

EQUITY & Advancing Equity & Anti-Racism Strategies on Campus ANTI-RACISM

**NADOHE
16th Annual
Conference
Program**

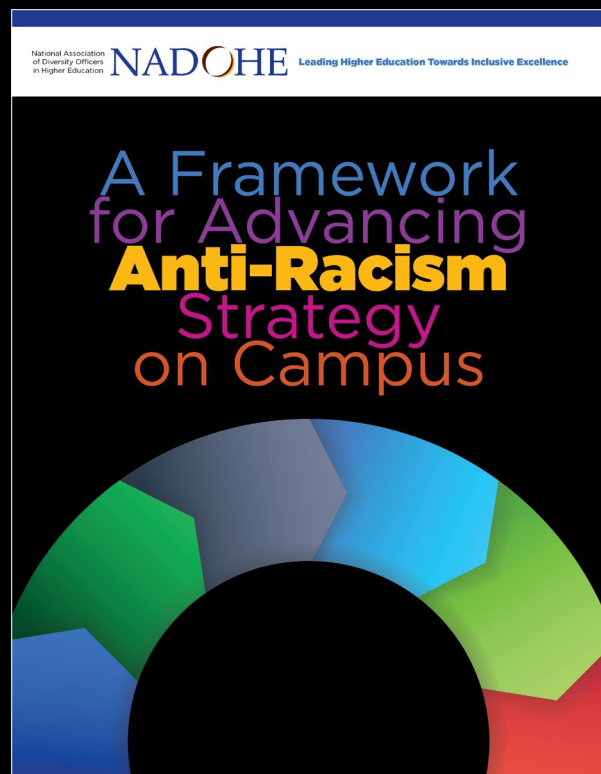
March 16 – 19, 2022
InterContinental Hotel
San Diego

#NADOHEAC22



THE 2022 CONFERENCE GUIDEBOOK

Download Guidebook app and use the in-app QR Scanner to access the 2022 NADOHE Annual Conference guidebook.
PASSPHRASE TO ENTER: NADOHE2022



MARK YOUR CALENDAR!

Join us for the Town Hall to discuss the Framework for Advancing Anti-Racism Strategy on Campus
5:30 - 6:30pm PDT, Thursday, March 17.

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Dear NADOHE Colleagues,

Welcome to the National Association of Diversity Officers in Higher Education's Annual Conference.



It is a great honor to gather with all of you as we work to uphold the values of our 2022 conference theme: Advancing Equity & Anti-Racism Strategies on Campus. While NADOHE has always been committed to inclusive excellence, the societal upheaval of the past two years has led us to be more resolute in our quest for justice and equity. As such, our conference theme aims for more than

inspiration. Progress towards inclusive excellence is vital in higher education and beyond.

Institutions of higher learning, like much of the rest of the United States, are grappling with a centuries old design flaw: systemic racism. Many institutions are looking inward to identify the ways in which their spaces were created to be exclusive, unwelcoming, and oppressive to students, staff, and faculty — particularly members of communities of color, the LGBTQ+ community, and other communities that are underserved and marginalized. This is why our work as practitioners and as an organization is critically important. We lead and influence diversity, equity, and inclusion (DEI) on our campuses and in our communities. In this environment, DEI leaders play an important role in shaping how their campuses will evolve to meet this current moment — moving beyond a diversity emphasis to meaningful, long over-due progress towards racial equity, and influencing structural changes that eliminate broader inequities and benefit all in the campus community. It is my hope that the 2022 Annual Conference will serve as both a much-needed respite and refuel for the challenging, yet exciting, work ahead.

This year, we will hear from incredible keynote speakers, such as Jelani Cobb, Rosa Clemente, Jonathan Metzl, and Tabbye M. Chavous, who share their insights on how and why we push our campus communities to embrace anti-racism policies, practices, and programs more fully. 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 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. And thank you for your willingness to connect, champion, and celebrate our values during our conference and within your community.

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

Table of Contents

President's Welcome **3**

Conference Committee **4**

Message from Conference Chair **5**

Schedule at a Glance **6-9**

Keynote Speakers **10-11**

Self-Care **12**

PROGRAM
Wednesday, March 16 **13-15**
Thursday, March 17 **16-25**
Friday, March 18 **26-32**
Saturday, March 19 **33-34**

Hotel Floor Plan **35**

Sponsors **36**

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DEBRA S. NOLAN
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On behalf of the Board of Directors and the Conference Planning Committee, welcome to NADOHE's 16th Annual Conference!



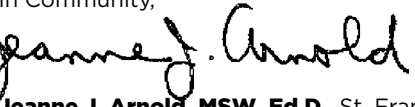
We are thrilled to return to an in-person conference, along with a hybrid option, as we navigate the ongoing challenges of the Covid-19 pandemic. What many of us see as the original pandemic, structural racism, also continues unabated. This year's conference theme, Advancing Equity and Anti-Racist Strategies on Campus, will provide the opportunity to further refine and strengthen our approaches to this critical work through the use of NADOHE's new Anti-Racism Framework and many other tools.

Our conference keynote speakers are sure to impart invaluable insights and generate stimulating conversation! Jelani Cobb, journalism professor at Columbia University, will deliver our opening keynote, "The Half-Life of Freedom: Race and Justice in America Today." To close out the conference with reflections on our theme, we'll hear from Rosa Alicia Clemente, who made herstory when she became the first Afro/Black Latina to run for vice president of the United States on the Green Party ticket.

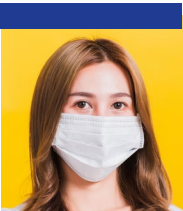
The Health Equity Track returns this year after a very successful debut in 2021. Dr. Jonathan Metzl, author of the groundbreaking book *Dying of Whiteness: How the Politics of Racial Resentment is Killing America's Heartland*, will deliver the keynote. The title of his talk is "Moving Beyond 'Cultural Competency': Addressing How Structures Produce Health Inequalities"

The Conference Planning Committee has heard your voices and we have responded. At this year's conference we are introducing the new Academic Diversity Officers Track focused on supporting the work of individuals who serve as the lead diversity professionals for schools and centers. Dr. Tabbye Chavous, director of the National Center for Institutional Diversity, associate dean for DEI for the College of Literature, Science and the Arts, and professor of education and psychology at the University of Michigan, will deliver the inaugural keynote. Her topic is "Diversity Leaders in Higher Education: Strategies, Skills and Conditions to Sustain Institutional Change."

Special thanks to my outstanding co-chair, Rich Salas, and the entire Cconference Planning Committee for countless hours of thoughtful and dedicated service! We hope that our gathering in beautiful San Diego brings the perspectives, connections and renewal that you are seeking.

In Community,

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

ps: Don't forget to tweet about the conference! #NADOHEAC22



NADOHE wants to thank all of our participants for actively wearing their face masks throughout the entire event, in the meeting spaces unless actively eating or drinking.



*For all our virtual participants, please remember that the conference schedule will run in **PACIFIC DAYLIGHT TIME.***

Schedule at a Glance

Wednesday, March 16, 2022

7:00am - 5:00pm	Registration – <i>Pacific Foyer</i>
8:00am - 12:00pm	New Chief Diversity Officer CDO Workshop (Pre-Registration Required) – <i>Bayview Ballroom A</i> SPONSOR: TULANE UNIVERSITY
12:00pm - 5:30pm	Board of Directors – <i>Harbor</i>
1:00pm - 5:00pm	Advancing Anti-Racism Strategies on Campus Framework Institute (Pre-Registration Required) – <i>Bayview Ballroom AB</i> SPONSOR: NATIONAL UNIVERSITY SYSTEMS
5:30pm - 6:30pm	Community College Diversity Officers Connection Reception – <i>Vistal Terrace</i> (PLEASE NOTE: located on third floor) Healthcare Professions Chapter Reception – <i>Sunset Terrace</i> HEALTH EQUITY TRACK Leadership in the Liberal Arts Reception – <i>Bayview Terrace</i> Academic Diversity Officers Connection Reception – <i>Embarcadero</i> ACADEMIC DIVERSITY OFFICERS TRACK Faith-Based CDO Connection Reception – <i>Hospitality B</i>

Thursday, March 17, 2022

6:30am - 7:30am	Yoga – <i>Sunset Terrace</i> SELF-CARE
7:00am - 5:00pm	Registration – <i>Pacific Foyer</i>
7:15am - 8:15am	New Member/First Time Attendee Orientation Breakfast – <i>Bayview Ballroom</i> NETWORKING SPONSOR: UNIVERSITY OF CALIFORNIA OFFICE OF THE PRESIDENT
7:30am - 8:30am	Networking Breakfast – <i>Pacific ABC</i> NETWORKING SPONSOR: ULTIMATE KRONOS GROUP (UKG)
8:30am - 10:15am	Opening Conference Welcome, Land Acknowledgment and Keynote – <i>Pacific ABC</i> HYBRID KEYNOTE SPONSOR: TIAA
10:15am - 10:45am	AM Break – <i>Pacific Foyer</i> 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 – <i>Harbor</i> A2 - Pronouns and Praxis: CDO Strategies for Transgender Inclusion – <i>Balboa AB</i> A3 - Transforming the Employee Lifecycle through an Equity Lens – <i>Broadway AB</i> A4 - 5 Key Takeaways for Racial Reconciliation on Your Campus – <i>Embarcadero</i> A5 - Indigenous Life-ways: From Mission to Buildings and Curriculumms – <i>Hospitality A</i> A6 - The I-DARE Initiative: Advancing Inclusion, Diversity, Anti-Racism, and Equity at UC Davis Health – <i>Bayview Ballroom A</i> 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 – <i>Bayview Ballroom B</i> ACADEMIC DIVERSITY OFFICERS TRACK A8 - Latinx CDOs Rising to the Challenge – <i>Pacific D</i> HYBRID
12:15pm - 1:15pm	Self-care and Healing for CDOs in the Time of COVID-19 – <i>Pacific ABC</i> SELF-CARE

Thursday, March 17, 2022 (CONTINUED)

1:15pm - 1:30pm	PM Break – <i>Pacific Foyer</i> 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 – <i>Hospitality A</i> B2 - Diversity is Easy, Inclusion is Hard: Women of Color in Sports/Athletics Leadership – <i>Balboa AB</i> 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 – <i>Broadway AB</i> B4 - Utilizing the Racial and Intersectional Microaggressions (RIMA) Survey as a Strategy for Confronting Anti-Blackness and Advancing Equity at a Highly Research Intensive (R1) Hispanic Serving Institution (HSI) – <i>Embarcadero</i> B5 -Beyond Native American Land Acknowledgments Towards Transformative Action: Strategies for Senior Diversity Officers – <i>Pacific D</i> HYBRID B6 - From Framework to Action: Developing Anti-Racist Medical Educators and Practitioner-Scholars – <i>Bayview Ballroom A</i> HEALTH EQUITY TRACK B7 - Anybody Can Run a Faculty Hiring Program: Lessons Learned Implementing a Faculty Hiring Program through Dual Pandemics – <i>Bayview Ballroom B</i> ACADEMIC DIVERSITY OFFICERS TRACK B8 - Use of DEI Statements and Rubrics in Hiring Faculty: A Survey of NADOHE Members – <i>Harbor</i>
2:45pm - 3:15pm	PM Break – <i>Pacific Foyer</i> 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 – <i>Broadway AB</i> C2 - Disability is Diversity: How are you Including it? – <i>Bayview Ballroom A</i> C3 - Leading Change: Designing and Facilitating an Equity Education Series for Campus Decision-makers– <i>Embarcadero</i> C4 - Bridging the Black & Brown Divide: Strategies for Building Anti-Racist Coalitions among Black and Latinx Communities – <i>Balboa AB</i> C6 - 20/20 Vision in Health Equity – <i>Pacific D</i> HEALTH EQUITY TRACK HYBRID C7 - THRIVE: Raising Awareness and Best Practices of DEI Initiatives for Faculty Recruitment/Retention and Understanding Pipeline Programs – <i>Bayview Ballroom B</i> ACADEMIC DIVERSITY OFFICERS TRACK
4:45pm - 5:15pm	Using Workforce Analytics to Enhance Equity: The TIAA People Equity Index – <i>Pacific ABC</i> HYBRID SPONSOR: TIAA
5:30pm - 6:30pm	Framework for Advancing Anti-Racism Strategy on Campus Town Hall – <i>Pacific ABC</i> HYBRID SPONSOR: LEHIGH UNIVERSITY
6:30pm - 7:30pm	Welcome Reception – <i>Bayview Ballroom/Terrace</i> NETWORKING
8:30pm - 9:30pm	SPPI Alumni Social Hour – <i>Bayview Ballroom</i> NETWORKING

