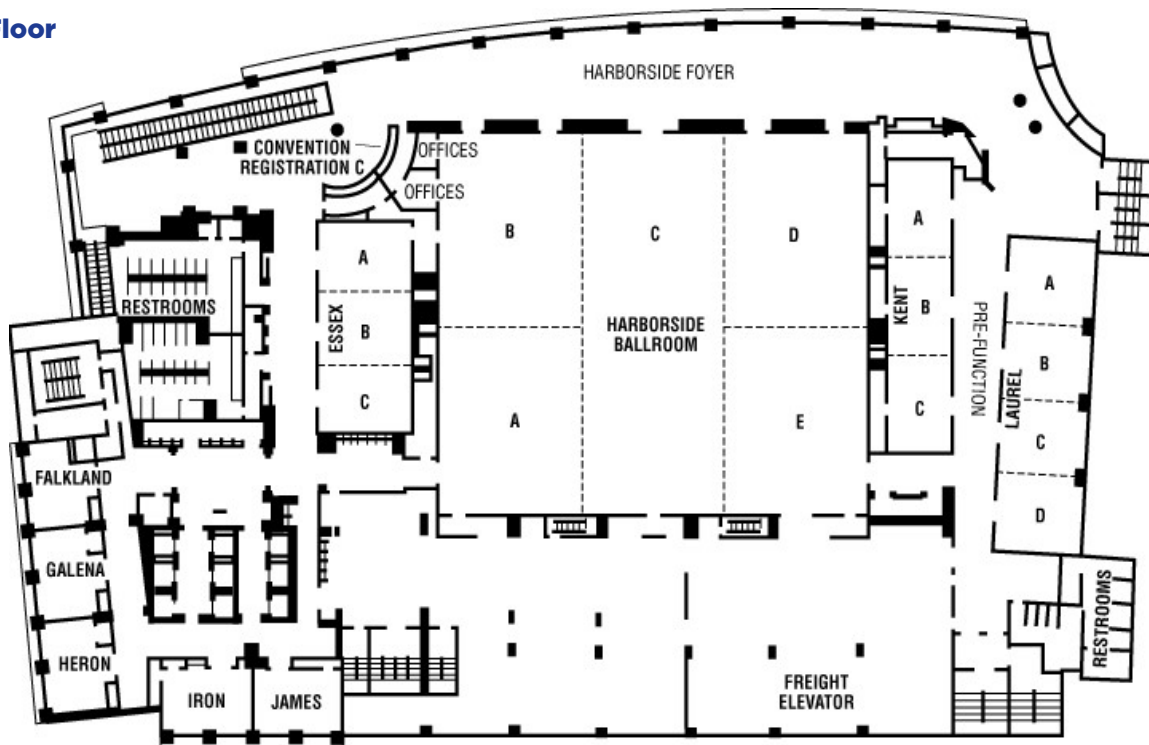


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## Fourth Floor



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