

# PER SIST

## **How We Persist:**

Advancing Diversity, Equity,  
and Inclusion Through  
Advocacy, Collaboration, and  
Transformative Liberation

**NADOHE 2024**

**NATIONAL ASSOCIATION  
OF DIVERSITY OFFICERS  
IN HIGHER EDUCATION**

**NADOHE.ORG**

18th Annual Conference  
Hyatt Regency Seattle  
Seattle, Washington  
March 13-16, 2024

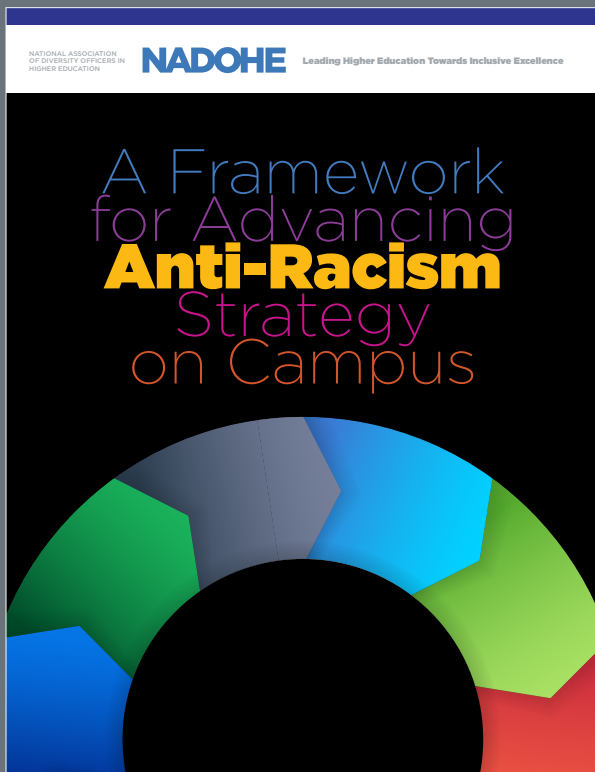
**NADOHE 2024  
PROGRAM**



### THE 2024 CONFERENCE GUIDEBOOK

Download Guidebook app and use the in-app QR Scanner to access the NADOHE 2024 Annual Conference guidebook.

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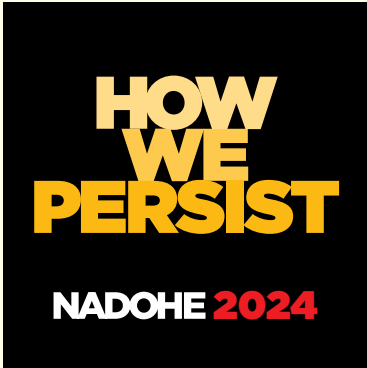
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**S**ILENCE WOULD BE SIMPLER. With politics, policy and courts fighting the success of campus diversity, equity, and inclusion, the easiest option is to keep our heads down. We could lean on allies to respond. We could cross our fingers, turn away, and hope for the best.



**But that’s not us.**

If you’re here, you not only believe in the value of our profession. You understand the necessity of its proactive leadership.

And you know its defense and ability to

persist hinge on our engagement. Amid relentless existential threats to our work, each of you is primed to push back, correct the record, and steel the field for growth. Diversity professionals together hold a powerful position to foster durable change for generations to come. That is our past, it is our present, and it is our future.

The National Association of Diversity Officers in Higher Education honors that power. This conference centers on equipping you with the relationships, insights, mechanisms, and practices to make the most of your vital roles.

As policymakers and the judiciary ratchet up distortions and barriers to progress, structural equity for our institutions demands that we draw on one another’s successes. Our persistence requires collaboration and joint advocacy at the heart of this year’s event. If we’re to deliver the full promise of inclusive excellence, we must lift up stories of the lives and communities it transforms.

It’s NADOHE’s privilege to represent and support the work of senior diversity officers, diversity practitioners, and others devoted to justice, equity, and inclusion. In our commitment to institutional transformation across higher education, we provide actionable research and resources throughout the year. I hope you’ll make extensive use of these tools long after our annual gathering concludes.

In the meantime, please accept my thanks for fitting the conference into your demanding schedules. Your thoughtful participation enriches the event for everyone. I’m likewise grateful to our sponsors and presenters, whose time, expertise, and generosity make it all possible. My thanks, too, to the Conference Planning Committee and the NADOHE staff for their tireless development of this compelling program.

This is a true team effort and it has been my pleasure to be a part of the team.

Sincerely,

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

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## Conference Planning Committee



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**On behalf of the Board of Directors  
and the Conference Planning Committee,  
welcome to NADOHE's 18th Annual Conference!**



**OUR CONFERENCE THEME**, How We Persist: Advancing Diversity, Equity, and Inclusion Through Advocacy, Collaboration, and Transformative Liberation, serves as a clear message to all who are working against our efforts locally and globally. Despite the unprecedented attacks on our work, we remain strong in our convictions to keep moving the higher education community forward. Collectively, we will not be moved.



The response to our Call for Proposals has exceeded all previous years, yielding 212 submissions. In addition to this competitive process, we have added a number of special topic sessions this year based on attendee suggestions and prior conference evaluations.

Keynote speakers Rev. Nontombi Naomi Tutu, Pedro Noguera, Ph.D., Damon Williams, Ph.D., Daniel Dawes, J.D., and Derald Wing Sue, Ph.D., will share critical perspectives, research, and tools to enhance our work. Our special topic session featuring a distinguished panel of presidents will also provide invaluable insights

on championing the work of diversity, equity, and inclusion during these extraordinary times. You won't want to miss the conversation with President Emeritus George Pruitt, Ph.D., and Presidents Ana Mari Cauce, Ph.D., L. Song Richardson, J.D., and Michael Gavin, Ph.D.

We hope you enjoy this time of connection, renewal, and fellowship here in beautiful Seattle, Washington. Please see the Conference Resources section of our website for information on the rich cultural heritage and accessible attractions of the city.

Thank you for the honor and privilege of serving as Chair of the Conference Planning Committee over the past four years. My work in this role would not have been possible without the stellar leadership of Co-Chair Rich Salas and our incomparable committee of volunteers. Please be sure to express your thanks to these dedicated and talented colleagues as you see them throughout the week.

At the conclusion of this conference, I will have completed my service on the NADOHE Board of Directors. I leave your future conference experiences in the very able hands of incoming Conference Chair Lisa Givan and Co-Chair James Felton III.

In Community,

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

CDO, WILLIAM PATERSON UNIVERSITY  
FIRST VP, NADOHE BOARD OF DIRECTORS  
CHAIR, NADOHE CONFERENCE PLANNING COMMITTEE

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**Health Equity Track**

The Health Equity track provides an opportunity for diversity officers and leaders advancing diversity, equity, inclusion, belonging, and social justice across health professions, education institutions, and health care and related organizations to engage in robust conversations that facilitate the sharing of best practices, strategies, and tools.

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**Academic Diversity Officer Track**

An ADO is similar to a chief diversity officer and has responsibility for prioritizing and executing diversity, equity, and inclusion strategic plans and practices in specific academic units — disciplines, schools, departments and colleges — rather than the entire campus. The ADO track focuses on defining the ADO role; sharing the lived experience, challenges, and opportunities of an ADO; exploring how their responsibilities are defined by the mission of their academic unit structure, leadership, and the institution's CDO; and developing critical success factors and professional development that is needed for an ADO to succeed and advance in their career.

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**NOTE:** Concurrent session numbers and meeting room assignments subject to change.