Schedule at a Glance (CONTINUED)

Friday, March 18, 2022

6:30am - 7:30am	Yoga – <i>Sunset Terrace</i>	SELF-CARE
7:00am - 5:00pm	Registration – <i>Pacific Foyer</i>	
7:15am - 8:45am	Chapters Networking Breakfast – <i>Pacific ABC</i>	NETWORKING SPONSORS: UNIVERSITY OF VIRGINIA, ERNST & YOUNG
9:00am - 10:15am	Health Equity Track Keynote – <i>Pacific ABC</i>	HEALTH EQUITY TRACK HYBRID
10:15am - 10:30am	Recognizing Who We Lost in the Past Year and Dr. Jonathan C. Smith Memorial Tribute – <i>Pacific ABC</i>	HYBRID
10:30am - 10:45am	AM Break – <i>Pacific Foyer</i>	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 – <i>Broadway AB</i>	
	D2 - Reimagining Campus Safety and the Next Generation of College Policing – <i>Embarcadero</i>	
	D3 - Diversity, Equity, and Inclusion Institutional Self-Assessment – <i>Bayview Ballroom B</i>	
	D4 - CDO Fellows Presentations 1 – <i>Harbor</i>	
	D5 - Confronting and Addressing Racism in Academic Medicine and Biomedical Science: A Comprehensive Strategy – <i>Bayview Ballroom A</i>	HEALTH EQUITY TRACK
	D6 - Anti-Racism Across the Curriculum – <i>Pacific D</i>	HYBRID
1:30pm - 2:30pm	Academic Diversity Officers Keynote – <i>Pacific ABC</i>	ACADEMIC DIVERSITY OFFICERS TRACK HYBRID
2:30pm - 3:00pm	PM Break – <i>Pacific Foyer</i>	NETWORKING SPONSOR: OKLAHOMA STATE UNIVERSITY
3:00pm - 4:15pm	NADOHE CONCURRENT SESSIONS	
	E1 - CDO Fellows Presentations II – <i>Harbor</i>	
	E2 - Let Me See Your Badge - Agents For Anti-Racism – <i>Embarcadero</i>	
	E3 - Rewarding What We Value: Integrating DEI Values into Reappointment, Tenure and Promotion Guidelines – <i>Hospitality A</i>	
	E4 - Looking Beyond the United States Ivory Tower to Expand the Scope of Anti-Racism Work Globally – <i>Pacific D</i>	HYBRID
	E9 - Cultural Humility Meets Anti-Racism at UC Davis Health: An Interactive Case Study of Building Institutional Capacity for Health Equity – <i>Bayview Ballroom A</i>	HEALTH EQUITY TRACK
	E10 - Building Out, Building Up: Strategies for Launching a School-Level Office of DEI – <i>Bayview Ballroom B</i>	ACADEMIC DIVERSITY OFFICERS TRACK
3:00pm - 3:20pm	E5 - The Leadership Landscape: South Asian Women in Higher Education – <i>Balboa AB</i>	
	E7 - Technology to Measurably Improve Institutional Belonging and Cohesion – <i>Broadway AB</i>	
3:25pm - 3:45pm	E6 - Small Changes Make Big Impact: University Policy on Gender Recognition and Lived Name – <i>Balboa AB</i>	
	E8 - An Exemplar in the Shadows: HBCUs, the UnSung Leaders in Diversity, Education, and Inclusion & Student Engagement in Higher Education – <i>Broadway AB</i>	

Friday, March 18, 2022 (CONTINUED)

4:30pm - 5:30pm	NADOHE Annual Membership Meeting – <i>Pacific ABC</i>
5:45pm- 6:30pm	Awards Ceremony – <i>Bayview Ballroom</i> SPONSOR: ERNST & YOUNG
5:45pm - 7:15pm	Awards Reception – <i>Bayview Ballroom</i> SPONSOR: ERNST & YOUNG

Saturday, March 19, 2022

7:30am - 12:00pm	Registration – <i>Pacific Foyer</i>
8:30am - 9:30am	Networking Breakfast – <i>Pacific ABC</i> SPONSOR: UNIVERSITY OF VIRGINIA
9:30am - 10:15am	Public Policy Update – <i>Pacific ABC</i>
10:15am - 10:30am	AM Break – <i>Pacific Foyer</i>
10:30am - 11:45am	Closing Keynote – <i>Pacific ABC</i>
11:45am - 12:00pm	Closing Conference Remarks – <i>Pacific ABC</i>





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For all our virtual participants, please remember that the conference schedule will run in **PACIFIC DAYLIGHT TIME.**

Keynote Speakers

OPENING CONFERENCE KEYNOTE:

Jelani Cobb

Thursday, March 17, 2022

9:10 - 10:15am, PDT

Location: Pacific ABC

**The Half-Life of Freedom:
Race, and Justice in America Today**

Jelani Cobb is a staff writer at The New Yorker, writing on race, history, justice, politics, and democracy. He is Columbia University's Ira A. Lipman Professor of Journalism. He recently



co-edited The Matter of Black Lives, a collection of The New Yorker's most groundbreaking writing on Black history and culture in America, featuring the work of legendary writers like James Baldwin and Toni Morrison. Publishers Weekly writes, "Beyond the stellar prose, what unites these pieces, which range widely in

length, tone, and point of view, is James Baldwin's insight, paraphrased by Jelani Cobb, that 'the American future is precisely as bright or as dark as our capacity to grapple with [the legacy of racism].'" Cobb also edited and wrote a new introduction for The Kerner Commission—a historic study of American racism and police violence originally published in 1967—helping to contextualize it for a new generation. The condensed version of the report, called The Essential Kerner Commission Report, is described as an "essential resource for understanding what Cobb calls the 'chronic national predicament' of racial unrest" (Publishers Weekly).

HEALTH EQUITY TRACK KEYNOTE:

Dr. Jonathan Metzl

Friday, March 18, 2022

9:00 - 10:15am, PDT

Location: Pacific ABC

**Moving Beyond "Cultural Competency:"
Addressing How Structures Produce Health Inequalities**

Jonathan Metzl MD, PhD, is an acclaimed physician, psychiatrist, and sociologist who speaks and writes on a range of topics including guns, gun violence, and race, gender,



and social justice in healthcare. Dr. Metzl's quest to understand the health implications of "backlash governance" led him across America's heartland where he interviewed a range of everyday Americans. He examined how racial resentment fueled pro-gun laws in Missouri, resistance to the Affordable Care Act in Tennessee, and

cuts to schools and social services in Kansas. And he shows these policies' costs: increasing deaths by gun suicide, rising dropout rates, and falling life expectancies. White Americans, Dr. Metzl argues, must reject the racial hierarchies that promise to aid them but in fact lead our nation to demise. Dr. Metzl is the Frederick B. Rentschler II Professor of Sociology and Psychiatry, and the Director of the Center for Medicine, Health, and Society at Vanderbilt University in Nashville, Tennessee. He received his MD from the University of Missouri, MA in humanities/poetics and psychiatric internship/residency from Stanford University, and PhD in American culture from University of Michigan. A 2008 Guggenheim Fellow, Professor Metzl has written extensively for medical, psychiatric, and popular publications and appears regularly on television and radio.

ACADEMIC DIVERSITY OFFICERS TRACK KEYNOTE:

Dr. Tabbye M. Chavous

Friday, March 18, 2022

Time: 1:30 - 2:30pm, PDT

Location: Pacific ABC

**Diversity Leaders in Higher Education: Strategies,
Skills and Conditions to Sustain Institutional Change**

Dr. Tabbye Chavous is director of the National Center for Institutional Diversity (NCID), associate dean for diversity, equity, and inclusion for the College of Literature, Science,



and the Arts, and a professor of education and psychology at the University of Michigan. She is also a co-founder and principal investigator of the university's Center for the Study of Black Youth in Context. Dr. Chavous' research focuses on positive identity development among Black adolescents and emerging adults; achievement motivation

processes — including relationships among students' racial/ethnic, gender, and academic and disciplinary identities; and the impacts of school/campus climates on students' academic, social, and psychological adjustment. Dr. Chavous' recent research projects include National Science Foundation-funded studies of contextual risk and resilience factors among underrepresented and racially minoritized undergraduate and graduate students pursuing STEM degrees. Her work also highlights how many racially minoritized students draw on their racial and cultural identities in ways that promote their motivation and persistence, including in settings where they are underrepresented and experience marginalization based on their multiple social identities (race/ethnicity, gender, socioeconomic status, religion, among other identities). In her 22-year faculty career, Dr. Chavous has over 16 years of experience in administrative roles focused on organizational and cultural change. In her current NCID director role, Dr. Chavous works to create, apply, and disseminate research-based models of programming and practice focused on broadening equity, access, and thriving in STEM at student, postdoctoral, and faculty levels.

CLOSING CONFERENCE KEYNOTE:

Rosa Clemente

Saturday, March 19, 2022

10:30 - 11:45am, PDT

Location: Pacific ABC

**Advancing Equity and Anti-Racism
Strategies on Campus**

Rosa Alicia Clemente is a Black-Puerto Rican woman born and raised in the Bronx, NY. She is an organizer, producer, independent journalist and scholar-activist. In 2008, Clemente



made herstory when she became the first Afro/Black-Latina to run for vice president of the United States on the Green Party ticket. She and her running mate, Cynthia McKinney, are to this date the only women of color ticket in U.S. presidential history. However, her influential work neither started nor ended there. A media-maker,

Clemente was recently an associate producer on Judas and the Black Messiah, a two-time Oscar-winning film by Shaka King, Charles D. King and Ryan Coogler about the betrayal of Black Panther Chairman Fred Hampton at the hands of FBI informant William O'Neal. Clemente is currently completing her Ph.D. at the W.E.B. DuBois Center at the University of Massachusetts Amherst. Her academic work centers national liberation struggles inside the U.S. with a specific focus on the Young Lords Party, the Black Panther Party, Black and brown liberation movements of the '60s and '70s as well as the effects of COINTELPRO (Counterintelligence Program) on such movements. Clemente is also one of her generation's leading scholars on the issues of Afro/Black-Latina/Latino/Latinx identity. In 2020, she created the Black Diasporic Organizing Project, a nonprofit dedicated to combating anti-Blackness within the wider Latina, Latino and Latinx community.

Mindful Wellness Sessions

Thursday, March 17, and Friday, March 18

6:30 – 7:30am

JustBriFree

LOCATION: SUNSET TERRACE

JustBriFree Yoga Bri Hamlet, MPH, CHES, RYT-200 (she/her) is a Certified Health Educator and 200-hour Registered Yoga Instructor. Bri came to yoga in 2014 to cope with stress and health concerns. After years of practicing and self-healing, Bri decided to become a yoga instructor and bring yoga to her community in 2018. As a member of both the Black and LGBTQ communities, Bri is invested in holding space for marginalized identities on the mat. Bri has taught hundreds of students both in San Diego and beyond. JustBriFree's work has been highlighted in media such as San Diego Voyager, Glamour, and POPSUGAR. Bri is currently completing an advanced 300-hour yoga teacher training.



TAKE A BREAK!

