

# Advancing Equity & Anti-Racism Strategies on Campus

NADOHE 2022 Annual Conference San Diego/March 16-19

## Schedule at a Glance

### Wednesday, March 16, 2022

7:00am - 5:00pm Registration - Pacific Foyer

8:00am - 12:00pm New Chief Diversity Officer CDO Workshop (Pre-Registration Required) - Bayview Ballroom A  
SPONSOR: TULANE UNIVERSITY

12:00pm - 5:30pm Board of Directors - Harbor

1:00pm - 5:00pm Advancing Anti-Racism Strategies on Campus Framework Institute (Pre-Registration Required) - Bayview Ballroom AB  
SPONSOR: NATIONAL UNIVERSITY SYSTEMS

5:30pm - 6:30pm Community College Diversity Officers Connection Reception - Vistal Terrace (PLEASE NOTE: located on third floor)

Healthcare Professions Chapter Reception - Sunset Terrace HEALTH EQUITY TRACK

Leadership in the Liberal Arts Reception - Bayview Terrace

Academic Diversity Officers Connection Reception - Embarcadero ACADEMIC DIVERSITY OFFICERS TRACK

Faith-Based CDO Connection Reception - Hospitality B

### Thursday, March 17, 2022

6:30am - 7:30am Yoga - Sunset Terrace SELF-CARE

7:00am - 5:00pm Registration - Pacific Foyer

7:15am - 8:15am New Member/First Time Attendee Orientation Breakfast - Pacific D NETWORKING  
SPONSOR: UNIVERSITY OF CALIFORNIA OFFICE OF THE PRESIDENT

7:30am - 8:30am Networking Breakfast - Pacific ABC NETWORKING  
SPONSOR: ULTIMATE KRONOS GROUP (UKG)

8:30am - 10:15am Opening Conference Welcome, Land Acknowledgment and Keynote - Pacific ABC HYBRID  
KEYNOTE SPONSOR: TIAA

10:15am - 10:45am AM Break - Pacific Foyer NETWORKING  
SPONSOR: PRINCETON UNIVERSITY

10:45am - 12:00pm NADOHE CONCURRENT SESSIONS  
SPONSOR: GRAND VALLEY STATE UNIVERSITY

A1 - Shared Equity Leadership: Changing the Narrative About the Who and How of DEI Work - Harbor

A2 - Pronouns and Praxis: CDO Strategies for Transgender Inclusion - Balboa AB

A3 - Transforming the Employee Lifecycle through an Equity Lens - Broadway AB

A4 - 5 Key Takeaways for Racial Reconciliation on Your Campus - Embarcadero

A5 - Indigenous Life-ways: From Mission to Buildings and Curriculums - Hospitality A

A6 - The I-DARE Initiative: Advancing Inclusion, Diversity, Anti-Racism, and Equity at UC Davis Health - Bayview Ballroom A HEALTH EQUITY TRACK

A7 - Academic Diversity Officers (ADOs) in Higher Education: Unpacking the Complexity of Their Roles and Creating the Institutional Conditions for Their Success - Bayview Ballroom B ACADEMIC DIVERSITY OFFICERS TRACK

A8 - Latinx CDOs Rising to the Challenge - Pacific D HYBRID

12:15pm - 1:15pm Self-care and Healing for CDOs in the Time of COVID-19 - Pacific ABC SELF-CARE

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## Thursday, March 17, 2022 (CONTINUED)

**1:15pm - 1:30pm** PM Break - *Pacific Foyer* **NETWORKING**

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

B1- Equity Action Initiative at Florida International University: An Urban Public Research University, Response to Calls for Greater Racial Equality - *Hospitality A*

B2 - Diversity is Easy, Inclusion is Hard: Women of Color in Sports/Athletics Leadership - *Balboa AB*

B3 - How University Publications Can Increase Visibility and Drive Change: Creating and Implementing the Columbia University LGBTQ+ Guide, the Guide to Best Practices in Faculty Search and Hiring and the Upcoming Inclusive Graduate Admissions Guide - *Broadway AB*

B4 - Utilizing the Racial and Intersectional Microaggressions (RIMA) Survey as a Strategy for Confronting Anti-Blackness and Advancing Equity at a Highly Research Intensive (RI) Hispanic Serving Institution (HSI) - *Embarcadero*

B5 -Beyond Native American Land Acknowledgments Towards Transformative Action: Strategies for Senior Diversity Officers - *Pacific D* **HYBRID**

B6 - From Framework to Action: Developing Anti-Racist Medical Educators and Practitioner-Scholars - *Bayview Ballroom A* **HEALTH EQUITY TRACK**

B7 - Anybody Can Run a Faculty Hiring Program: Lessons Learned Implementing a Faculty Hiring Program through Dual Pandemics - *Bayview Ballroom B* **ACADEMIC DIVERSITY OFFICERS TRACK**

B8 - Use of DEI Statements and Rubrics in Hiring Faculty: A Survey of NADOHE Members - *Harbor*

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

**3:15pm - 4:30pm** NADOHE CONCURRENT SESSIONS

C1 - The Miseducation of Critical Race Theory: A Thematic Analysis of Executive Order 13950, State Legislation, and White Fragility - *Broadway AB*

C2 - Disability is Diversity: How are you Including it? - *Bayview Ballroom A*

C3 - Leading Change: Designing and Facilitating an Equity Education Series for Campus Decision-makers- *Embarcadero*

C4 - Bridging the Black & Brown Divide: Strategies for Building Anti-Racist Coalitions among Black and Latinx Communities - *Balboa AB*