# Schedule at a Glance

## Wednesday, March 13

**7:30am - 11:30am** **WORKSHOP REGISTRATION/CHECK-IN** - *Elwha Ballroom Foyer (5th floor)*

**12:00pm - 5:00pm** **REGISTRATION** - *Regency Ballroom Foyer (7th Floor)*

**8:00am - 12:00pm** **WORKSHOP** Charting Excellence: Empowering New Chief Diversity Officers for Success (Pre-Registration Required) - *Elwha Ballroom (5th Floor)*

**8:00am - 12:00pm** **WORKSHOP** So You Want to Be a CDO (Pre-Registration Required) - *Quinault Ballroom (5th Floor)*

**1:00pm - 5:00pm** **WORKSHOP** Campus Climate Assessment Retrospective: Learning from the Past and Best Practices for the Future (Pre-Registration Required) - *Elwha Ballroom (5th Floor)*

**1:00pm - 5:00pm** **WORKSHOP** Dismantling the “U.S. vs. Global” Dichotomy: Creating Synergy Between Intercultural and Social Justice Approaches (Pre-Registration Required) - *Quinault Ballroom (5th Floor)*

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

Academic Diversity Officers (CASH BAR) - 601 Hoh **ADO TRACK**

Combined Mid-Atlantic and VADOHE Chapters (CASH BAR) - 602 Nooksack

Health Professions Chapter (CASH BAR) - 603 Skagit **HEALTH EQUITY TRACK**

Northeast Tri-State Chapter (CASH BAR) - 604 Skykomish

New England Chapter (CASH BAR) - 605 Snohomish

Legal Professions Chapter (CASH BAR) - 606 Twisp

Upper Midwest Chapter (CASH BAR) - 607 Wishkah

Lower Midwest Chapter (CASH BAR) - 608 Wynoochee

Northern California Regional Chapter (CASH BAR) - 701 Clallum

Southern California Chapter (CASH BAR) - 702 Clearwater

Big 12 Chapter (CASH BAR) - 703 Hoko

Georgia Chapter (CASH BAR) - 709 Stillaguamish

Carolinas Chapter - Offsite

TADOHE Chapter (CASH BAR) - 505 Queets

Liberal Arts Colleges (CASH BAR) - 704 Newaukum

Missouri Chapter (CASH BAR) - 506 Palouse

Louisiana Chapter (CASH BAR) - 504 Foss

Community Colleges (CASH BAR) - 507 Sauk

Catholic Higher Education Chapter - 406 Samish

## Thursday, March 14

**7:00am - 5:00pm** **REGISTRATION** - *Regency Ballroom Foyer (7th Floor)* **EXHIBITS 7:30am - 5:30pm** - *7th Floor Foyer*

**7:15am - 8:15am** New Member/First Time Attendee Breakfast - *Columbia Ballroom BCD (3rd Floor)* **NETWORKING**  
**SPONSOR: RANKIN CLIMATE**

**7:15am - 8:15am** Networking Breakfast - *Quinault and Elwha Ballrooms, Foyer (5th Floor)* **NETWORKING** **SPONSOR: RANKIN CLIMATE**

**8:15am - 10:15am** **Opening Conference Welcome and Keynote** - *Regency Ballroom (7th Floor)*

**10:15am - 10:45am** Break - *7th Floor Foyer* **NETWORKING** **SPONSOR: ISAACSON, MILLER**

**10:45am - 11:45am** **NADOHE CONCURRENT SESSIONS**

A1 - **SPECIAL SESSION** Academic Freedom and Free Speech - *Regency Ballroom (7th Floor)* **SPONSOR: LEHIGH UNIVERSITY**

A2 - Creating SPaCE: Supportive, Purposeful, and Culturally Inclusive Environments for Students of Color in Graduate Programs at PWIs - *701 Clallum* **ADO TRACK**

A3 - Advancing Justice: The Transformative Anti-Racism Challenge Program at University of the Pacific - 702 Clearwater **ADO TRACK**

A4 - Unlocking the Power of Collaboration: How CDOs and CFOs Can Build a Strong Partnership for Success - 601 Hoh **ADO TRACK**

A5 - Nurturing Inclusive Excellence: Cultivating Innovative Student Pathways and Faculty Programs to Support Scholars' Academic Life Cycle - 602 Nooksack **ADO TRACK**

A6 - Resilient Resistance: Sustaining Inclusion Efforts Without Sacrificing Your Authenticity - 502 Cowitz

A7 - Creating Space for Transformative Dialogues When the Culture and Climate Have Become Challenging - 605 Snohomish

A8 - **EXPRESS TALK** An Asian/American Woman Leader Reflects on Disrupting Academia's Dehumanizing Spaces: A Third World Feminist Perspective  
**EXPRESS TALK** Rethinking Unconscious Bias Training and Tools: A Canadian (Quebec) Research Perspective - 501 Chiwawa

A9 - Jewish Identity and Antisemitism on Campus - Elwha Ballroom A (5th Floor)

A10 - Preparing Students to Interrupt Bias - 512 Willapa **HEALTH EQUITY TRACK**

A11 - Nurturing Diversity in Nursing: A Path to Reducing Health Care Disparities - 505 Queets **HEALTH EQUITY TRACK**

A12 - Doing DEI in a Highly Decentralized University - Elwha Ballroom B (5th Floor)

A13 - Centering Student Experiences in Campus Racial Climate Work: Research Findings & Insights for Senior Diversity Officers (NASPA) - Quinault Ballroom (5th Floor)

**Noon - 1:00 pm** Consortium for Diversity Officers in Catholic Higher Education Business Meeting - Willapa (5th Floor)

**1:15pm - 2:30pm** **Academic Diversity Officers Track Keynote** - Regency Ballroom (7th Floor) **ADO TRACK**

**2:30pm - 2:45pm** Break - 7th Floor Foyer **NETWORKING**

**2:45pm - 3:45pm** **NADOHE CONCURRENT SESSIONS**

B1 - **SPECIAL SESSION** State of the CDO - Regency Ballroom (7th Floor) **CLOSED TO THE MEDIA**

B2 - **EXPRESS TALK** Shifting the Donor Landscape: Strategies to Increase Engagement and Philanthropy of Donors of Color  
**EXPRESS TALK** Action Needed: Unmasking Systemic Racism in Academic Honor Societies - 701 Clallum **ADO TRACK**

B3 - A Trinity of Resistance in the Trenches: Examining Texas as a Battleground - 702 Clearwater **ADO TRACK**

B4 - Faculty Development for Equity in Hiring and Evaluation at the University of Dayton - 601 Hoh **ADO TRACK**

B5 - Strength Spectrums: Strategic Methods for Planning, Developing, and Executing Action-Based Neurodiversity Efforts - 602 Nooksack **ADO TRACK**

B6 - **EXPRESS TALK** Yoga and Mindfulness for Greater Diversity, Equity, and Inclusion  
**EXPRESS TALK** Reinscribing Power: Using Faith, Poetry and Creativity - Elwha Ballroom A (5th Floor)

B7 - **EXPRESS TALK** "I'm Ending DEI Training:" A DEIAB Professional's Approach to Anti-Racist Learning Development  
**EXPRESS TALK** State of Change: An Administrative Toolkit for Transition in an Anti-DEI Environment - 605 Snohomish

B8 - Religious Literacy is DEI Work - 501 Chiwawa

B9 - **SPECIAL SESSION** Asian American Inclusion - 502 Cowitz **SPONSOR: GRAND VALLEY STATE UNIVERSITY**

B10 - Taking Off the Training Wheels: From "Diversity Training" to Coalition Building for Dismantling Systemic Oppression - 512 Willapa **HEALTH EQUITY TRACK**

B11 - Anti-Racist Transformation in Health Sciences Education - 505 Queets **HEALTH EQUITY TRACK**

B12 - U.S. Election 2024: Advancing DEIB Perspectives and Values in Developing a Fall 2024 Campus Programmatic Series on Civics Education - Elwha Ballroom B (5th Floor)

B13 - Defending Diversity: What You Can Do to Advance Racial Equity and Inclusive Education Post-Harvard/UNC Decision - Quinault Ballroom (5th Floor)

**3:45pm - 4:00pm** Break - 7th Floor Foyer **NETWORKING**

**4:00pm - 5:00pm NADOHE CONCURRENT SESSIONS**

C1 - **SPECIAL SESSION** Building Community and Belonging at NADOHE - *Quinault Ballroom (5th Floor)*

C2 - Transforming Rice Engineering Culture: Data-Driven Methods for Tracking DEI Outcomes - *701 Clallum* **ADO TRACK**

C3 - Beyond the Diversity Window Dressing: Strategic Planning for Equity Implementation - *702 Clearwater* **ADO TRACK**

C4 - Más Fuertes Juntos/Stronger Together: Building Persistence and Community Among Private College CDOs in the Pacific Northwest - *601 Hoh* **ADO TRACK**

C5 - Taking Inclusive Excellence to the Next Level: Executing Inclusive Excellence Plans - *602 Nooksack* **ADO TRACK**

C6 - From Empathy to Compassion: Re-Centering the Criticality of Dialogue and Dialogic Organizational Development in DEI and Anti-Oppressive Infrastructure - *603 Skagit*

C7 - Inspiring Institutional and Regional Transformation Through a Transnational Racial Equity Summit - *605 Snohomish*

C8 - **EXPRESS TALK** Translating Diversity, Equity, and Inclusion Across Institutional Functions: Strategies to Guide and Elevate Teaching, Research and Administrative Practices.  
**EXPRESS TALK** Closing the Margin: Avenues to Health Equity - *501 Chiwawa* **HEALTH EQUITY TRACK**