Visit Hospitality B, Thursday, March 17, through Saturday, March 19, to take a break and/or pick up a self-care bag.



Thursday, March 17 / 12:15 – 1:15pm

Self-Care and Healing Practices for CDOs in the Time of COVID-19

LOCATION: PACIFIC ABC

In this session, Dr. Anneliese Singh explores self-care and healing practices that CDOs can integrate into their everyday personal and professional lives. Dr. Singh provides examples of these practices from liberation movements around the world to help participants integrate sustainability, health, and wellness into their equity and justice leadership during the time of COVID-19. Participant dialogue and experiential learning are included.

Anneliese Singh, PhD, LPC (she/they) serves as Chief Diversity Officer at Tulane University and is a Professor in Social Work with a joint appointment in Psychology. Dr. Singh's research explores the resilience and liberation experiences of queer, trans, and non-binary communities, South Asian counseling and psychology, and social justice and empowerment interventions. Dr. Singh is trained as a counselor and psychologist and integrates healing modalities with equity, diversity, and inclusion work. Dr. Singh is the author of *The Racial Healing Handbook: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism and Engage in Collective Healing* and *The Queer and Trans Resilience Workbook: Skills for Navigating Sexual Orientation and Gender Expression*.



Pre-Conference Program Wednesday, March 16, 2022

8:00am – 12:00pm

LOCATION:

New Chief Diversity Officers Workshop (PRE-REGISTRATION REQUIRED)

BAYVIEW BALLROOM A

SPONSOR:



MODERATOR:

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

Ame Lambert, Ph.D., Vice President for Equity and Inclusion, Chief Diversity Officer, Portland State University

PRESENTERS:

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

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

Kathleen Wong (Lau), Ph.D., Chief Diversity Officer, San Jose State

Transitioning to a new Chief Diversity Officer (CDO) position is both exciting and challenging. Forging a path of transformational organizational change with increasing demands from multiple underrepresented groups and limited resources is no easy task. In addition to content expertise, your ability to succeed is dependent on continually increasing your capacity to navigate complexities and maintain an authentic sense of self and an unwavering focus on mission. This workshop will tackle these realities and provide practical solutions for navigating your early years as a CDO. Hear from seasoned CDOs and NADOHE CDO fellows still relatively early in their careers who can provide valuable insights. During this workshop, you will also have the opportunity to connect with other new CDOs in attendance and explore case studies. You will also learn more about how NADOHE can be a partner on your CDO journey.

12:00pm – 5:30pm

LOCATION:

NADOHE Board of Directors Meeting

HARBOR



Pre-Conference Program Wednesday, March 16, 2022

1:00pm - 5:00pm
LOCATION: **Advancing Anti-Racism Strategies on Campus Framework Institute** (PRE-REGISTRATION REQUIRED)
BAYVIEW BALLROOM AB

SPONSOR:



National University System

S·JEDI

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

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

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

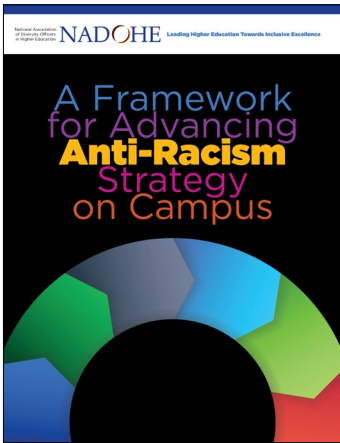
David H. Garcia, M.Ed., Assistant Dean for Health Equity and Inclusion, Elson S. Floyd College of Medicine, Washington State University

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

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

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

DESCRIPTION: Almost two 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 an institute to explore application of NADOHE’s Advancing Anti-Racism on Campus Framework. The Framework was developed by a group of seasoned senior diversity officers to put focus on areas of concentration to enact change and advance outcomes across different institutions. The framework also outlines several questions that diversity officers should consider as they implement anti-racism strategies into campus operations. We invite you to learn more about the framework and to hear from a group of seasoned practitioners who will outline leading racial justice efforts on their respective campuses and how the application of these efforts might benefit work at your institution. Participants in this session will:

- Gain a deeper understanding of the Advancing Anti-Racism on Campus Framework
- Explore the impact of how the Framework is applied to various institutional contexts
- Examine the racialized experiences of multiple stakeholders groups and the impact of systemic racism on campus
- Consider strategies that address racial inequities and advance racial justice and examine their broader application to other minoritized communities
- Learn how to navigate the various tensions and resistance to implementing a racial equity framework

5:30pm - 6:30pm
Networking Time
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.

LOCATION: **Community College Diversity Officers Connection Reception**
VISTAL TERRACE (PLEASE NOTE: LOCATED ON THIRD FLOOR)

LOCATION: **Healthcare Professions Chapter Reception** **HEALTH EQUITY TRACK**
SUNSET TERRACE



LOCATION: **Leadership in the Liberal Arts Reception**
BAYVIEW TERRACE






LOCATION: **ADO Connection Reception** **ACADEMIC DIVERSITY OFFICERS TRACK**
EMBARCADERO

LOCATION: **Faith-Based CDO Connection Reception**
HOSPITALITY B



Program Thursday, March 17, 2022

6:30am - 7:30am LOCATION:	Yoga SELF-CARE SUNSET TERRACE
7:00am - 5:00pm LOCATION:	Registration PACIFIC FOYER
7:15am - 8:15am LOCATION: SPONSOR:	New Member/First Time Attendee Orientation Breakfast NETWORKING BAYVIEW BALLROOM UNIVERSITY OF CALIFORNIA
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!
7:30am - 8:30am LOCATION: SPONSOR:	Networking Breakfast NETWORKING PACIFIC ABC UKG
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.
8:30am - 10:15am LOCATION:	Opening Conference Welcome, Land Acknowledgment and Keynote HYBRID PACIFIC ABC TIAA
8:30AM - 10:15AM INTRODUCTION:	Native Land Acknowledgement  Rich A. Salas, Ph.D. Des Moines University
PRESENTER:	 Macedonio Arteaga, Jr. , is a first-generation graduate from UCSD. Mr. Arteaga has been part of San Diego Unified School District for 18 years, training staff and entire departments on culturally relevant instructional strategies, cultural proficiency, restorative practices, and trauma-informed care. He has a long history of conducting various workshops with community organizations that are working with youth and adults on building community. Mr. Arteaga is part time executive director of Izcalli, a nonprofit organization that has worked with at-risk youth for over 23 years. His work with Izcalli’s program focuses on the arts, mentoring, and restorative circle practices, and it has reached hundreds of youth as well as many distinguished San Diego civics and arts leaders. He has presented internationally and at world conferences on restorative work specifically working with men of color. His work has appeared in documentaries in England, Canada and on PBS. He is a published poet, playwright, actor and motivational speaker. He has received national and international awards for the work he has done with adults and young people in San Diego, California. Recently he was awarded a Legacy Artist Fellowship by the California Arts Council. He was given permission by his Native American Elders to run traditional healing, water, marriage and other ceremonies for the community.

8:30AM - 10:15AM PRESENTER:	Welcome remarks by NADOHE President to all participants  Paulette Granberry Russell, J.D. , President, NADOHE
8:30AM - 10:15AM MODERATOR:	Opening Conference Keynote: The Half-Life of Freedom: Race and Justice in America Today  Jeanne Arnold, MSW, Ed.D. Chief Diversity, Equity & Inclusion Officer, and Chief of Staff, St. Francis College
PRESENTER:	 Jelani Cobb , Journalist, The New Yorker and Ira A. Lipman Professor of Journalism, Columbia University Journalist Hendrik Hertzberg once described the work of Jelani Cobb as combining the “rigor and depth of a professional historian with the alertness of a reporter, the liberal passion of an engaged public intellectual and the literary flair of a fine writer.” So it is with Cobb’s riveting, auspicious keynotes: up-to-the-moment meditations and breakdowns of the complex dynamics of race and racism in America. Whether speaking on Black Lives Matter and activism, the battle zones of Ferguson or Baltimore, the legacy of a black presidency, or the implications of the Trump era—or, more generally, on the history of civil rights, violence, and inequality in employment, housing, or incarceration in the US—Cobb speaks with the surety and articulate passion of only our best journalists. His keynotes inspire us to work, tirelessly, toward achieving an ongoing dream of equity—of genuine democracy. They show us that not only are the levers of justice in our hands, but we can move them in the direction we see fit. And they remind us that the only obstacle holding us back is the comforting illusion that we’ve already achieved our goals.
10:15am - 10:45am LOCATION:	AM Break NETWORKING PACIFIC FOYER
SPONSOR:	 Many voices, one future An inclusive Princeton
10:45am - 12:00pm SPONSOR:	NADOHE Concurrent Sessions  GRAND VALLEY STATE UNIVERSITY
10:45AM - 12:00PM LOCATION: MODERATOR: PRESENTER:	A1 - Shared Equity Leadership: Changing the Narrative About the Who and How of DEI Work HARBOR Sarah Singletary Walker, Ph.D. , Chief Diversity, Equity, and Inclusion Officer, Creighton University Jennifer Booz , Chief Diversity Officer, University of Alaska Anchorage and Principal Advisor to the Chancellor and Cabinet
DESCRIPTION:	Decades of programmatic efforts and interventions have failed to make a difference in the success of racially minoritized, low-income, and first-generation students, whose populations are increasing on college campuses. One prominent lever for creating transformational change is campus leadership. In this session, participants will learn how a Shared Equity Leadership model can be implemented as a way to change institutional culture around equity and belonging.

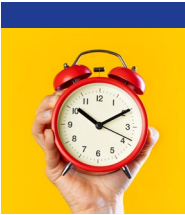
Program Thursday, March 17, 2022 (CONTINUED)

10:45AM - 12:00PM	A2 - Pronouns and Praxis: CDO Strategies for Transgender Inclusion
LOCATION:	BALBOA AB
MODERATOR:	Donald Outing, Ph.D. , Vice President for Equity and Community, Lehigh University
PRESENTER:	AJ Mazaris, Ph.D. , Assistant Vice President for Equitable Policy, Office of Diversity and Inclusion, and Founding Director, LGBTQ+ Center, Wake Forest University
DESCRIPTION:	This session is designed for CDOs and diversity professionals who want to increase their competency around policies, practices, and strategies related to transgender equity and inclusion on campus. Key strategies for transgender equity and inclusion will be shared.
10:45AM - 12:00PM	A3 - Transforming the Employee Lifecycle through an Equity Lens
LOCATION:	BROADWAY AB
MODERATOR:	Elizabeth A. Moon , Associate Director, Career Development/Chief Diversity Officer, UC Davis
PRESENTERS:	Mel Freitag, Ph.D. , Diversity Officer, School of Nursing, University of Wisconsin-Madison Lisa Imhoff, MSSW, LSCW , Associate Dean for Diversity, Equity, and Inclusion, School of Pharmacy, University of Wisconsin-Madison
DESCRIPTION:	Beyond attracting diverse candidates, it is important to keep an equity lens present throughout the employee lifecycle. Participants will leave with an understanding for how to build equity into each touchpoint of an organization beyond recruitment.
10:45AM - 12:00PM	A4 - 5 Key Takeaways for Racial Reconciliation on Your Campus
LOCATION:	EMBARCADERO
MODERATOR:	Debra Leigh , Vice President for Equity and Inclusion, St. Cloud Technical Community College
PRESENTER:	Frederick Gooding, Jr., Ph.D. , Ronald E. Moore Endowed Professor of the Humanities, John V. Roach Honors College, Texas Christian University
DESCRIPTION:	Unlike many “anecdotal” presentations on race, participants will leave with concrete concepts and a uniform vocabulary with which to recognize and further analyze opportunities for influencing change, and better assist their campuses in fostering racial reconciliation.
10:45AM - 12:00PM	A5 - Indigenous Life-ways: From Mission to Buildings and Curriculums
LOCATION:	HOSPITALITY A
MODERATOR:	Idella Glenn, Ph.D. , Vice President, Equity, Inclusion and Community Impact, University of Southern Maine
PRESENTERS:	Sean Chandler, Ed.D. , Enrolled member, Aaniiinen (Gros Ventre) Nation, and President, Aaniiih Nakoda College (ANC) Alicia Werk, B.S.N., R.N. , Enrolled member, White Clay (Aaniiian) nation, and Past Public Health Nurse, Fort Belknap Indian reservation
DESCRIPTION:	This session showcases how the ANC president, faculty and staff have reshaped the negative impact of colonization, historical trauma, discrimination, and health disparities to develop a campus model that prioritizes the well-being and success of its students.
10:45AM - 12:00PM	A6 - The I-DARE Initiative: Advancing Inclusion, Diversity, Anti-Racism, and Equity at UC Davis Health HEALTH EQUITY TRACK
LOCATION:	BAYVIEW BALLROOM A
MODERATOR:	Marcine Pickron-Davis, Ph.D. , Chief Diversity and Community Relations Officer, Philadelphia College of Osteopathic Medicine
PRESENTERS:	Hendry Ton, M.D., M.S. , Clinical Professor and Associate Vice Chancellor for Health Equity, Diversity and Inclusion, University of California Davis Health Ceasor Dennis , Senior Director, Office for Health Equity, Diversity and Inclusion, UC Davis
DESCRIPTION:	Diversity, Equity, and Inclusion (DEI) committee taskforces, like the Inclusion, Diversity, Anti-Racism, and Equity (IDARE) Taskforce Initiative at UC Davis Health System, help leaders, managers, and members of a department stay focused on DEI goals. Why taskforces? Diversity Taskforces are Evidence-based Strategies. This session will provide attendees with a structured framework to catalyze the formation of departmental DEI taskforces, utilize a standardized departmental needs assessment survey, and provide professional development for current and future DEI leaders.
10:45AM - 12:00PM	A7 – Academic Diversity Officers (ADOs) in Higher Education: Unpacking the

