

## DISMANTLING STRUCTURAL RACISM: TRANSFORMING HIGHER EDUCATION 2021 NADOHE ANNUAL VIRTUAL CONFERENCE March 9 through 12

### SCHEDULE-AT-A-GLANCE

#### Tuesday, March 9, 2021

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

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

#### Wednesday, March 10, 2021

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

SELF-CARE

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

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

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

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

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

HEALTH EQUITY TRACK

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

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

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

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

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

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

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

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

HEALTH EQUITY TRACK

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

(2) Cultivating a Sense of Belonging among Faculty & Staff

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

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

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

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

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

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

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

NETWORKING

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

HEALTH EQUITY TRACK

## SCHEDULE-AT-A-GLANCE

### Thursday, March 11, 2021

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

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

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

**12:30 – 1:00 PM (EST)** Break

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

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

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

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

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

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

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

**2:15 – 2:30 PM (EST)** Break

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

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

(2) A Comprehensive Approach to Diversifying Faculty

(3) From Intergroup Conflict Theory to Inclusion in Action

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

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

(6) CDO Fellows Presentation

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

**3:45 – 4:00 PM (EST)** Break

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

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

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

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

## SCHEDULE-AT-A-GLANCE

### Friday, March 12, 2021

<b>9:30 – 10:30 AM (EST)</b>	(1) Self-Care Session: Resiliency Bootcamp ( <i>Sponsor: Dow Chemical Company</i> )	<b>SELF-CARE</b>
<b>9:15 – 10:30 AM (EST)</b>	(2) Institute for Diversity, Equity, and Inclusion ( <i>Sponsor: Lehigh University</i> )	<b>HEALTH EQUITY TRACK</b>
<b>10:30 – 10:45 AM (EST)</b>	Break	
<b>10:45 – 11:45 AM (EST)</b>	Keynote Speaker <b>DR. MILDRED GARCIA</b> , President, American Association of State Colleges and Universities Racial Justice and Institutional Transformation: Engaging the Presidency and Our Campus Communities. ( <i>Sponsors: TIAA, National University System</i> )	
<b>11:45 – 12:15 PM (EST)</b>	Break	
<b>12:15 – 1:30 PM (EST)</b>	Annual Membership Meeting	
<b>1:30 – 2:00 PM (EST)</b>	Break	
<b>2:00 – 3:15 PM (EST)</b>	(1) An Institution in Crisis: Reacting and Responding to the National Reckoning on Racial Justice	
<i>NADOHE Concurrent Sessions/ Health Equity Track Concurrent Sessions: (75 minutes)</i>	(2) Promoting DEI concepts and action through dialogues: A case study of University of the Pacific	
	(3) System Strategies for Equity: Implementing a Comprehensive Strategy to Advance Equity, Diversity, & Inclusion Across Minnesota State	
	(4) Can Artificial Intelligence Tools Reduce Inherent Bias in the Candidate Selection Process and If So, How/When Can They Be Used Within A University Setting?	
	(5) Future of Global Higher Education: Disruption, Innovation, and Transformation	
	(6) Stronger Together: An Anti-Racism Initiative Across the Biomedical and Health Sciences Disciplines ( <i>Sponsor: Lehigh University</i> )	<b>HEALTH EQUITY TRACK</b>
	(7) CDO Fellows Presentation	
	<b>3:15 – 3:45 PM (EST)</b>	Break
<b>3:15 – 4:15 PM (EST)</b>	Health Equity Social	<b>HEALTH EQUITY TRACK</b>
<b>3:45 – 4:45 PM (EST)</b>	Awards Ceremony ( <i>Sponsor: Ernst &amp; Young, LLP</i> )	
<b>4:45 – 5:00 PM (EST)</b>	Conference Closing Remarks	

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#### Many thanks to our Conference Sponsors...

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