C9 - The Universe of Tension: Living into the Realities of Religious and Political Complicatedness of Israel and Palestine - *Regency Ballroom (7th Floor)*

C10 - Revisiting "The Village": The UAMS Pathways Academy Evaluation of Educational Outcomes to Diversify the Health Care Workforce - *505 Queets* **HEALTH EQUITY TRACK**

C11 - Advancing Equity Through Inclusive Recruitment, Hiring, and Retention Efforts - *604 Skykomish*

C12 - No Rest Stops on the Roadmap: A Case Study on Using DEI Metrics to Hold Leaders Accountable - *Elwha Ballroom A (5th Floor)*

C13 - AANHPI Campus Communities: Building Solidarity and Leadership Within and Across Identities - *512 Willapa*

C14 - DEIB Alignment = Purpose, Passion, Joy, and Restoration - *Elwha Ballroom B (5th Floor)*

**5:00pm - 5:15pm** Break - 7th Floor Foyer **NETWORKING**

**5:15pm - 6:30pm** **SPECIAL SESSION** The Future of Diversity, Equity, and Inclusion in Higher Ed - *Regency Ballroom (7th Floor)*

**6:30pm - 7:30pm** Opening Welcome Reception - *5th Floor Foyer* **NETWORKING** **SPONSOR: SEATTLE COLLEGES**

**7:30pm - 8:30pm** Follow-up Conversation: Building Community and Belonging at NADOHE - *Elwha Ballroom (5th floor)* **NETWORKING**

**8:30pm - 11:00pm** SPPI Alumni Reception - *Quinault Ballroom (5th Floor)*

**Friday, March 15**

**7:00am - 5:00pm** **REGISTRATION** - *Regency Ballroom Foyer (7th Floor)* **EXHIBITS 7:30am - 5:30pm** - *7th Floor Foyer*

**7:15am - 8:15am** Chapters Networking Breakfast - *Location Info Available Onsite* **NETWORKING** **SPONSOR: CHRONICLE OF HIGHER EDUCATION**

**8:30am - 9:00am** **Friday Keynote** - *Regency Ballroom (7th Floor)*

**9:00am - 10:15am** **Health Equity Track Keynote** - *Regency Ballroom (7th Floor)* **HEALTH EQUITY TRACK**

**10:15am - 10:30am** Recognizing Those We Lost in the Past Year - *Regency Ballroom (7th Floor)*

**10:30am - 11:00am** Break - *7th Floor Foyer* **NETWORKING** **SPONSOR: ISAACSON, MILLER**

**11:00am - 12:00pm NADOHE CONCURRENT SESSIONS**

D1 - **SPECIAL SESSION** Tribal Communities, Land Acknowledgements, and Beyond - *Elwha Ballroom A (5th Floor)*



**11:00am - 12:00pm NADOHE CONCURRENT SESSIONS CONTINUED**

D2 - **CANCELED**

D3 - Using Data-Driven DEI Metrics to Support Inclusive Excellence Efforts on College Campuses in an Anti-Affirmative Action Climate - 501 Chiwawa **ADO TRACK**

D4 - Academic Feedback and Race: How Whiteness Impacts the Quality of Instructor Feedback - 601 Hoh **ADO TRACK**

D5 - Recruiting, Supporting, and Retaining Diverse Faculty: The Bridge to Faculty Program at UIC - 604 Skykomish **ADO TRACK**

D6 - CDO Fellows Presentations I - 603 Skagit

D7 - **SPECIAL SESSION** Treading Political Waters: Research on How CDOs Navigate the Current Sociopolitical Realities - 605 Snohomish

D8 - Unapologetic! Black Women College Presidents' Ways of Leading in White Spaces - 602 Nooksack

D9 - Unlocking the Power of Equity Anchors: Chief Diversity Officers and Boards of Trustees - 502 Cowitz

D10 - Whiter Than the Coats: How HBCU Alumni Experience Race in Medical School - 505 Queets **HEALTH EQUITY TRACK**

D11 - Building Collectives of Sisterhood to Sustain DEI Work - 702 Clearwater

D12 - The Revolution Will Not Be Exhaustion: Rest as a Strategic Tool for Social Transformation - Quinault Ballroom (5th Floor) **SELF-CARE** **SPONSOR: SAGINAW VALLEY STATE UNIVERSITY**

D13 - Moving from DEI Data to Action and Accountability - Regency Ballroom (7th floor)

D14 - Everyday Crises: Navigating the Costs of Anti-DEI Legislation - Elwha Ballroom B (5th Floor)

D15 - Building Skills to Advance Systemic Change for Diversity, Equity, and Inclusion with the Change Leadership Toolkit - Willapa (5th Floor)

**1:30pm - 2:30pm** Presidents' Panel Session - Regency Ballroom (7th Floor)

**2:30pm - 3:00pm** Break - 7th Floor Foyer **NETWORKING**

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

E1 - When Free Speech Isn't Free: Navigating Risk and Harm in Institutional Response to Palestine-Israel - Regency Ballroom (7th Floor)

E2 - **EXPRESS TALK** Investigating Diversity, Equity, and Inclusion Programming Across U.S. Organizations **EXPRESS TALK** Seattle Colleges Continuum to Lead with Racial Equity and Becoming an Anti-Racist Institution - 701 Clallum **ADO TRACK**

E3 - Testimonios of How We Persist: Latina ADO/CDO Administrators Breaking Systemic Barriers to Foster Inclusive Excellence - 702 Clearwater **ADO TRACK**

E4 - From Envisioning to Enacting New Guidelines: Integrating DEI Values into Tenure, Promotion, and Reappointment Guidelines - 601 Hoh **ADO TRACK**

E5 - DEI Development: Facilitating Growth in a Time of Backlash - 602 Nooksack **ADO TRACK**

E6 - Retaining Faculty Members of Color at Historically White Institutions: From Theory to Practice - 604 Skykomish

E7 - Advancing Equity Through Campus Administrative Policy Review - 605 Snohomish

E8 - Building Statewide Hispanic Serving Institution Consortium and Alliances: Colorado HSI Consortium - 501 Chiwawa

E9 - Cutting Through the Noise: Implementing a Proactive and Effective Communication Strategy for Inclusion, Diversity, and Equity - 502 Cowitz

E10 - The SCOTUS Decision on Diversity: Implications on Professional Education and Practice and Health Justice Equity - Elwha Ballroom A (5th Floor) **HEALTH EQUITY TRACK**

E11 - Transforming Institutions to Support the Thriving of Staff of Color - 505 Queets

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

E12 - CDO Fellows Presentation II - *603 Skagit*

E13 - Transgender Health and Housing Equity; Actionable Strategies to Increase Belonging on Campus - *Elwha Ballroom B (5th Floor)*

E14 - Using Systemic Change and Intersectionality to Support DEIA in Higher Education and Partnering with the National Science Foundation - *Quinault Ballroom (5th Floor)*

**4:00pm - 4:15pm** Break - *7th Floor Foyer* **NETWORKING**

**4:15pm - 5:15pm** Annual Membership Meeting - *Regency Ballroom (7th Floor)*

**5:30pm - 6:15pm** Awards Ceremony - *Regency Ballroom (7th floor)* **NETWORKING** **SPONSOR: ERNST & YOUNG LLP**

**6:15pm - 7:00pm** Awards Reception - *5th Floor Foyer* **NETWORKING** **SPONSOR: ERNST & YOUNG LLP**

**Saturday, March 16**

**7:30am - 12:00pm** **REGISTRATION** - *Regency Ballroom Foyer (7th Floor)* **EXHIBITS 7:30am - 12:00pm** - *7th Floor Foyer*

**7:30am - 8:15am** Follow-up Conversation: Building Community and Belonging at NADOHE Networking Breakfast - **REGENCY BALLROOM (7TH FLOOR)** **NETWORKING** **SPONSOR: STATE UNIVERSITY SYSTEM OF NEW YORK**

**8:15am - 8:45am** Public Policy Update - *Regency Ballroom (7th Floor)*

**8:45am - 9:00am** Break - *7th Floor Foyer* **NETWORKING**

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

F1 - **EXPRESS TALK** I Am ... I Will ... Exploring Identity, Equity, and Opportunities for Growth  
**EXPRESS TALK** Driving Curricular Change Through DEI Learning Objectives - *701 Clallum* **ADO TRACK**

F2 - All Too Familiar: What Palestine and Israel Taught Us About the Rooted Nature of Racism-Related Stress Within the Solidarity of Modern Student Resistance Movements - *702 Clearwater* **ADO TRACK**