	Complexity of Their Roles and Creating the Institutional Conditions for Their Success
	ACADEMIC DIVERSITY OFFICERS TRACK
LOCATION:	BAYVIEW BALLROOM B
MODERATOR:	Bernie Santarsiero, Ph.D. , Professor, Pharmaceutical Sciences and Director, Research Initiatives, Office of Diversity, Equity, and Engagement, University of Illinois Chicago
PRESENTERS:	Tabbye Chavous, Ph.D. , Professor of Education and Psychology, Director, National Center for Institutional Diversity (NCID), and Associate Dean for Diversity, Equity, and Inclusion, College of Literature, Science, and the Arts, University of Michigan Jeffrey Grim, Ph.D.-Candidate , Center for the Study of Higher and Postsecondary Education, University of Michigan Laura Sánchez-Parkinson, M.A. , Manager of Public Scholarship Initiatives, NCID, University of Michigan Marie Ting, Ph.D. , Associate Director, NCID, University of Michigan Katrina Wade-Golden, Ph.D. , Deputy Chief Diversity Officer, University of Michigan
DESCRIPTION:	As part of an overall re-evaluation of the DEI structure at the University of Michigan, the role of the Academic Diversity Officers (ADOs) were redesigned to lead, coordinate, support, execute, and create improved structures of accountability. The session will illuminate the experiences, strategies, social networks, and resources that ADOs employ to implement change within their academic or administrative unit.
10:45AM - 12:00PM	A8 - Latinx CDOs Rising to the Challenge HYBRID
LOCATION:	PACIFIC D
MODERATOR:	Rich A. Salas, Ph.D. , Des Moines University
PRESENTERS:	Elizabeth Ortiz, Ph.D. , Vice President for Institutional Diversity and Equity, DePaul University Ricardo Nazario y Colón , Chief Diversity Officer, Office of the Provost, Western Carolina University Jesse M. Bernal, Ph.D. , Chief of Staff to the President and Vice President for Inclusion & Equity, Grand Valley State University
DESCRIPTION:	This special topic session will explore the nuances of being a Latinx CDO in higher education. The CDO role is dynamic and challenging, and DEI efforts are often centered on race. Participants will learn how Latinx diversity leaders move forward with an antiracism framework grounded in cultural strengths and community building. This special topic session will also discuss how Latinx CDOs engage DEI work with campus stakeholders on issues of identity to include the intersections of race, class, gender, sexual orientation, and colorism that influence and inform DEI efforts. The presenters will focus on drawing strengths from Latinx cultural capital, code-switching as a form of navigating systems, managing various campus agendas, and taking a deep dive into living within a Latinx framework of leadership and ways of knowing.
12:15pm - 1:15pm	Self-care and Healing for CDOs in the Time of COVID-19 SELF-CARE
LOCATION:	PACIFIC ABC
PRESENTER:	Anneliese Singh, Ph.D., LPC , Chief Diversity Officer, Tulane University
DESCRIPTION:	In this session, Dr. Anneliese Singh explores self-care and healing practices that CDOs can integrate into their everyday personal and professional lives. Dr. Singh provides examples of these practices from liberation movements around the world to help participants integrate sustainability, health, and wellness into their equity and justice leadership during the time of COVID-19. Participant dialogue and experiential learning are included.
1:15pm - 1:30pm	PM Break NETWORKING
LOCATION:	PACIFIC FOYER



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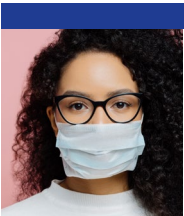
Program Thursday, March 17, 2022 (CONTINUED)

1:30pm - 2:45pm	NADOHE Concurrent Sessions
1:30PM - 2:45PM	B1 - Equity Action Initiative at Florida International University: An Urban Public Research University, Response to Calls for Greater Racial Equality
LOCATION:	HOSPITALITY A
MODERATOR:	Michele Minter, M.F.A. , Vice Provost for Institutional Equity and Diversity, Princeton University
PRESENTERS:	Khaleel Seecharan, Ed.D. , Partner, DEI Ready Emmanuele Bowles, Ed.D. , Director, Diversity, Equity and Inclusion, Florida International University EK Hudson , Sr. Vice President for Human Resources, and Vice Provost for Diversity, Equity and Inclusion, Florida International University
DESCRIPTION:	FIU conducted a comprehensive 50-day campus-wide review culminating in a publicly available report highlighting institutional strengths and weaknesses. The report included a recommended implementation strategy that has since been adopted by the institution, resulting in the creation of the Equity Action Initiative report. DEI leaders from institutions who are undergoing similar calls for racial equity and social justice can learn from FIU’s leadership journey through their experiences and insights in translating aspirations into meaningful action.
1:30PM - 2:45PM	B2 - Diversity is Easy, Inclusion is Hard: Women of Color in Sports/Athletics Leadership
LOCATION:	BALBOA AB
MODERATOR:	Jesse Bernal, Ph.D. , Chief of Staff to the President and Vice President for Inclusion & Equity, Grand Valley State University
PRESENTERS:	Jennifer Hunter, J.D. , Senior Director, Diversity Equity & Inclusion, Portland Trailblazers (NBA) China Jude, Ph.D. , Vice President of Diversity, Equity & Inclusion, Denver Broncos (NFL) Renaе Myles Payne, Ed.D. , Sr. Associate Athletic Director/CDO, University of Miami (NCAA)
DESCRIPTION:	Presenters will provide a view of the challenges and obstacles that exist for women of color advancing in leadership roles in sports/athletics. The panelists will provide research on how advancement is normalized for others and provide first-person accounts of their experiences. The juxtaposition that women of color work and survive in the sports/athletic industry perpetuates the idea that the industry is one of the most diverse, therefore it must be inclusive. However, inclusion has not caught up with diversity in the industry. Finally, the panelists will provide practical strategies for DEI professionals to specifically address the lack of inclusion in sports/athletics leadership.
1:30PM - 2:45PM	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
LOCATION:	BROADWAY AB
MODERATOR:	Lisa D. Givan , Vice President for Institutional Diversity, Equity, and Belonging and Chief Diversity Officer, Indiana Institute of Technology
PRESENTERS:	Dennis A. Mitchell, D.D.S., M.P.H. , Executive Vice President for University Life, Senior Vice Provost for Faculty Advancement, and Professor of Dental Medicine, CUMC Adina Berrios Brooks , Associate Provost for Inclusive Faculty Pathways Iessa J. Sutton , Assistant Provost for Faculty Diversity and Inclusion, University of Columbia in the City of New York Jennifer Leach , Associate Director for Faculty Advancement, University of Columbia in the City of New York
	University publications can be especially powerful in advancing DEI initiatives and driving institutional change, helping to start conversations, to build community, to codify recommendations, and to consolidate resources across campus. Presenters will share two recent publications from their Best Practices Guides series, The Columbia University LGBTQ+ Guide: Resources to Foster an Affirming Community for LGBTQ+ Faculty and Staff and the Guide to Best Practices in Faculty Search and Hiring, as well as plans for an upcoming Guide to Best Practices in Inclusive Graduate School Admissions.

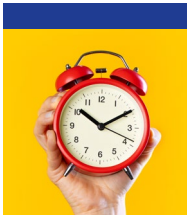
1:30PM - 2:45PM	B4 - Utilizing the Racial and Intersectional Microaggressions (RIMA) Survey as a Strategy for Confronting Anti-Blackness and Advancing Equity at a Highly Research Intensive (R1) Hispanic Serving Institution (HSI)
LOCATION:	EMBARCADERO
MODERATOR:	Joanne Woodard, M.A. , Vice President for Inclusion, Diversity, Equity, and Access, University of North Texas
PRESENTERS:	Assata Zerai, Ph.D. , Vice President for Equity and Inclusion and Sociology Professor, University of New Mexico (UNM) Nancy López, Ph.D. , Associate V.P. for Equity & Inclusion, Professor of Sociology, Director/Co-founder, Institute for the Study of “Race” & Social Justice, & Founding Coordinator, NM Statewide Race, Gender, Class Data Policy Consortium, University of New Mexico (UNM) Mónica Jenrette , Data Programmer/Analyst, Division for Equity and Inclusion, University of New Mexico (UNM)
DESCRIPTION:	Presenters will present results and interventions that stem from a Spring 2021 survey of over 600 graduate, professional, and undergraduate students who are BIPOC (Black, Indigenous and People of Color - also inclusive of Multiracial, Latinx, Asian American and Pacific Islander), LGBTQIA, and Persons with Disabilities (PWDs-including physical and cognitive disabilities) at a research-intensive Hispanic-Serving Institution in the Southwest. Survey results analyzed with binomial logistic regression indicate Black students are from 2 to 9 times more likely to experience racial and intersectional microaggressions (RIMAs) relative to other racial groups.
1:30PM - 2:45PM	B5 - Beyond Native American Land Acknowledgements Towards Transformative Action: Strategies for Senior Diversity Officers <div>HYBRID</div>
LOCATION:	PACIFIC D
MODERATOR:	Michael Goh, Ph.D. , Professor and Vice President for Equity and Diversity & Senior Diversity Officer, University of Minnesota
PRESENTERS:	Michael Goh, Ph.D. , Professor and Vice President for Equity and Diversity & Senior Diversity Officer, University of Minnesota Tadd Johnson, J.D. , Professor and Senior Director for Tribal Nations Relations, University of Minnesota Karen Diver, M.P.A. , Senior Advisor to the President for Native American Affairs, University of Minnesota
DESCRIPTION:	Participants are invited to consider how the theme for this conference – advancing equity and anti-racism strategies on campus - must include our Native American communities. Even as senior diversity officers and their institutions of higher education leverage the national racial reckoning to hasten the work of anti-racism and diversity, equity, and inclusion efforts across the nation, the plight of Native American communities on our campuses is frequently understated. Increasingly popular land acknowledgements add insult to injury when they seem more symbolic than substantive. This learning lab outlines a senior diversity officer strategic priority and efforts to move beyond land acknowledgements towards substantive commitments that result in meaningful and sustainable actions.
1:30PM - 2:45PM	B6 - From Framework to Action: Developing Anti-Racist Medical Educators and Practitioner-Scholars <div>HEALTH EQUITY TRACK</div>
LOCATION:	BAYVIEW BALLROOM A
MODERATOR:	Dennis Mitchell, D.D.S., M.P.H. , Executive Vice President for University Life, Senior Vice Provost for Faculty Advancement and Professor of Dental Medicine at the Columbia University Medical Center
PRESENTERS:	Sangeeta Lamba MD, M.S. HPed , Professor of Emergency Medicine; Vice President for Faculty Development and Diversity, Rutgers; Vice Chancellor for Diversity and Inclusion, Rutgers Biomedical and Health Sciences Charlotte Thomas-Hawkins, Ph.D., RN, FAAN , Associate Dean and Associate Professor, Nursing Science; Director, Center for Health Services Research and Policy, Rutgers School of Nursing
DESCRIPTION:	With the increase of racism and antiracist conversations in postsecondary arenas, most faculty are often not prepared to respond to or integrate antiracism topics into the curricula and into their practice. The presentation will highlight the interplay between individual learning/growth and the systemic/institutional changes needed. The key elements of the framework include building foundational awareness, expanding foundational knowledge on antiracism, embedding antiracism education into practice, and dismantling oppressive structures and measuring progress.