C6 - 20/20 Vision in Health Equity - *Pacific D* **HEALTH EQUITY TRACK** **HYBRID**

C7 - THRIVE: Raising Awareness and Best Practices of DEI Initiatives for Faculty Recruitment/Retention and Understanding Pipeline Programs - *Bayview Ballroom B* **ACADEMIC DIVERSITY OFFICERS TRACK**

**4:45pm - 5:15pm** Using Workforce Analytics to Enhance Equity: The TIAA People Equity Index - *Pacific ABC* **HYBRID**  
**SPONSOR: TIAA**

**5:30pm - 6:30pm** Framework for Advancing Anti-Racism Strategy on Campus Town Hall - *Pacific ABC* **HYBRID**  
**SPONSOR: LEHIGH UNIVERSITY**

**6:30pm - 7:30pm** Welcome Reception - *Pacific D* **NETWORKING**

**8:30pm - 9:30pm** SPPI Alumni Social Hour - *Bayview Ballroom* **NETWORKING**

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## Friday, March 18, 2022

**6:30am - 7:30am** Yoga - *Sunset Terrace* **SELF-CARE**

**7:00am - 5:00pm** Registration - *Pacific Foyer*

**7:15am - 8:45am** Chapters Networking Breakfast - *Pacific ABC* **NETWORKING**  
**SPONSORS: UNIVERSITY OF VIRGINIA, ERNST & YOUNG**

**9:00am - 10:15am** **Health Equity Track Keynote** - *Pacific ABC* **HEALTH EQUITY TRACK** **HYBRID**

**10:15am - 10:30am** Recognizing Who We Lost in the Past Year and Dr. Jonathan C. Smith Memorial Tribute - *Pacific ABC* **HYBRID**

**10:30am - 10:45am** AM Break - *Pacific Foyer* **NETWORKING**  
**SPONSOR: OKLAHOMA STATE UNIVERSITY**

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

D1 - Supporting Jewish Student Identities and Addressing Antisemitism as Part of Campus Equity and Inclusion Commitments - *Broadway AB*

D2 - Reimagining Campus Safety and the Next Generation of College Policing - *Embarcadero*

D3 - Diversity, Equity, and Inclusion Institutional Self-Assessment - *Bayview Ballroom B*

D4 - CDO Fellows Presentations 1 - *Harbor*

D5 - Confronting and Addressing Racism in Academic Medicine and Biomedical Science: A Comprehensive Strategy - *Bayview Ballroom A* **HEALTH EQUITY TRACK**

D6 - Anti-Racism Across the Curriculum - *Pacific D* **HYBRID**

**1:30pm - 2:30pm** **Academic Diversity Officers Keynote** - *Pacific ABC* **ACADEMIC DIVERSITY OFFICERS TRACK** **HYBRID**

**2:30pm - 3:00pm** PM Break - *Pacific Foyer* **NETWORKING**  
**SPONSOR: OKLAHOMA STATE UNIVERSITY**

**3:00pm - 4:15pm** NADOHE CONCURRENT SESSIONS

E1 - CDO Fellows Presentations II - *Harbor*

E2 - Let Me See Your Badge - Agents For Anti-Racism - *Embarcadero*

E3 - Rewarding What We Value: Integrating DEI Values into Reappointment, Tenure and Promotion Guidelines - *Hospitality A*

E4 - Looking Beyond the United States Ivory Tower to Expand the Scope of Anti-Racism Work Globally - *Pacific D* **HYBRID**

E9 - Cultural Humility Meets Anti-Racism at UC Davis Health: An Interactive Case Study of Building Institutional Capacity for Health Equity - *Bayview Ballroom A* **HEALTH EQUITY TRACK**

E10 - Building Out, Building Up: Strategies for Launching a School-Level Office of DEI - *Bayview Ballroom B* **ACADEMIC DIVERSITY OFFICERS TRACK**

**3:00pm - 3:20pm** E5 - The Leadership Landscape: South Asian Women in Higher Education - *Balboa AB*

E7 - Technology to Measurably Improve Institutional Belonging and Cohesion - *Broadway AB*

**3:25pm - 3:45pm** E6 - Small Changes Make Big Impact: University Policy on Gender Recognition and Lived Name - *Balboa AB*

E8 - An Exemplar in the Shadows: HBCUs, the UnSung Leaders in Diversity, Education, and Inclusion & Student Engagement in Higher Education - *Broadway AB*

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## Friday, March 18, 2022 (CONTINUED)

**4:30pm - 5:30pm** NADOHE Annual Membership Meeting - *Pacific ABC*

**5:45pm - 6:30pm** Awards Ceremony - *Bayview Ballroom*  
**SPONSOR: ERNST & YOUNG**

**5:45pm - 7:15pm** Awards Reception - *Bayview Ballroom* **NETWORKING**  
**SPONSOR: ERNST & YOUNG**

## Saturday, March 19, 2022

**7:30am - 12:00pm** Registration - *Pacific Foyer*

**8:30am - 9:30am** Networking Breakfast - *Pacific ABC* **NETWORKING**  
**SPONSOR: UNIVERSITY OF VIRGINIA**

**9:30am - 10:15am** Public Policy Update - *Pacific ABC* **HYBRID**

**10:15am - 10:30am** AM Break - *Pacific Foyer* **NETWORKING**

**10:30am - 11:45am** **Closing Keynote** - *Pacific ABC* **HYBRID**

**11:45am - 12:00pm** Closing Conference Remarks - *Pacific ABC* **HYBRID**

# NADOHE

NATIONAL ASSOCIATION OF DIVERSITY OFFICERS IN HIGHER EDUCATION

Leading Higher Education Towards Inclusive Excellence

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