F3 - Creating the Ivy Library DEIA Leaders Community of Practice and a Shared DEIA Framework - *601 Hoh* **ADO TRACK**

F4 - Intimate Retrofits: Strategic De-Centering of White Supremacy in the Recruitment and Hiring Process for Domestic Faculty of Color in the Academy as Part of a Decolonial Praxis - *602 Nooksack*

F5 - All Systems Go: Using the NASH Equity Action Framework to Address Public Higher Education System Equity Needs - *Quinault Ballroom (5th Floor)*

F6 - Re-Centering Sexuality: The Final DEI Frontier? - *512 Willapa*

F7 - Building Personal and Institutional EDI Capacity - *502 Cowlitz*

F8 - Diversity, Equity, Inclusion, and Belonging (DEIB) in a Health Sciences College: A Systematic Approach to Action Planning and Curricular Development - *505 Queets* **HEALTH EQUITY TRACK**

F9 - Facilitating Difficult Conversations in Times of Conflict: The Promise of Mindful Communication - *Elwha Ballroom A (5th Floor)*

F10 - Recognizing and Disrupting Tools of White Supremacy Culture - *Elwha Ballroom B (5th Floor)*

F11 - Charting the Path Forward: Embedding Diversity, Equity, and Inclusion in Higher Education Advancement - *Regency Ballroom (7th Floor)*

F12 - Reckoning with Our Relationship with Race: A Coaching Framework - *501 Chiwawa*

**10:00am - 10:30am** Break - *7th Floor Foyer* **NETWORKING**

**10:30am - 11:45am** **Closing Keynote** - *Regency Ballroom (7th Floor)*

**11:45am - 12:00pm** Closing Conference Remarks - *Regency Ballroom (7th Floor)*

# Featured Speakers

## OPENING CONFERENCE KEYNOTE

### Pedro Noguera, Ph.D.

Thursday, March 14

9:00am - 10:15am

Location: Regency Ballroom (7th Floor)

#### The Role of Leadership in Promoting Equity in Higher Education

In this keynote, Noguera draws on his decades of leadership and research in education to explore the complexities and challenges faced by DEI professionals. He shares insights into how DEI advocates can thrive through effective strategies and best practices.



Pedro Noguera

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*Noguera is one of the country's most important voices on education reform, diversity, and the achievement gap. An award-winning educator, author, and activist, he is the Emery Stoops and Joyce King Stoops Dean of the University of*

*Southern California Rossier School of Education. He has researched social and economic influences on schools, as well as demographic influences in local, regional, and global contexts. He serves on the boards of national and local organizations including the Economic Policy Institute, the National Equity Project, and The Nation.*

## SPECIAL SESSION: ACADEMIC FREEDOM AND FREE SPEECH

### Kristen Shahverdian, M.A.

Thursday, March 14

10:45am - 11:45am

Location: Regency Ballroom (7th floor)

#### The CASE Framework: Applying a Holistic Response to Free Speech and Inclusion on Campus

In an attempt to foster an environment that cultivates inclusion and maintains free speech, institutions of higher learning have encountered formidable challenges. These challenges often result in tense moments and conflicts both



Kristen Shahverdian

in and out of the classroom. Many believe that fostering a culture of inclusion and belonging on college campuses has the potential to curtail freedom of expression. This lack of understanding can erode public trust in higher education. In response to these challenges, PEN America has created the CASE framework,

a structured approach for responding to campus tensions involving free speech and inclusion.

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*Shahverdian is the program manager of free expression and education at PEN America, developing campus engagements and public events related to free expression and education. She previously served as a project manager for the Philadelphia Folklore Project, and facilitated workshops on trauma and art at the College Art Association and Dance Studies Association. She is also a writer and editor for the online dance journal thINKingDANCE.*

## Featured Speakers (CONTINUED)

### ACADEMIC DIVERSITY OFFICERS TRACK KEYNOTE

#### Damon A. Williams, Ph.D.

Thursday, March 14

1:15pm - 2:30pm

Location: Regency Ballroom (7th Floor)

#### Leading on Unsteady Ground — The Global Impact of the Anti-DEI Movement and What Leaders Need to Know Today

In this session, Williams will update attendees on key developments in the anti-DEI movement. While conditions vary by state, they are having a very real impact on DEI in health care, K-12 schools, and on college and university campuses. This content will focus on developing attendees' response readiness in the current, intensifying climate of anti-DEI sentiment. We will advocate a proactive strategy and approach to communication, partnership, and community engagement when managing within these shifting political environments and strange new legal realities.



Damon A. Williams

*Williams is one of the nation's recognized experts in strategic diversity leadership, youth development, corporate responsibility, and organizational change. He is currently chief catalyst for the Center for Strategic Diversity Leadership & Social Innovation and a Senior Scholar and Innovation Fellow at the Wisconsin Equity and Inclusion Laboratory of the University of Wisconsin-Madison. One of the original architects of the Inclusive Excellence concept in American higher education, he is the author of the best-selling books, Strategic Diversity Leadership and The Chief Diversity Officer.*

### SPECIAL SESSION:

#### The Future of Diversity, Equity, and Inclusion in Higher Ed

Thursday, March 14, 5:15pm - 6:30pm

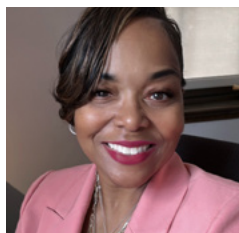
Location: Regency Ballroom (7th Floor)



Taffye Benson Clayton



Kevin McDonald



Marsha McGriff



May Snowden



C. Emmanuel Wright

### MODERATOR AND PANELISTS:

#### Taffye Benson Clayton, Ed.D.

Vice President and Associate Provost for Inclusion and Diversity, Auburn University (Moderator)

**Kevin McDonald, Ed.D.**, Vice President of Diversity, Equity, and Inclusion and Community Partnerships, University of Virginia

**Marsha McGriff, Ed.D.**, Senior Advisor to the President, University of Florida

**May Snowden, MBA, MPA**, Founder and CEO, Snowden & Associates Inc.

**C. Emmanuel Wright**, Education Future Lab Associate, American Council of Education

#### Persistence in Action: Addressing the Future of the Profession

In the last few years, the DEI profession has increasingly faced deliberate efforts to dismantle the work: the Supreme Court decision on race-conscious admissions practices, state blocks to public funding for diversity and anti-racism work, reorganization of institutional offices for diversity, and an onslaught of misinformation around diversity, equity, and inclusion. People must continue addressing systemic barriers of oppression and racism and inform a broader audience — not just in higher education — of the value of diversity, equity, and inclusion and the positive effects of inclusive excellence on the economy, technology, and global society. Come for this interactive session where participants will dive into the experiences of colleagues who have navigated these tenuous issues on their campuses and offer strategies — including those in NADOHE's Framework for Advancing Racial Equity, Anti-Racism Strategy on Campus and Communication Guide — to take back to institutions.

FRIDAY KEYNOTE

## Rev. Nontombi Naomi Tutu

Friday, March 15

8:30am - 9:00am

Location: Regency Ballroom (7th Floor)

### Striving for Justice: Searching for Common Ground

After more than two years of COVID-19, the world will never be the same. The disease showed weaknesses in communities, the country, and the world. And that's not necessarily a bad thing, says the Rev. Tutu. The race and gender justice activist and daughter of Archbishop Desmond Tutu says it gives us the chance to create a brighter future, where everyone can thrive.



Rev. Nontombi Naomi Tutu

In this keynote, Rev. Tutu shares the challenges she faced growing up Black and female in apartheid South Africa and the lessons we can learn from it. Attendees will also learn how the differences are just opportunities and how the foundation for a just society is where people accept others and recognize the potential for greatness in everyone.

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*The Rev. Tutu knew from the time she was young that she wanted to help change the lives of others and make a difference in the world. Her professional experience ranges from being an economist and development consultant in West Africa to being a program coordinator for programs on race and gender at the African Gender Institute at the University of Cape Town in addition to teaching at universities. She currently resides in Atlanta where she is a priest associate at All Saints' Episcopal.*

HEALTH EQUITY TRACK KEYNOTE

## Daniel E. Dawes, J.D.

Friday, March 15

9:00am - 10:15am

Location: Regency Ballroom (7th Floor)

### The Political Determinants of Health and How We Can Change Them

Now, more than ever, political decisions (on both sides of the aisle) are affecting social conditions and have become the root cause of the nation's declining health. Drawing upon his book, *The Political Determinants of Health*, and firsthand experience shaping major federal



Daniel E. Dawes

policies including the Affordable Care Act, Dawes walks audiences through the history of efforts to address these issues and the seemingly inseparable interconnection of politics and health. Dawes looks at health through the political lens so we can begin to partner, build capacity, and create change.