Program Thursday, March 17, 2022 (CONTINUED)

1:30PM - 2:45PM	B7 - Anybody Can Run a Faculty Hiring Program: Lessons Learned Implementing a Faculty Hiring Program through Dual Pandemics ACADEMIC DIVERSITY OFFICERS TRACK
LOCATION:	BAYVIEW BALLROOM B
MODERATOR:	Bernie Santarsiero, Ph.D. , Professor, Pharmaceutical Sciences and Director, Research Initiatives, Office of Diversity, Equity, and Engagement, University of Illinois Chicago
PRESENTERS:	Robin Means Coleman, Ph.D. , Vice President and Associate Provost for Diversity and Inclusion, Chief Diversity Officer, and Ida B. Wells and Ferdinand Barnett Professor of Communication Studies, Northwestern University Annie McGowan, Ph.D. , Interim Vice President and Associate Provost for Diversity, and Bill and Gina Flores Professor of Business, Texas A&M University Jennifer Reyes, Ph.D. , Assistant Vice President for Diversity, Texas A&M University Omar Rivera, Ph.D. , Director, ACES Fellows Faculty Hiring Program, Office of Diversity, and Associate Professor of Philosophy, Texas A&M University
DESCRIPTION:	This presentation will explore the impact of a faculty hiring program, designed to increase diversity, at a predominantly white, public land-grant university through the development of a faculty cohort program.
1:30PM - 2:45PM	B8 - Use of DEI Statements and Rubrics in Hiring Faculty: A Survey of NADOHE Members
LOCATION:	HARBOR
MODERATOR:	Jeanne Arnold, MSW, Ed.D. , Chief Diversity, Equity & Inclusion Officer, and Chief of Staff, St. Francis College
PRESENTER:	Ronnie Dunn, Ph.D. , Director of the Diversity Institute and Associate Professor of Urban Affairs, Cleveland State University
DESCRIPTION:	As the lead institution on an ASPIRE Institutional Change Network grant, Cleveland State University partnered with Iowa State University, the University of Oregon, and the National Association of Diversity Officers in Higher Education (NADOHE) to examine the use of DEI statements and rubrics in hiring faculty. Because DEI statements and rubrics as components of the hiring process are relatively recent phenomena, few studies have examined their use and effectiveness (Baker et al., 2016; Schmaling et al., 2015; Sylvester et al., 2019). Most of the research is qualitative and descriptive in nature. As part of the grant-funded project, we are conducting four studies on this hiring practice. In this presentation, we will present the results of a quantitative survey of 103 NADOHE members regarding the use of DEI statements and rubrics at their institutions, as well as their perceptions of the effectiveness of this practice in hiring diverse faculty and contributing to an inclusive climate at the institution. Additionally, we will report on participants' perceptions of the benefits of and barriers to the use of DEI statements and rubrics in hiring and qualitative comments they shared regarding this practice. Finally, we will discuss implications for faculty hiring and for future research on this topic.
2:45pm - 3:15pm	PM Break NETWORKING
LOCATION:	PACIFIC FOYER



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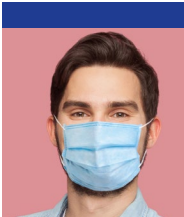


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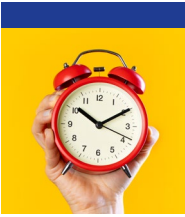
3:15pm - 4:30pm	NADOHE Concurrent Sessions
3:15PM - 4:30PM	C1 - The Miseducation of Critical Race Theory: A Thematic Analysis of Executive Order 13950, State Legislation, and White Fragility
LOCATION:	BROADWAY AB
MODERATOR:	Claudia Catota, J.D. , Chief Diversity Officer & Special Assistant to the President, California State University, Bakersfield
PRESENTERS:	Earl R. Levingston, Jr., Ph.D. , Interim Director of Diversity & Inclusion and Adjunct Professor in the College of Education, University of North Texas Yilmin Koo, Ph.D. , Adjunct Professor, University of North Texas
DESCRIPTION:	The presenters examine the “Divisive Concepts” from Executive Order 13950 (E.O. 13950), which prohibited CRT usage for federal contractors and subcontractors beginning on September 22, 2020. Although E.O. 13950 has since been repealed, the research revealed the foundational sources of E.O. 13950 and subsequent proposed legislation. Using thematic analysis as a methodological tool, the researchers investigate the nexus of legislation that attempted to ban CRT and that inaccurately depicted CRT as concepts from the book, White Fragility (DiAngelo, 2018). This miseducation derived from disinformation is a consistent controversy that continues to divide communities across the U.S.
3:15PM - 4:30PM	C2 - Disability is Diversity: How are you Including it?
LOCATION:	BAYVIEW BALLROOM A
MODERATOR:	Tomika Ferguson, Ph.D. , Assistant Dean for Student Affairs and Inclusive Excellence, Virginia Commonwealth University
PRESENTER:	Charnessa Warren, M.S., C.D.F.T. , University of Illinois, Chicago
DESCRIPTION:	Disability is the largest minoritized group in the United States, so why is it the least talked about group in diversity and inclusion efforts in higher education? How might we make disability inclusion more salient at our institutions? This session will introduce a three-step customizable approach to systematically include disability and accessibility in higher education.
3:15PM - 4:30PM	C3 - Leading Change: Designing and Facilitating an Equity Education Series for Campus Decision-makers
LOCATION:	EMBARCADERO
MODERATOR:	Angelica Perez-Johnston, Ph.D. , Chief Diversity, Equity and Inclusion Officer, The Community College of Allegheny County
PRESENTERS:	Scott Anand Vignos, J.D. , Interim Vice President and Chief Diversity Officer, Oregon State University Teresita Alvarez-Cortez, M.Ed. , Acting Assistant Vice President for Strategic Diversity Initiatives, Oregon State University
DESCRIPTION:	Oregon State University (OSU) has developed an innovative 8-week educational seminar rooted in contemporary scholarship of diversity education and critical perspectives on higher education leadership to build capacity among university leaders to initiate, support and sustain equitable organizational change within the colleges, divisions, departments, and units they lead. In this session, attendees will learn about the development of the curriculum, including the rationale for the four core learning outcomes, and discuss the timeline and resources necessary for implementation.

Program Thursday, March 17, 2022 (CONTINUED)

3:15PM - 4:30PM	C4 - Bridging the Black & Brown Divide: Strategies for Building Anti-Racist Coalitions Among Black and Latinx Communities
LOCATION:	BALBOA AB
MODERATOR:	Calvin Hill, Ph.D. , Vice President for Inclusion and Community Engagement, Springfield College
PRESENTERS:	Alejandro Covarrubias, Ed.D. , Executive Director of Equity, Access and Belonging, California State Polytechnic University - Pomona Rev. Jamie Washington, Ph.D. , President & Founder, Washington Consulting Group (WCG)
DESCRIPTION:	The purpose of this session is to deepen the participants’ awareness, knowledge, and skills to engage in, and lead, more nuanced conversations among Black and Latinx communities to develop effective coalitions on campus.
3:15PM - 4:30PM	C6 - 20/20 Vision in Health Equity - Hybrid HEALTH EQUITY TRACK HYBRID
LOCATION:	PACIFIC D
MODERATOR:	Judy Martin-Holland, Ph.D., M.P.A., R.N., C.N.S., F.N.P., F.A.A.N. , Associate Dean, Diversity, Inclusion and Community Outreach, and Clinical Professor, Dept. of Physiological Nursing, University of California, San Francisco
PRESENTERS:	Juliana Mosley-Williams, Ph.D., C.D.P. , Special Assistant to President for DEI, Salus University Melissa Contreras, O.D., M.P.H., F.A.A.O. , Assistant Professor and Director of DEI, Southern California College of Optometry Vondolee Delgado-Nixon, Ph.D., F.A.A.O. , Associate Professor of Clinical Optometry and Chief Diversity Officer, College of Optometry, The Ohio State University Ruth Y. Shoge, O.D., M.P.H., F.A.A.O. , Associate Clinical Professor and Director of Diversity, Equity, Inclusion, and Belonging (DEIB), University of California Berkeley School of Optometry
DESCRIPTION:	Post 2020, the year of racial reckoning, many fields, optometric education included, developed inaugural DEI positions, with 10 of the 23 colleges/schools of optometry filing roles during this time. The panelists, all DEI professionals at their respective institutions, will share their unique journeys to the positions, their support and lessons learned in this work. In addition, they will provide insight on social determinants of health (SDOH) and its impact on eye care health inequity, what this means in the larger scope of public health, and ultimately how to care for patients and students through a 20/20 inclusive and equitable lens.
3:15PM - 4:30PM	C7 - THRIVE: Raising Awareness and Best Practices of DEI Initiatives for Faculty Recruitment/Retention and Understanding Pipeline Programs ACADEMIC DIVERSITY OFFICERS TRACK
LOCATION:	BAYVIEW BALLROOM B
MODERATOR:	Bernie Santarsiero, PhD. , Professor, Pharmaceutical Sciences, and Director, Research Initiatives, Office of Diversity, Equity, and Engagement, University of Illinois Chicago
PRESENTERS:	Curtis D. Byrd, Ed.D. , Director of Faculty Programming for Diversity, Equity, and Inclusion, Georgia State University Rihana S. Mason, Ph.D. , Research Scientist, Urban Child Study Center, Georgia State University
DESCRIPTION:	THRIVE (Type, History, Research-Roles-Responsibilities, Identity-Inclusion, Voice, and Expectations) was developed as a strengths-based inventory tool to showcase the best practices of DEI initiatives within the institution, and as a tool to coordinate faculty recruitment and retention efforts.







NADOHE wants to thank all of our participants for actively wearing their face masks throughout the entire event, in the meeting spaces unless actively eating or drinking.