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*Dawes is a widely respected health care and public health leader, health equity and policy expert, educator, and researcher who currently serves as senior vice president, global health and executive director of the Global Health Equity Institute at Meharry Medical College. He serves as an advisor to The White House COVID-19 Health Equity Task Force, an appointed member of the CDC's Advisory Committee to the Director and co-chair of the CDC's Health Equity Working Group, as well as the National Institutes of Health's National Advisory Council for Nursing Research.*



## NADOHE Statement of Commitment to Diversity and Accessibility

**NADOHE remains committed to the process of leading as the preeminent voice for diversity leaders in higher education. Our commitment remains steadfast despite ongoing rollbacks in Diversity, Equity, and Inclusion initiatives.**

NADOHE is also committed to the ongoing journey of becoming more inclusive in its reach to not only connect with increasingly diverse and intersectional communities, but also proactively engage with the multifaceted nature of accessibility.

NADOHE is confident that as the future of higher education evolves, institutions that have consistently prioritized DEI will be better positioned to attract and retain top talent to support our growing diverse student populations. Through the practice and prioritization of our commitment, we will continue to build capacity for the centering of diversity, equity, and inclusion in higher education. As a result, we aim to create spaces of nourishment, support, and authentic ways of being.

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### Lactation Room

706 Pilchuck

A dedicated space equipped with comfortable chairs, a privacy screen, and refrigerator will be available to support attendees' needs.

### Meditation/Quiet Room

705 Palouse

A dedicated room with comfortable chairs, floor space, and low lighting will be offered to accommodate anyone seeking self-care in a quieter space.

## Featured Speakers (CONTINUED)

### SPECIAL SELF-CARE SESSION

### Benita Jackson, Ph.D., MPH

Friday, March 15

11:00am - Noon

Location: Quinault Ballroom (5th Floor)

#### **The Revolution Will Not Be Exhaustion: Rest as a Strategic Tool for Social Transformation**

Three toxic myths about rest will be explored and, by playing with liberatory reframes, reveal the pearls of practical wisdom at the core of each toward reclaiming power and joy. Participants are then invited to apply that learning into practice with a guided, experiential “rest reclamation” offering a gentle integration of the day’s conference.



Benita Jackson

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*Jackson is founder of Resting to Rise – a project supporting exhausted, heart-centered leaders becoming revitalized as key to social transformation. This rest coaching work is an outgrowth of her academic scholarship and teaching at Smith College, where Jackson has been on faculty for*

*two decades. Currently she is a professor of psychology; director of the Society, Psychology, and Health Laboratory; and Faculty Wellness Fellow.*

## Presidents' Panel

Friday, March 15

1:30pm - 2:30pm

Location: Regency Ballroom (7th Floor)



George Pruitt



Ana Mari Cauce



Michael Gavin



L. Song Richardson

### MODERATOR AND PANELISTS:

#### **George Pruitt, Ph.D.**

President Emeritus, Thomas Edison State University (Moderator)

#### **Ana Mari Cauce, Ph.D.**

President, University of Washington

#### **Michael Gavin, Ph.D.**

President, Delta College

#### **L. Song Richardson, J.D.**

President, Colorado College

### Presidents' Panel:

#### **Leading Through Global Unrest**

From attacks on diversity, equity, and inclusion to ongoing wars and global human rights issues to debates around free speech policies, it has been a tumultuous year for college and university leaders. Presidents often find themselves in a lose-lose situation in deciding whether or not to speak out or take action. Join four esteemed current and former campus presidents for a fireside chat and Q&A, where they will offer leadership insights, advocacy strategies, and their own stories of navigating incredibly challenging times on a campus.

### CLOSING CONFERENCE KEYNOTE

## Derald Wing Sue, Ph.D.

Saturday, March 16

10:30am - 11:45am

Location: Regency Ballroom (7th Floor)

### **Overcoming the Sociopolitical Pushback to DEI Work: Resilience, Empowerment and Liberation**

Diversity, equity, and inclusion programs have become embroiled in an anti-DEI movement that threatens their very existence. As of 2023, over a dozen state legislatures have passed bills reigning in DEI programs in colleges and universities. Business and industry have also come under attack by conservative groups who claim that implicit bias



Derald Wing Sue

training constitutes reverse racism. This presentation will address how to overcome micro/macroaggressions in DEI work, how individual and social advocacy tactics can be used to effectively transform institutions, the importance of self-care in combating burnout, and the individual and institutional journey to empowerment and liberation.

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*Sue is Professor of Psychology and Education in the Department of Counseling and Clinical Psychology at Teachers College, Columbia University and can truly be described as a pioneer in the field of multicultural psychology. He was the co-founder and first president of the Asian American Psychological Association, past presidents of the Society for the Psychological Study of Culture, Ethnicity and Race (Division 45) and the Society of Counseling Psychology (Division 17). He is author of nearly 200 scholarly publications, 23 books, and numerous media productions.*

# Pre-Conference Program Wednesday, March 13

**7:30am - 11:30am**     **Workshop Registration/Check-In** ELWHA BALLROOM FOYER (5TH FLOOR)

**12:00pm - 5:00pm**     **Registration** REGENCY BALLROOM FOYER (7TH FLOOR)

**8:00am - 12:00pm**     **Workshop: Charting Excellence: Empowering New Chief Diversity Officers for Success**

(PRE-REGISTRATION REQUIRED)

LOCATION: ELWHA BALLROOM (5TH FLOOR)

FACILITATORS: **Lisa D. Givan, CDE, CP-HIL**, Vice President for Institutional Diversity, Equity, and Belonging and Senior Diversity Officer, Indiana Tech

**Emily A. Monago, Ph.D., MPA**, Director of Diversity Strategy, Georgia Tech Research Institute

PANELISTS: **Venessa Brown, Ph.D.**, Associate Athletic Director for Diversity, Equity, and Inclusion and Chief Diversity Officer, South Illinois University Edwardsville

**Taffye Benson Clayton, Ed.D.**, Vice President and Associate Provost for Inclusion and Diversity, Auburn University

**Ricardo Nazario y Colón, Ed.D.**, Senior Vice Chancellor for Diversity, Equity, and Inclusion and Chief Diversity Officer, The State University of New York

**Kevin McDonald, Ed.D.**, Vice President of Diversity, Equity, and Inclusion and Community Partnerships, University of Virginia

Transitioning to a new chief diversity officer (CDO) position is both exciting and challenging. Forging a path of transformational organizational change with increasing demands from multiple constituents, and often limited resources is no easy task. In addition to content expertise, your ability to succeed is dependent on continually increasing your capacity to navigate complexities while maintaining an authentic sense of self and an unwavering focus on the institutional mission. This session will tackle these realities and provide practical solutions for navigating your early years as a CDO.

**8:00am - 12:00pm**     **Workshop: So You Want to Be a CDO**

(PRE-REGISTRATION REQUIRED)

LOCATION: QUINAULT BALLROOM (5TH FLOOR)

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

**Corina Hernandez, Ed.D.**, Assistant Director of Diversity, Equity, and Inclusion, Department of Computer Science, Princeton University

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

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

**Maribel Torres Jiménez, Ed.D.**, Vice President of Equity, Diversity, and Transformation, Highline College

**Bennie Moses, MBA**, Associate Vice President of DEIB, Eastern Oregon University

The purpose of this session is to ground aspiring CDOs and others leading diversity efforts without title by learning from those who have served in senior diversity officer roles. The presentations will offer insights on what it means to participate in the C-Suite, working at the 30,000-foot level, and capacities that are required for success. The session will benefit those seeking a chief diversity officer position, as well those doing the work without a title.

**1:00pm - 5:00pm**     **Workshop: Campus Climate Assessment Retrospective: Learning from the Past and Best Practices for the Future** (PRE-REGISTRATION REQUIRED)

LOCATION: ELWHA BALLROOM (5TH FLOOR)

MODERATOR: **Jeanne Arnold, MSW, Ed.D.**, Chief Diversity Officer, William Paterson University

PRESENTERS: **Sue Rankin, Ph.D.**, President, Rankin Climate, LLC and Associate Professor of Higher Education, Pennsylvania State University (retired)

**Katrina Alford, Ph.D.**, Data Scientist and Demographer, Rankin Climate, LLC

Campus climate refers to the prevailing atmosphere and social environment on a college or university campus. In this pre-conference workshop, participants will reflect on 25 years of campus climate assessment and research, looking at how it was and continues to be influenced by scholarship, social contexts, and legislation. People will examine what was learned, where campuses are at now, and how campus climate assessments can play a role developing actions that support students, staff, and faculty in achieving academic, personal, and professional success.

1:00pm - 5:00pm

**Workshop: Dismantling the “U.S. vs. Global” Dichotomy: Creating Synergy Between Intercultural and Social Justice Approaches** (PRE-REGISTRATION REQUIRED)

LOCATION: QUINAULT BALLROOM (5TH FLOOR)

MODERATORS: **Emily A. Monago, Ph.D., MPA**, Director of Diversity Strategy, Georgia Tech Research Institute  
**Ame Lambert, Ph.D.**, Vice President of Global Diversity and Inclusion, Portland State University  
PRESENTER: **Amer F. Ahmed, Ed.D.**, Vice Provost for Diversity, Equity, and Inclusion, University of Vermont

U.S. higher education has structural barriers to holistically addressing complex global, multicultural and equity challenges. In this session, Amer F. Ahmed, Ed.D., will explore opportunities to synergize intercultural education strategies in higher education with diversity and social justice strategies to help maximize impact. The Intercultural Praxis Model as well as case examples will be utilized to facilitate strategic implementation.

5:30pm - 6:30pm

**MINI SOCIALS**

Academic Diversity Officers (CASH BAR) - 601 Hoh **ADO TRACK**

Combined Mid-Atlantic and VADOHE Chapters (CASH BAR) - 602 Nooksack

Health Professions Chapter (CASH BAR) - 603 Skagit **HEALTH EQUITY TRACK**

Northeast Tri-State Chapter (CASH BAR) - 604 Skykomish

New England Chapter (CASH BAR) - 605 Snohomish

Legal Professions Chapter (CASH BAR) - 606 Twisp

Upper Midwest Chapter (CASH BAR) - 607 Wishkah

Lower Midwest Chapter (CASH BAR) - 608 Wynoochee

Northern California Regional Chapter (CASH BAR) - 701 Clallum

Southern California Chapter (CASH BAR) - 702 Clearwater

Big 12 Chapter (CASH BAR) - 703 Hoko

Georgia Chapter (CASH BAR) - 709 Stillaguamish

Carolinas Chapter - Offsite

TADOHE Chapter (CASH BAR) - 505 Queets

Liberal Arts Colleges (CASH BAR) - 704 Newaukum

Missouri Chapter (CASH BAR) - 506 Palouse

Louisiana Chapter (CASH BAR) - 504 Foss

Community Colleges (CASH BAR) - 507 Sauk

Catholic Higher Education Chapter - 406 Samish





# Program Thursday, March 14

**7:00am - 5:00pm**     **Registration** REGENCY BALLROOM FOYER (7TH FLOOR)

**7:30am - 5:30pm**     **Exhibits** 7TH FLOOR FOYER

**7:15am - 8:15am**     **New Member/First Time Attendee Breakfast** **NETWORKING**

LOCATION: COLUMBIA BALLROOM BCD (3RD FLOOR)

SPONSOR:



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

**7:15am - 8:15am**     **Networking Breakfast** **NETWORKING**

LOCATION: QUINAULT AND ELWHA BALLROOMS, FOYER (5TH FLOOR)

SPONSOR:



DESCRIPTION: NADOHE members benefit from interacting with like-minded individuals from different backgrounds, schools, and industries. This formal networking time is meant to foster working relationships, social engagement, inspiration, and awareness of members' work. Please join in an affinity-group table-talk exercise to bond over shared experiences and explore our unique differences.

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

LOCATION: REGENCY BALLROOM (7TH FLOOR)

## Land Acknowledgement and Performance

INTRODUCTIONS:



**Tonya C. Bailey, Ph.D., CDE**  
Associate Dean for Diversity, Equity, and Inclusion and Community Engagement and Assistant Professor, Department of Foundational Medical Studies Oakland University William Beaumont School of Medicine



**LeManuel Lee Bitsóí, Ed.D.**  
Vice President of Diversity, Equity, and Inclusion and Associate Research Professor of Health: Science, Society, and Policy Brandeis University

PRESENTER:

**Black Lodge Singers**  
The Black Lodge Singers of White Swan, Washington, is a nine-time Grammy-nominated, Native American northern drum group based on the Yakama Indian Reservation. Formed in 1980 by Kenny ScabbyRobe with wife Louise and their boys, the group has performed extensively in North America and overseas. They have released more than 30 albums and won numerous awards.





## NADOHE President Welcome Remarks

PRESENTER:



**Paulette Granberry Russell, J.D.**  
President and CEO, NADOHE

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## Opening Conference Keynote The Role of Leadership in Promoting Equity in Higher Education

MODERATOR:



**Jeanne J. Arnold, MSW, Ed.D.**  
Chief Diversity Officer  
William Paterson University

PRESENTER:



**Pedro Noguera, Ph.D.**  
Emery Stoops and Joyce King Stoops Dean  
Rossier School of Education, University of Southern California

DESCRIPTION:

In this keynote, Noguera draws on his decades of leadership and research in education to explore the complexities and challenges faced by DEI professionals. He shares insights into how DEI advocates can thrive through effective strategies and best practices.

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**10:15am - 10:45am**

LOCATION:

SPONSOR:

**Break** NETWORKING

7TH FLOOR FOYER

ISAACSON, MILLER

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**10:45am - 11:45am**

## NADOHE Concurrent Sessions

**10:45AM - 11:45AM**

LOCATION:

SPONSOR:

MODERATOR:

PRESENTER:

DESCRIPTION:

### A1 - SPECIAL SESSION: Academic Freedom and Free Speech

REGENCY BALLROOM (7TH FLOOR)



**Caroline Laguerre-Brown, J.D.**  
Vice Provost for Diversity, Equity, and Community Engagement  
The George Washington University



**Kristen Shahverdian, M.A.**  
Senior Manager  
Free Expression and Education, PEN America

Balancing campus inclusivity and free speech can bring formidable challenges, often with tense moments and conflicts in and out of the classroom. Many believe that fostering a campus culture of inclusion and belonging can curtail freedom of expression. This misunderstanding can erode public trust in higher education. PEN America has created the CASE framework, a structured approach for responding to campus tensions involving free speech and inclusion.

**Program** Thursday, March 14 (CONTINUED)

10:45AM - 11:45AM

**A2 - Creating SPaCE: Supportive, Purposeful, and Culturally Inclusive Environments for Students of Color in Graduate Programs at PWIs** [ADO TRACK](#)

LOCATION: 701 CLALLUM

MODERATOR: **Bernie Santarsiero, Ph.D.**, Director, Research Initiatives, Graduate College and Office of the Vice Chancellor for Research, University of Illinois ChicagoPRESENTERS: **Danielle McCamey, DNP, R.N.**, Assistant Dean, Strategic Partnerships, School of Nursing, Johns Hopkins University  
**Jermaine J. Monk, MSW, M.A.**, Associate Dean of DEIB, School of Nursing, Johns Hopkins University

DESCRIPTION: SPaCE for students of color is a groundbreaking theoretical framework designed to address the pressing need for inclusivity and equity within graduate programs. In today's diverse society, fostering supportive, purposeful, and culturally inclusive environments is paramount for the success and well-being of students of color. SPaCE aims to revolutionize how graduate programs approach inclusivity, creating spaces where students of color can thrive academically and personally.

10:45AM - 11:45AM

**A3 - Advancing Justice: The Transformative Anti-Racism Challenge Program at University of the Pacific** [ADO TRACK](#)

LOCATION: 702 CLEARWATER

MODERATOR: **Michele D. Hanna, Ph.D., MSW**, Associate Dean for Diversity, Equity, and Inclusion, University of DenverPRESENTERS: **Mary J. Lomax-Ghirarduzzi, Ed.D.**, Vice President for Diversity, Equity, and Inclusion, University of the Pacific  
**Qingwen Dong, Ph.D.**, Director, Graduate Program, Department of Communication, University of the Pacific

DESCRIPTION: The University of the Pacific launched its inaugural Anti-Racism Challenge program in February 2023, spanning three campuses and encompassing students, staff, and faculty. Over nine weeks, the program delved into multifaceted social-justice topics such as identity affirmation, justice orientation, and equity advancement. Tailored to bolster Pacific's prowess in fostering awareness, compassion, and proactive engagement, the program ardently addresses social justice and entrenched racial disparities. Subsequent focus groups identified five pivotal themes, including community-building, and enriched communication connections. An overwhelming consensus among participants underscored the program's profound impact, highlighting its invaluable contribution to strengthening the Pacific community.