For all our virtual participants, please remember that the conference schedule will run in **PACIFIC DAYLIGHT TIME.**

4:45pm - 5:15pm	Using Workforce Analytics to Enhance Equity: The TIAA People Equity Index
HYBRID	
LOCATION:	PACIFIC ABC
SPONSOR:	
MODERATOR:	Clyde Wilson Pickett, Ed.D. , Vice Chancellor for Equity, Diversity and Inclusion/Chief Diversity Officer, University of Pittsburgh
PRESENTER:	Corie Pauling , Senior Vice President, Chief Inclusion & Diversity Officer and Head of Corporate Social Responsibility, TIAA
DESCRIPTION:	Implicit biases can hinder disadvantaged groups in ways that may not be obvious when outcomes like performance ratings or hiring patterns are viewed in isolation. When six key measures of equity are aggregated into one score, however, the results are enlightening—and convincing. TIAA’s People Equity Index does just that, giving leaders a comprehensive view of unique employee experiences across the company. Learn how this groundbreaking tool is making a difference at TIAA and how it could be adapted for use in higher education.
5:30pm - 6:30pm	Framework for Advancing Anti-Racism Strategy on Campus Town Hall HYBRID
LOCATION:	PACIFIC ABC
SPONSOR:	
MODERATOR:	Clyde Wilson Pickett, Ed.D. , Vice Chancellor for Equity, Diversity and Inclusion/Chief Diversity Officer, University of Pittsburgh
PRESENTERS:	Markes R. Dexter , Graduate Representative, University of Georgia Vernese Edghill-Walden, Ph.D. , Vice President for Diversity, Equity and Inclusion and Chief Diversity Officer, Northern Illinois University James A. Felton III, M.S. , Vice President for Inclusive Excellence, Division of Inclusive Excellence , The College of New Jersey David H. Garcia, M.Ed. , Assistant Dean for Health Equity and Inclusion, Elson S. Floyd College of Medicine, Washington State University Elizabeth F. 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 & Inclusion and Chief Diversity Officer, Westminster College Kimberly A. Truong, Ph.D. , Chief Equity Officer, MGH Institute of Health Professions
DESCRIPTION:	In the Fall 2021, NADOHE released A Framework for Advancing Anti-Racism on Campus, a comprehensive tool to support senior diversity officers and other key stakeholders in their quest to pursue racial equity on campus. This resource identifies ten priority areas where anti-racism strategies would improve conditions for Black, Indigenous, and People of Color (BIPOC) including students, faculty and staff. The Framework was developed by a Task Force composed of 12 individuals from various institutions around the country with the charge to create a resource to concentrate efforts to enact change and advance outcomes across different institutions. This Town Hall session will provide the opportunity for the NADOHE community to hear directly from members of the Task Force, who will share information on the ten areas of priority highlighted in the Framework. Participants should expect to hear more about how an application of this resource can have impact to advance change on campus.
6:30pm - 7:30pm	Welcome Reception All conference registrants are welcome to attend! NETWORKING
LOCATION:	BAYVIEW BALLROOM/TERRACE
8:30pm - 9:30pm	SPPI Alumni Social All conference registrants are welcome to attend! NETWORKING
LOCATION:	BAYVIEW BALLROOM




Program Friday, March 18, 2022

6:30am - 7:30am	Yoga	SELF-CARE
LOCATION:	SUNSET TERRACE	
7:00am - 5:00pm	Registration	
LOCATION:	PACIFIC FOYER	
7:15am - 8:45am	Chapters Networking Breakfast	NETWORKING
LOCATION:	PACIFIC ABC	
SPONSORS:	<div><div></div><div></div><div>Division for Diversity, Equity, and Inclusion</div></div>	
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. During this time together, our marketing agency RW Jones will share their guidance on chapter branding guidelines.	
9:00am - 10:15am	Keynote, Health Equity Track: Moving Beyond “Cultural Competency:” Addressing How Structures Produce Health Inequalities	HEALTH EQUITY TRACKHYBRID
LOCATION:	PACIFIC ABC	
MODERATOR:	<div><div>Mekbib Gameda, M.A., Chair, NADOHE Health Professions Chapter, Vice President for Diversity and Inclusion, Eastern Virginia Medical School</div></div>	
PRESENTER:	<div><div>Dr. Jonathan Metzl, Frederick B. Rentschler II Professor of Sociology and Medicine, Health and Society, Professor of Psychiatry, and Director of the Department of Medicine, Health and Society, Vanderbilt University</div></div> <p>Medical students, doctors, and other health professionals in the U.S. have long been trained to assess race and ethnicity in the context of clinical interactions. Medical students learn to identify how their patients’ “demographic and cultural factors” influence their health behaviors. Interns and residents receive “cultural competency” training to help them communicate with persons of differing “ethnic” backgrounds. And clinicians are taught to observe the races of their patients and to dictate these observations into medical records as a matter of course. To be sure, attention to matters of diversity in clinical settings has been shown to affect a number of factors central to effective diagnosis and treatment. Yet this talk explores how an emerging educational movement challenges the basic premise that having a culturally competent or sensitive clinician reduces patients’ overall experience of stigma or improves health outcomes. This movement, called “structural competency”, contends that many health-related factors previously attributed to culture or ethnicity also represent the downstream consequences of decisions about larger structural contexts, including health care and food delivery systems, zoning laws, local politics, urban and rural infrastructures, structural racism, or even the very definitions of illness and health. Locating medical approaches to racial diversity solely in the bodies, backgrounds, or attitudes of patients and doctors, therefore, leaves practitioners unprepared to address the biological, socioeconomic, and racial impacts of upstream decisions on structural factors such as expanding health and wealth disparities.</p>	

		
10:15AM - 10:30AM	Recognizing Who We Lost in the Past Year and Dr. Jonathan C. Smith Memorial Tribute	HYBRID
PRESENTER:	Bernie Santarsiero, Ph.D., Professor, Pharmaceutical Sciences and Director, Research Initiatives, Office of Diversity, Equity, and Engagement, University of Illinois Chicago	
DESCRIPTION:	Dr. Jonathan C. Smith, Vice President for Diversity and Community Engagement at Saint Louis University, passed away on Juneteenth, 2021, a day he intended to celebrate as a university holiday for the first time. He had a profound impact at SLU, NADOHE, and well beyond. He was born on December 17, 1959, in Montgomery, Alabama, and grew up in Harvey, Illinois. After graduating in the top of his class at Thornton Township High School, he attended Princeton University and earned a bachelor’s degree in Philosophy. He then completed studies at Washington University in St. Louis with a M.F.A. in Creative Writing and a Ph.D. in English and American Literature. Dr. Smith joined SLU in 2002 as an Assistant Professor of American Studies and transitioned to the African American Studies Program in 2011. We wish to take a few minutes to commemorate and celebrate his life, and reflect on all those we have lost in the past year.	
10:30am - 10:45am	AM Break	NETWORKING
LOCATION:	PACIFIC FOYER	
SPONSOR:		
10:45am - 12:00pm	NADOHE Concurrent Sessions	
10:45AM - 12:00PM	D1 - Supporting Jewish Student Identities and Addressing Antisemitism as Part of Campus Equity and Inclusion Commitments	
LOCATION:	BROADWAY AB	
MODERATOR:	Ame Lambert, Ph.D., Vice President for Global Diversity and Inclusion, Portland State University	
PRESENTER:	Rebecca Russo, Executive Director, Campus Climate Initiative, Hillel International	
DESCRIPTION:	The topics of Jewish student identities and antisemitism are not often included within education and professional development on diversity, equity, inclusion and justice. Yet Jewish students face an increasingly challenging climate on campuses, with nearly a third 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.	
10:45AM - 12:00PM	D2 - Reimagining Campus Safety and the Next Generation of College Policing	
LOCATION:	EMBARCADERO	
MODERATOR:	Caroline Laguerre-Brown, J.D., Vice Provost for Diversity, Equity and Community Engagement, The George Washington University	
PRESENTERS:	Megan Macklin, Program Manager, Office of Diversity, Equity and Inclusion, UC Davis Joe Martinez, MA, Student Expression and Campus Activities Coordinator, Center for Student Involvement, UC Davis Kelly Ratliff, Vice Chancellor – Finance, Operations and Administration, UC Davis Maleah N. Vidal, J.D., Assistant Campus Counsel, Office of the Campus Counsel, UC Davis	
DESCRIPTION:	The 2011 pepper spray event at the University of California, Davis pushed conversations about protest response and campus policing into the national spotlight, and today, the urgency to interrogate public safety systems and practices requires bold revisions. This session brings together UC Davis stakeholders to discuss strategies for innovating and implementing campus safety reform through collaboration and community building.	

Program Friday, March 18, 2022 (CONTINUED)

10:45AM - 12:00PM	D3 - Diversity, Equity, and Inclusion Institutional Self-Assessment
LOCATION:	BAYVIEW BALLROOM B
MODERATOR:	Tomika Ferguson, Ph.D. , Assistant Dean for Student Affairs and Inclusive Excellence, Virginia Commonwealth University
PRESENTERS:	Tammie Cumming, Ph.D. , Associate Provost, Brooklyn College of the City University of New York David Miller, Ph.D. , Professor of Research and Evaluation Methods, and School Director, School of Human Development and Organizational Studies in Education, University of Florida Anthony Brown , Executive Chief Diversity Officer and Special Assistant to the President, Brooklyn College, the City University of New York Isana Leshchinskaya , Assessment and Accreditation Specialist, CUNY Brooklyn College
DESCRIPTION:	The Council for Higher Education Accreditation (CHEA) adopted a Diversity, Equity, and Inclusion (DEI) standard for all regional accreditation authorities in September 2021. This standard requires regionally accredited institutions to measure their DEI climate and document the work of the institution in this area. With the onset of the pandemic and the magnification of DEI inequities as result of the pandemic, an assessment of DEI institutional climate was developed at several respective institutions, City University of New York – Brooklyn College, Harvard University, and the University of Florida. In this session, a case study from Brooklyn College-CUNY will be presented and will discuss the review and utilization of the instrument. Beyond the value to the research conducted at the participating institutions, we emphasize that there has not been an instrument developed with this unit of analysis and anticipate a high demand for its usage with the new CHEA accreditation standards.
10:45AM - 12:00PM	D4 - CDO Fellows Presentations 1
LOCATION:	HARBOR
MODERATOR:	Debbie M. Seeberger, Ph.D. , CDO Fellows Program Director
PRESENTERS:	Amoaba Gooden, Ph.D. , Interim Vice President of Diversity, Equity, and Inclusion, Kent State University Jarmon DeSadier, J.D. , Chief Diversity Officer, Georgia Gwinnett College Kari Bolen, Ed.D. , Associate Vice President, Chief Diversity, Equity and Inclusion Officer and Title IX Coordinator, Pasadena City College
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 8 Fellows will present on their special CDOFP projects during this time.
10:45AM - 12:00PM	D5 - Confronting and Addressing Racism in Academic Medicine and Biomedical Science: A Comprehensive Strategy HEALTH EQUITY TRACK
LOCATION:	BAYVIEW BALLROOM A
MODERATOR:	Mekbib Gameda, M.A. , Chair, NADOHE Health Professions Chapter, Vice President for Diversity and Inclusion, Eastern Virginia Medical School
PRESENTERS:	Sherree A. Wilson, Ph.D. , Assoc. Vice Chancellor and Assoc. Dean of Diversity, Equity and Inclusion, Washington University School of Medicine in St. Louis Erin Stampp, M.P.P. , Director of Programming and Professional Development, Office of DEI, Washington University School of Medicine in St. Louis
DESCRIPTION:	This session will describe the precipitating factors that led the Washington University School of Medicine to action after the murders of Michael Brown (2014) and countless others through George Floyd (2020). The presenters will discuss how buy-in, support and commitment were obtained from key stakeholders; the recruitment and selection of Equity Champions; the USR professional development curriculum that was launched in fall 2021; a summary of the comprehensive anti-racism strategy for WUSM; and the use of Implementation Science to assess effectiveness.