10:45AM - 11:45AM

**A4 - Unlocking the Power of Collaboration: How CDOs and CFOs Can Build a Strong Partnership for Success** [ADO TRACK](#)

LOCATION: 601 HOH

MODERATOR: **Tonia Guida, Ph.D.**, Assistant Dean for Opportunity and Belonging and Assistant Professor of Instruction, College of Pharmacy, University of Texas at AustinPRESENTERS: **Reginald Miles, Ph.D.**, Interim Vice President for Equity and Inclusion, St. Olaf College  
**Dina Zavala, Ph.D.**, Vice President For Inclusion, Equity, and Community, Carleton College  
**Eric Runestad, MBA, Ed.D.**, Vice President and Treasurer, Carleton College

DESCRIPTION: The tenure of chief diversity officers is decreasing due to under-resourcing. Collaborating with chief financial officers can help CDOs achieve DEIA goals. A positive relationship between CDOs and CFOs can drive organizational change. Effective methods will be presented in this session to build strong cross-functional relationships and maintain meaningful partnerships.



10:45AM - 11:45AM

### **A5 - Nurturing Inclusive Excellence: Cultivating Innovative Student Pathways and Faculty Programs to Support Scholars' Academic Life Cycle**

[ADD TRACK](#)

LOCATION:

602 NOOKSACK

MODERATOR:

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

PRESENTERS:

**Adina Berrios Brooks, M.A.**, Interim Chief of Staff, Associate Provost for Faculty Diversity and Inclusive Pathways, Office of the Vice Provost for Faculty Advancement, Columbia University

**Diana Dumitru, MPA**, Associate Director for Inclusive Faculty Pathways, Office of the Vice Provost for Faculty Advancement, Columbia University

**Vina Tran, MPA, M.A.**, Assistant Provost for Faculty Advancement, Office of the Vice Provost for Faculty Advancement, Columbia University

DESCRIPTION:

This case study explores Columbia University's innovative initiatives in support of scholars' full life cycle in academia. Research highlights the positive impact of pathways programs on the diversity of graduate students and faculty. Additionally, out-of-class interactions with faculty have a positive influence on students' academic motivation. Columbia University has a strong pathways program, spearheaded by the Inclusive Faculty Pathways initiative. During this presentation, attendees will gain insights on leveraging pathways programs to create a climate of inclusiveness through collaborative programming efforts. The presentation covers innovative initiatives, offering scalable strategies for community-building, professional development, and academic advancement, supported by quantitative and qualitative data.

10:45AM - 11:45AM

### **A6 - Resilient Resistance: Sustaining Inclusion Efforts Without Sacrificing Your Authenticity**

LOCATION:

502 COWITZ

MODERATOR:

**Karl W. Reid, Ed.D., CDP**, Chief Inclusion Officer, Northeastern University

PRESENTERS:

**Katherine Penn, Ph.D.**, Vice President and Chief Diversity and Inclusion Officer, Bentley University

**Nimisha Barton, Ph.D.**, Visiting Researcher, University of California, Irvine

DESCRIPTION:

DEI practitioners face consistent backlash when leading work within predominantly white institutions, which explains the high turnover rate in the profession. This interactive session examines how DEI professionals build institutional coalitions and push forward inclusion and equity work in higher education while navigating the psychological stress produced by the realities of politicking within these institutions. Participants will learn from the experiences of internal and external DEI professionals and consider how persistent challenges to identity and values impact effectiveness. The session encourages practitioners to identify organizational headwinds, develop strategies to convert them to tailwinds, and find a way to preserve their authenticity in the process.

10:45AM - 11:45AM

### **A7 - Creating Space for Transformative Dialogues When the Culture and Climate Have Become Challenging**

LOCATION:

605 SNOHOMISH

MODERATOR:

**Tatiana Diaz, M.A.**, Assistant Vice President for Diversity, Equity, and Inclusion, Gwynedd Mercy University

PRESENTERS:

**Tracy Simmons, J.D.**, Associate Dean of Admissions and Student Affairs, School of Law, Howard University

**Patricia Kinney, J.D.**, Assistant Dean of Diversity and Inclusion, Robert H. McKinney School of Law, Indiana University

**Michael States, J.D.**, Associate Dean for Diversity, Equity, and Inclusion, University of Wisconsin-Madison Law School

DESCRIPTION:

In today's increasingly polarized world, fostering inclusive and collaborative dialogue has become paramount. This presentation seeks to address the challenge of creating spaces for transformative dialogues when the cultural, political, and social climate has become particularly challenging. It will explore the tools, strategies, and best practices for building capacity in communities, with a focus on educational environments, to engage in open and constructive conversations, especially among individuals from diverse backgrounds and with differing viewpoints.

## Program Thursday, March 14 (CONTINUED)

10:45AM - 11:45AM

### **A8 - EXPRESS TALK: An Asian/American Woman Leader Reflects on Disrupting Academia's Dehumanizing Spaces: A Third World Feminist Perspective**

LOCATION: 501 CHIWAWA

MODERATOR: **Brooke H. Berry, J.D.**, Associate Vice President for Belonging and Inclusion, Virginia Commonwealth University

PRESENTER: **Rachel Endo, Ph.D., SPHR**, Professor and Dean, School of Education, University of Washington Tacoma

DESCRIPTION: This session describes how Endo, an Asian/American academic leader, has carefully disrupted racially derogatory moments in silencing spaces that construct racialized bodies in highly deficit terms. A current dean and former department chair and program director who identifies as an Asian/American and Third World Feminist (TWF), she draws from the TWF notion of "oppositional consciousness" (Sandoval, 1991, p. 11) to articulate how and why she has challenged racially derogatory assumptions and remarks made about faculty, staff, and students of color, including by leaders who are both of color and white. She offers implications for both practice and theory.

### **EXPRESS TALK: Rethinking Unconscious Bias Training and Tools: A Canadian (Quebec) Research Perspective**

MODERATOR: **Folayemi Wilson, MFA, MBA**, Associate Dean for Access and Equity, Professor of Art, College of Arts and Architecture, Pennsylvania State University

PRESENTERS: **Bibiana Pulido, Doctoral Candidate**, Executive Director, Québec Interuniversity Equity, Diversity and Inclusion Network (RIQEDI) and Director, Institut Équité Diversité Inclusion Intersectionnalité-Université Laval  
**Sophie Brière, Ph.D.**, Professor and Director, EDI2 Institute, Université Laval  
**Alain Stockless, Ph.D.**, Professor, Université du Québec à Montréal

DESCRIPTION: This presentation focuses on research funded by the Social Sciences and Humanities Research Council of Canada: "Unconscious bias and inclusive behaviors in work environments: an organizational commitment to change." The Institut EDI2, in partnership with a diversity of university researchers and civil rights organizations that address different forms of discriminations such as sexism, racism, homophobia, transphobia, ableism, and colonialism through an intersectional lens, is co-constructing and testing new forms of training and tools to tackle unconscious bias with a focus on inclusive behaviors. This presentation will emphasize the mechanisms of co-construction of these new trainings and tools, present an innovative tool to reflect on one's biases, and present preliminary results of implementation within three main organizations in Quebec.

10:45AM - 11:45AM

### **A9 - Jewish Identity and Antisemitism on Campus**

LOCATION: ELWHA BALLROOM A (5TH FLOOR)

MODERATOR: **Janette A. Isaacson Ed.D., MHIHIM**, Professor, Health Sciences, Accreditation and Assessment, Oregon Institute of Technology

PRESENTER: **Naomi Greenspan, M.A.**, Director, Improving the Campus Climate Initiative Academic Engagement Network

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

10:45AM - 11:45AM

### **A10 - Preparing Students to Interrupt Bias** HEALTH EQUITY TRACK

LOCATION: 512 WILLAPA

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

PRESENTERS: **Laké Laosebikan-Buggs, Ph.D.**, Director of Inclusive Excellence for Graduate and Professional Education, Elon University  
**Kim Stokes, DMSc, MHS, PA-C**, Director of Clinical Education and Clinical Associate Professor, Physician Assistant Studies, Elon University

DESCRIPTION: In health-professions classrooms around the world, inclusivity and psychological safety are discussed, encouraged, taught, modeled, and observed. However, when health-professions learners leave the classroom, they commonly encounter bias and other professional behaviors that are contradictory to what they have been taught in the classroom. This workshop will take participants through an educational intervention used at one university to evaluate learner confidence in confronting bias, understand their needs, provide a safe space to practice confronting bias with guidance, and gauge effectiveness of the training. This interactive workshop will provide an opportunity to explore ways to prepare learners to confront bias in multiple environments.