10:45AM - 12:00PM	D6 – Anti-Racism Across the Curriculum ACADEMIC DIVERSITY OFFICERS TRACK HYBRID
LOCATION:	PACIFIC D
MODERATOR:	DeVon Wilson, Ph.D. , Associate Dean for Diversity, Equity, and Inclusion, College of Letters and Science, University of Wisconsin, Madison
PRESENTERS:	Norah P. Shultz, Ph.D. , Professor of Sociology and Director, Inclusive Curriculum, San Diego State University Jennifer Imazeki, Ph.D. , Senate Distinguished Professor of Economics and Associate Vice President for Faculty and Staff Diversity, San Diego State University
DESCRIPTION:	As a response to the killing of George Floyd, the university developed a plan to address racial inequality and support the African American community. The approach was similar to that of our Writing Across the Curriculum (WAC) plan in which the curriculum was transformed to include a focus on anti-racism and social justice content in an inclusive manner.
1:30pm - 2:30pm	Academic Diversity Officers Keynote: Diversity Leaders in Higher Education: Strategies, Skills, and Conditions to Sustain Institutional Change ACADEMIC DIVERSITY OFFICERS TRACK HYBRID
LOCATION:	PACIFIC ABC
MODERATOR:	 Jeanne Arnold, MSW, Ed.D. , Chief Diversity, Equity & Inclusion Officer and Chief of Staff, St. Francis College
PRESENTER:	 Dr. Tabbye M. Chavous , Director of the National Center for Institutional Diversity; Associate Dean for Diversity, Equity, and Inclusion in the College of Literature, Science, and the Arts; and Professor of Education and Psychology at the University of Michigan
DESCRIPTION:	The 2020 racial reckoning was historic in sparking more widespread acknowledgement of pervasive structural racism and resulting disparities, inequalities, and injustices impacting minoritized communities in the US. Higher education institutions across the nation expressed or redoubled commitments to addressing systemic racism in their organizations. A key challenge has been how to move from intention to action toward structural and cultural change that is transformational and sustainable.
	Chief Diversity Officers (CDOs) have historically served as key strategic leaders in change efforts. More recently emerging are Academic Diversity Officer (ADO) roles—mid-level positions situated locally in schools and colleges within an institution. Increasingly common but still new in the ecosystem of higher education, there is less known about ADO roles’ features, expectations, impacts, and support needs.
	With nearly two decades of higher education leadership within academic departments and at institutional levels, Dr. Chavous offers a framework for understanding ADO roles and their contributions in leading change. Building on traditional CDO leadership structures, Dr. Chavous will amplify how these new positions and leadership structures have shown promise in supporting buy-in and application of localized knowledge, and (in collaboration or in parallel with CDOs) in institutionalizing leadership across academic units and distributing responsibilities and accountability. Dr. Chavous will also reflect on principles and processes for defining and creating diversity leadership roles foundational for establishing diverse, inclusive, and equitable campuses—providing insights on skills and strategies that ADOs—and indeed diversity leaders across higher education—employ to sustain institutional change, and on institutional conditions necessary for supporting these roles.
2:30pm - 3:00pm	PM Break NETWORKING
LOCATION:	PACIFIC FOYER
SPONSOR:	

Program Friday, March 18, 2022 (CONTINUED)




3:00pm - 4:15pm	NADOHE Concurrent Sessions
3:00PM - 4:15PM LOCATION: MODERATOR: PRESENTERS:	E1 - CDO Fellows Presentations II HARBOR Debbie M. Seeberger, Ph.D. , CDO Fellows Program Director Amy Bergstrom, Ed.D. , Chief Diversity Officer, College of Saint Scholastica John S. Hollemon, III, D.H.A. , Chief Diversity Officer, Hampton-Sydney College Tiffany Townsend, Ph.D. , Chief Diversity Officer, Augusta 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 8 Fellows will present on their special CDOFP projects during this time.
3:00PM - 4:15PM LOCATION: MODERATOR:	E2 - Let Me See Your Badge - Agents for Anti-Racism EMBARCADERO Archie W. Ervin, Ph.D. , Vice President and Chief Diversity Officer, Institute Diversity, Equity and Inclusion, Georgia Institute of Technology
PRESENTERS:	Rachel Bonaparte-Hagos, Ph.D. , Interim Director of the Institute of Part-Time Faculty Engagement and Support, Montgomery College Sharon Wilder , Chief Equity & Inclusion Officer, Montgomery College George Rice, III , Program Director/Administrative Associate, Office of Equity & Inclusion, Montgomery College
DESCRIPTION:	Montgomery College prioritizes being an antiracist institution by actively working to eliminate racism in our regular daily interactions and in every area of the College through our actions, communication, education, advocacy for equity and inclusion, and being responsive to our stakeholders. In this session we will share our 4 SMARTIE goals and operational objectives for our campuses along with the 3-fold framework for our antiracism journey and badge that includes self-reflection, education and action. These will guide us as we constantly reaffirm our commitment to equity, inclusion, belonging and advocacy.
3:00PM - 4:15PM LOCATION: MODERATOR: PRESENTERS:	E3 - Rewarding What We Value: Integrating DEI Values Into Reappointment, Tenure and Promotion Guidelines HOSPITALITY A Michele Minter, M.F.A. , Vice Provost for Institutional Equity and Diversity, Princeton University Amanda Taylor, Ed.D. , Assistant Vice President for Diversity, Equity and Inclusion, American University Kiho Kim, Ph.D. , Professor, Department of Environmental Science, and Executive Director, Center for Teaching, Research and Learning, American University Stacy Merida, Ph.D. , Professorial Lecturer Kogod School of Business, Assistant Dean for Diversity and Inclusion, and Lecturer, Business and Entertainment Program Management Department, American University
DESCRIPTION:	Though many universities have begun to take steps to ensure that their stated DEI values are reinforced through actions across the organization, one area is often left unaddressed: the faculty incentive structure. This presentation aims to share the emergent learnings from one private liberal arts university in the process of updating faculty reappointment, tenure, and promotion (RT&P) guidelines to reflect the institution's diversity, equity, and inclusion (DEI) values.
3:00PM - 4:15PM LOCATION: MODERATORS:	E4 - Looking Beyond the United States Ivory Tower to Expand the Scope of Anti-Racism Work Globally HYBRID PACIFIC D Mary Tupan-Wenno , Executive Director, ECHO, Center for Diversity Policy, Utrecht, The Netherlands Dr. Frank Tuitt , Vice President, CDO, and Professor of Higher Education and Student Affairs, University of Connecticut

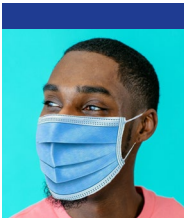
PRESENTERS:	Dr. Frank Tuitt , Vice President and Chief Diversity Officer, and Professor of Higher Education and Student Affairs, NEAG School of Education, University of Connecticut Dr. Sylk Sotto-Santiago , Vice Chair for Faculty Affairs, Development, & Diversity and Assistant Professor of Medicine, Department of Medicine, Indiana University School of Medicine Mary Tupan-Wenno , Executive Director, ECHO, Center for Diversity Policy, Utrecht, The Netherlands
DESCRIPTION:	In this session, attendees from the 2020 Racial Equity Summit located in The Hague, Netherlands, will share reflections on their experiences in the summit and how it impacted efforts to address racial equity from a global context. The goal of this learning lab is to share lessons learned from the Racial Equity Summit that provide insight into the challenges and opportunities for expanding anti-racist work globally, moving beyond the context of the United States ivory tower.
3:00PM - 4:15PM LOCATION: MODERATOR:	E9 - Cultural Humility Meets Anti-Racism at UC Davis Health: An Interactive Case Study of Building Institutional Capacity for Health Equity HEALTH EQUITY TRACK BAYVIEW BALLROOM A Judy Martin-Holland, R.N., M.P.A., Ph.D., F.A.A.N. , Assoc. Dean for Academic Programs and Diversity Initiatives, University of California San Francisco School of Nursing
PRESENTERS:	Jann Murray-García, M.D., M.P.H. , Associate Health Sciences Clinical Professor, Director for Social Justice and Immersive Learning, Betty Irene Moore School of Nursing at University of California Davis Victoria Ngo, Ph.D. , Health Systems and Community Leadership Postdoctoral Fellow, University of California Davis School of Nursing
DESCRIPTION:	The co-founder of the concept of Cultural Humility, along with a postdoctoral informaticist focused on organizational innovation, created the Anti-Racism and Cultural Humility (ARC) Training. Through storytelling and data reporting, this fast-paced session will present the evidence-based conceptual strategy of the curricular content and the key UCDH leadership decisions that facilitated buy-in, successful ratings and the immediate and ongoing organizational impact, a year from the innovation. Session attendees will participate in a taste of the training experience.
3:00PM - 4:15PM LOCATION: MODERATOR:	E10 - Building Out, Building Up: Strategies for Launching a School-Level Office of DEI ACADEMIC DIVERSITY OFFICERS TRACK BAYVIEW B DeVon Wilson, Ph.D. , Associate Dean for Diversity, Equity, and Inclusion, College of Letters and Science, University of Wisconsin, Madison
PRESENTERS:	Catalina Piatt-Esguerra, Ph.D. , Programs Manager, School of Education and Human Development (UHD), University of Virginia Robert Q. Berry, III, Ph.D. , Samuel Braley Gray Professor of Mathematics Education, Associate Dean of Diversity, Equity, and Inclusion, EHD, University of Virginia Mary Margaret Hughes, M.Ed., Ph.D. Candidate , Curriculum, Instruction, and Special Education, EHD, University of Virginia
DESCRIPTION:	We will describe strategies for launching a school-level Office of Diversity, Equity, and Inclusion at a large public university, and will include discussion of programmatic initiatives, campus events, student support, and alumni engagement that impact the school and institution.
3:00pm - 3:20pm LOCATION: MODERATOR:	EXPRESS TALKS E5 - The Leadership Landscape: South Asian Women in Higher Education BALBOA AB Mamie T. Thorns, Ph.D. , Associate Vice President and Chief Diversity Officer for Diversity Equity and Inclusion, Saginaw Valley State University
PRESENTER:	Dipexa Gandhi, Ed.D. , Professor, Drexel University
DESCRIPTION:	There is considerable literature documenting the need to diversify leadership in higher education. When an intersectional framework is included, gender is most often added to binary terms making the complexity of both gendered and raced experiences of minoritized women invisible. As diversity in higher education is shifting change in top leadership, this session will discuss discrepancies found in hiring practice and leadership setbacks that South Asian women have experienced.

Program Friday, March 18, 2022 (CONTINUED)

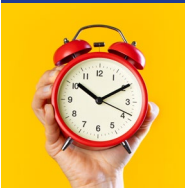
3:00pm - 3:20pm	EXPRESS TALKS E7 - Technology to Measurably Improve Institutional Belonging and Cohesion
LOCATION:	BROADWAY AB
MODERATOR:	Lisa D. Givan , Vice President for Institutional Diversity, Equity, and Belonging and Chief Diversity Officer, Indiana Institute of Technology
PRESENTERS:	Mohammad M. Ghassemi, Ph.D. , former strategic consultant, Boston Consulting Group, and former Director of Data Science, Standard & Poor's Global Financial Services Tuka Alhanai, Ph.D. , Researcher and Author
DESCRIPTION:	America is facing growing racial, social, and political divisions. Social media is partially responsible for this problem. To address these challenges, an A.I. web platform was created that connects members of a community for periodic, one-on-one, face-to-face interactions. The findings highlight the potential of technology to make meaningful social impact and motivates additional efforts into the utilization of technology to improve diversity and belonging initiatives in organizations of higher education.
3:25pm - 3:45pm	EXPRESS TALKS E6 - Small Changes Make Big Impact: University Policy on Gender Recognition and Lived Name
LOCATION:	BALBOA AB
MODERATOR:	Jeanne Arnold, MSW, Ed.D. , Chief Diversity, Equity & Inclusion Officer and Chief of Staff, St. Francis College
PRESENTER:	Liz Halimah , Associate Vice Provost and Chief Policy Advisor for Graduate, Undergraduate and Equity Affairs, University of California
DESCRIPTION:	Transgender and nonbinary people often experience this world as two people: who they are unto themselves and how the world perceives their gender identity. This session will invite participants to question our assumptions about gender and inclusion. It will share how one diversity leader was confronted with their own biases about gender expression and how that revelation enabled them to work collaboratively with university stakeholders on systemic change.
3:25pm - 3:45pm	EXPRESS TALKS E8 - An Exemplar in the Shadows: HBCUs, the UnSung Leaders in Diversity, Education, and Inclusion & Student Engagement in Higher Education
LOCATION:	BROADWAY AB
MODERATOR:	Lisa D. Givan , Vice President for Institutional Diversity, Equity, and Belonging and Chief Diversity Officer, Indiana Institute of Technology
PRESENTER:	Shanique Nixon, Ed.D. , Researcher, Tennessee State University
DESCRIPTION:	The Community Cultural Wealth and Historically Black Colleges and Universities (HBCUs) research indicates that higher education should work to ensure that research on resilience, student engagement, and student success ensure that race is an accounted for dynamic in the further examination and discourse. This session will unveil the web of connectedness between all three, and how the work of DEI is implemented at HBCUs. The goal is to discuss how HBCUs should be viewed as leaders in DEI based on my research on Community Cultural Wealth and HBCUs.
4:30pm - 5:30pm	NADOHE Annual Membership Meeting
LOCATION:	PACIFIC ABC
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:	BAYVIEW BALLROOM
SPONSOR:	
DESCRIPTION:	All attendees are invited to the awards ceremony and reception in recognition of colleagues who advance inclusive excellence in higher education.

Program Saturday, March 19, 2022

7:30am - 12:00pm	Registration
LOCATION:	PACIFIC FOYER
8:30am - 9:30am	Breakfast NETWORKING
LOCATION:	PACIFIC ABC
SPONSOR:	 Division for Diversity, Equity, and Inclusion
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 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.
9:30am - 10:15am	Washington Update - What Congress and the Administration are Trying to Do or Not HYBRID
LOCATION:	PACIFIC ABC
MODERATOR:	 Jeanne Arnold, MSW, Ed.D. , Chief Diversity, Equity & Inclusion Officer and Chief of Staff, St. Francis College
PRESENTER:	 Luis Maldonado , Vice President, Government Relations and Policy Analysis, American Association of State Colleges and Universities
DESCRIPTION:	Much has happened over the last two years, and much is still pending in Washington, D.C., that affects higher education, including the three stimulus packages, the budget reconciliation bill, and the annual appropriations bills. Historic funding has been proposed for myriad programs that would support the new majority of students, those that are low-income, first generation and/or of color. Luis Maldonado was appointed vice president for government relations and policy analysis at the American Association of State Colleges and Universities (AASCU), effective July 2019. He aids the president of AASCU in this position serving as the direct liaison with government officials, federal agencies, and other educational organizations to develop policies that support regional comprehensive state colleges and universities. Mr. Maldonado has more than 25 years of combined experience in government relations/advocacy efforts with various organizations in Washington, D.C..
10:15am - 10:30am	AM Break NETWORKING
LOCATION:	PACIFIC FOYER



NADOHE wants to thank all of our participants for actively wearing their face masks throughout the entire event, in the meeting spaces unless actively eating or drinking.



For all our virtual participants, please remember that the conference schedule will run in **PACIFIC DAYLIGHT TIME.**

Program Saturday, March 19, 2022 (CONTINUED)

10:30am - 11:45am

LOCATION:

MODERATOR:

Closing Keynote: Advancing Equity and Anti-Racism Strategies on Campus

PACIFIC ABC



Rich A. Salas, Ph.D.
Des Moines University

HYBRID

PRESENTER:



Rosa Clemente
Organizer, Producer, Independent Journalist and Scholar-Activist

DESCRIPTION:

Rosa Alicia Clemente is a Black-Puerto Rican woman born and raised in the Bronx, NY. She is an organizer, producer, independent journalist and scholar-activist. In 2008, Clemente made herstory when she became the first Afro/Black-Latina to run for vice president of the United States on the Green Party ticket. She and her running mate, Cynthia McKinney are to this date, the only women of color ticket in U.S. presidential history. However, her influential work neither started nor ended there. A media-maker, Clemente was recently an associate producer on Judas and the Black Messiah, a two-time Oscar-winning film by Shaka King, Charles D. King and Ryan Coogler about the betrayal of Black Panther Chairman Fred Hampton at the hands of FBI informant William O’Neal. Clemente is currently completing her Ph.D. at the W.E.B. DuBois Center at the University of Massachusetts Amherst. Her academic work centers national liberation struggles inside the U.S. with a specific focus on the Young Lords Party, the Black Panther Party, Black and brown liberation movements of the ‘60s and ‘70s as well as the effects of COINTELPRO (Counterintelligence Program) on such movements. Clemente is also one of her generation’s leading scholars on the issues of Afro/Black-Latina/Latino/Latinx identity. In 2020, she created the Black Diasporic Organizing Project, a nonprofit dedicated to combating anti-Blackness within the wider Latina, Latino and Latinx community.


11:45am - 12:00pm

LOCATION:

PRESENTER:

Closing Conference Remarks

PACIFIC ABC



Paulette Granberry Russell, JD
NADOHE President

Go beyond a statement! How are Asian Americans represented in your curriculum?

Do you have Asian American Studies and/or Ethnic Studies? How many Asian American faculty members do you have, especially in departments where they have been historically underrepresented? Do you have Asian Americans on your executive leadership teams? And if the answer to any of these questions is no or we don't know, then you've got work to do to truly stop hate and violence against Asians and Asian Americans. LET'S GET TO WORK.

National Association of University Officers in Higher Education

NADOHE Leading Higher Education Towards Inclusive Excellence

We aspire to be a nation that upholds civil and human rights. As attempts to suppress voting rights and roll back voter protections continue, we exhort our leaders to boldly confront and take concrete action against violence, erasure, and hate crimes. We urge colleges and universities to denounce acts of racism and other forms of power-based exclusion on their campus and in society. NADOHE stands in solidarity with the Asian, Asian American, and Pacific Islander American community and will continue to work to end racism and hate in all its forms. LET'S GET TO WORK.

National Association of University Officers in Higher Education

NADOHE Leading Higher Education Towards Inclusive Excellence

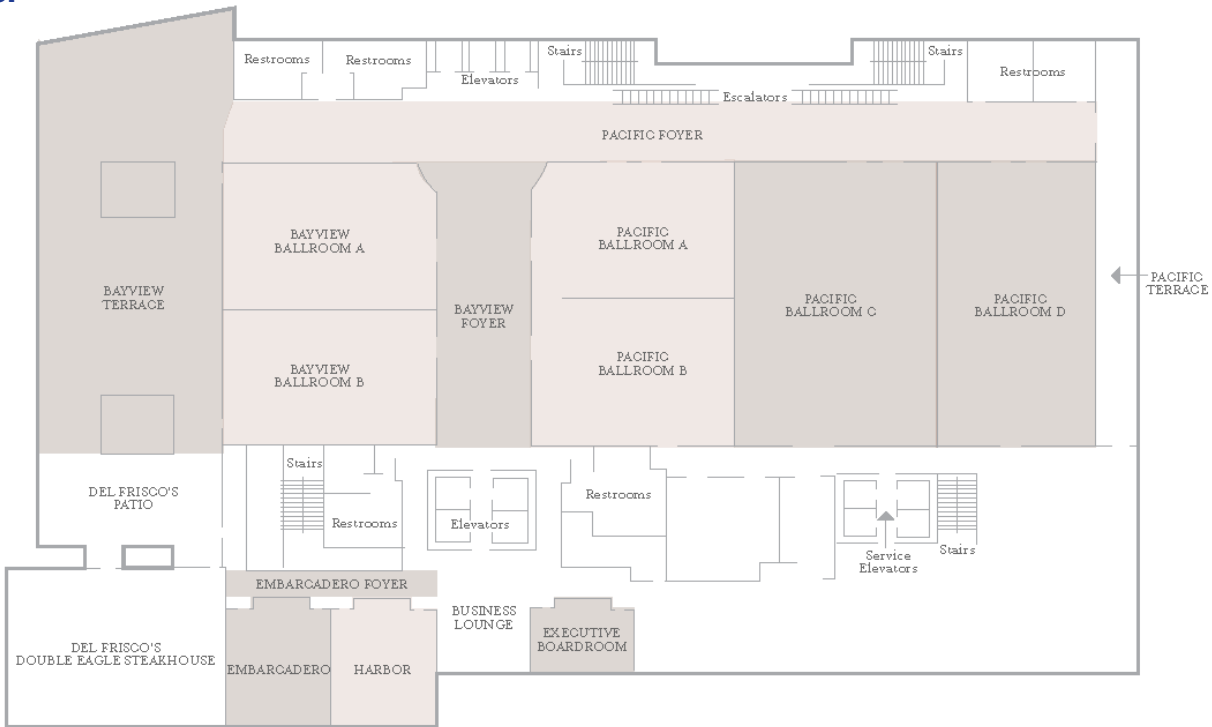
How is the Latinx community represented in your curriculum? Do you have Latinx Studies and/or Ethnic Studies? How many Latinx faculty members do you have, especially in departments where they have been historically underrepresented? How many members of your executive leadership team are Latinx? And if the answer to any of these questions is no or we don't know, then you've got work to do. LET'S GET TO WORK.

National Association of University Officers in Higher Education

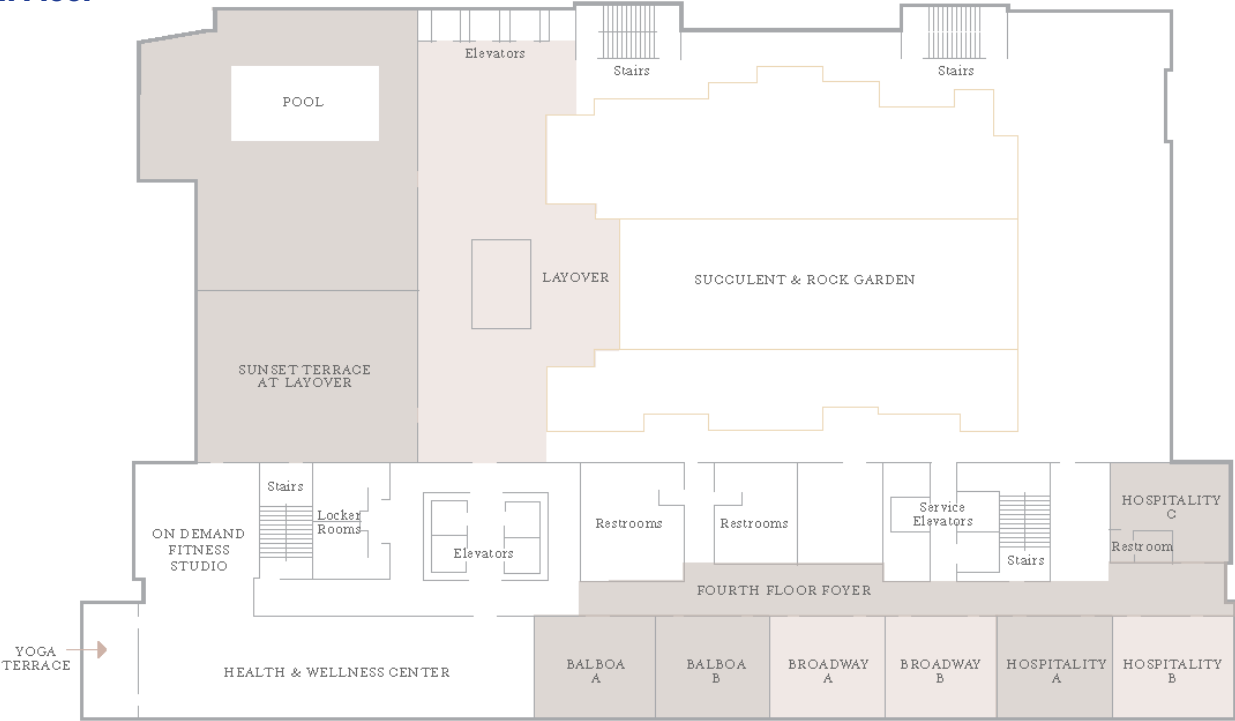
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Second Floor



Fourth Floor



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