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10:45AM - 11:45AM

### **A11 - Nurturing Diversity in Nursing: A Path to Reducing Health Care Disparities**

HEALTH EQUITY TRACK

LOCATION: 505 QUEETS

MODERATOR: **Judy Martin-Holland, Ph.D., R.N., FAAN**, Executive Advisor and Clinical Professor, University of California, San Francisco

PRESENTERS: **Jarvis Racine, MBA, MHRM**, Vice President, Strategic Partnerships, Workforce Development and Government Affairs, Herzing University  
**Michele Smith, Ed.D.**, Director, Workforce Development Strategy, Advocate Health

DESCRIPTION: This presentation explores the critical intersection between diversity, nursing education, and health care workforce development. Herzing University's continuing success in integrating and emphasizing inclusivity in nursing programs serves as a model for higher education institutions. Hear from academic leaders, business partners, and community experts as they discuss emerging trends and the collaborative efforts that are advancing the face of the American health care system.

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10:45AM - 11:45AM

### **A12 - Doing DEI in a Highly Decentralized University**

LOCATION: ELWHA BALLROOM B (5TH FLOOR)

MODERATOR: **Jin In, MPH**, Assistant Vice President of Diversity and Inclusion, Boston University

PRESENTERS: **Tabbye Chavous, Ph.D.**, Vice Provost for Equity and Inclusion and Chief Diversity Officer and Professor of Education and Psychology, University of Michigan  
**Katrina Wade-Golden, Ph.D.**, Associate Vice Provost for Equity and Inclusion, Deputy Chief Diversity Officer and Director of Implementation for the Diversity, Equity, and Inclusion Strategic Plan, University of Michigan

**Isis Settles, Ph.D.**, Associate Dean for Diversity, Equity, and Inclusion and Professor of Psychology, College of Literature, Science, and the Arts, University of Michigan

DESCRIPTION: The University of Michigan launched DEI 1.0 in 2016, the first of multiple five-year Diversity, Equity, and Inclusion Strategic Planning and Implementation processes. Last year marked the start of DEI 2.0, the second five-year DEI Strategic Plan. The Office for Diversity, Equity, and Inclusion oversees 51 plans of different schools, colleges, and units. Because the university is large and decentralized, units approach their DEI Strategic Plans in distinct ways. The session will share a bird's-eye view of these different approaches, paired with a deep dive into the approach of U-M's largest college (Literature, Science, and the Arts), in this interactive panel.

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## Program Thursday, March 14 (CONTINUED)

10:45AM - 11:45AM

### **A13 - Centering Student Experiences in Campus Racial Climate Work: Research Findings and Insights for Senior Diversity Officers (NASPA)**

LOCATION: QUINAULT BALLROOM (5TH FLOOR)

MODERATOR: **John Johnson, Ph.D.**, Vice President for Inclusive Excellence, Whitman College

PRESENTERS: **Alexa Wesley Chamberlain, MPP**, Director of Research and Strategy, NASPA – Student Affairs Administrators in Higher Education

**Jill Dunlap, Ph.D.**, Senior Director for Research, Policy, and Civic Engagement, NASPA – Student Affairs Administrators in Higher Education

DESCRIPTION: Racial justice in higher education cannot be meaningfully advanced without understanding the lived experiences of racially and ethnically minoritized students. The presenters will highlight findings from NASPA’s mixed-methods research effort, in collaboration with NADOHE, about ways students, senior diversity officers, and vice presidents of student affairs define and experience racial climate, and what they identify as key factors for advancing change on campus. Insights shared are intended to help guide campus planning discussions and provide a field-level perspective about student priorities for campus efforts.

12:00pm-1:00pm

### **Consortium for Diversity Officers in Catholic Higher Education Business Meeting**

LOCATION: WILLAPA (5TH FLOOR)

1:15pm - 2:30pm

### **Academic Diversity Officers Track Keynote ADO TRACK Leading on Unsteady Ground – The Global Impact of the Anti-DEI Movement and What Leaders Need to Know Today**

LOCATION: REGENCY BALLROOM (7TH FLOOR)

MODERATOR:



**Carolyn S. Craig, MBA, CDP, ACQQP**  
Director of Diversity, Equity, Inclusion and Belonging  
College of Arts and Science, Miami University

PRESENTER:



**Damon A. Williams, Ph.D.**  
Chief Catalyst, Center for Strategic Diversity Leadership & Social Innovation and Senior Scholar and Innovation Fellow  
Wisconsin Equity and Inclusion Laboratory  
University of Wisconsin-Madison

DESCRIPTION: In this session, Williams updates key developments in the anti-DEI movement. While conditions vary by state, they are having a very real impact on DEI in health care, on K-12 schools, and on college and university campuses. This content will focus on developing attendees’ response readiness in the current, intensifying climate of anti-DEI sentiment. The session will advocate a proactive strategy and approach to communication, partnership, and community engagement when managing within these shifting political environments and strange new legal realities.

2:30pm - 2:45pm

### **Break NETWORKING**

LOCATION: 7TH FLOOR FOYER

2:45pm - 3:45pm

## Concurrent Sessions

2:45PM - 3:45PM

LOCATION:

### **B1 - SPECIAL SESSION: State of the CDO** **CLOSED TO THE MEDIA**

REGENCY BALLROOM (7TH FLOOR)

MODERATOR:

**Jess Neumann-Kersten, Ph.D.**, Director, RW Jones Agency

PRESENTERS:

**Lisa D. Givan, CDE, CP-HIL**, Vice President for Institutional Diversity, Equity, and Belonging, Indiana Tech  
**Kevin McDonald, Ed.D.**, Vice President of Diversity, Equity, and Inclusion and Community Partnerships, University of Virginia

**Kevin Swartout, Ph.D.**, Partner, Rankin Climate and Professor, Georgia State University

DESCRIPTION:

In 2023, NADOHE collaborated with Rankin Climate to deliver the organization's first State of the CDO Survey Report. The report includes results from a comprehensive survey that asked senior diversity officers what it was like to lead equity and belonging efforts on campuses in 2023. Join the researchers behind the report and members of the NADOHE Board of Directors in a discussion of the results, additional analysis conducted since the report's release in fall 2023, and ideas for using the report to combat misinformation about the role of chief diversity officer.

2:45PM - 3:45PM

### **B2 - EXPRESS TALK: Shifting the Donor Landscape: Strategies to Increase Engagement and Philanthropy of Donors of Color** **ADO TRACK**

LOCATION:

701 CLALLUM

MODERATOR:

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

PRESENTER:

**Alyssia Coates, Ph.D.**, Senior Director of Development, Inclusive Philanthropic Engagement, Brown University

DESCRIPTION:

Given pressing social challenges, this effort has never been more critical. This session will allow participants to assess their organizations' diverse constituency landscapes and establish DEI action plans to embed into fundraising initiatives. In the first part of the session, participants will learn how Brown increased engagement and philanthropy of alumni of color, and participants will collectively assess their organizations' DEI goals, shortfalls, and opportunities. The second part will introduce DEI strategies that align with their fundraising plans and priorities. Participants will leave with tangible ideas to create action plans they can use to improve their individual donor engagement and the operations within their organizations.

### **EXPRESS TALK: Action Needed: Unmasking Systemic Racism in Academic Honor Societies**

**ADO TRACK**

MODERATOR:

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

PRESENTER:

**Michael Moradian**, Executive Director, Honor Society

DESCRIPTION:

Prepare for a compelling and transformative experience focusing on the academic journey and how "Achievement Isn't Racist — Exclusion Is." This session is not just a discussion but an urgent call to action for educators and leaders in higher education. It delves deep into the hidden dynamics of systematic bias and structural racism within academic honor societies, uncovering how these institutions uphold exclusionary practices, marginalizing underprivileged communities. Engage with critical analysis and innovative thinking as the group charts a course toward genuinely inclusive and equitable academic recognition.



**Program Thursday, March 14 (CONTINUED)****2:45PM - 3:45PM**

LOCATION:

MODERATOR:

PRESENTERS:

**B3 - A Trinity of Resistance in the Trenches: Examining Texas as a Battleground****ADO TRACK**

702 CLEARWATER

**Michele D. Hanna, Ph.D., MSW**, Associate Dean for Diversity, Equity, and Inclusion, University of Denver**Regent Gary Bledsoe, J.D.**, President, Texas NAACP**Pamela McKelvin-Jefferson, M.S.**, Director, Office of Diversity, Equity, and Inclusion, Graduate School of Journalism, Columbia University**Skyller Walkes, Ph.D., MSJJ, M.A.**, Associate Dean, Columbia Climate School, Columbia University

DESCRIPTION:

Recent years, in particular 2022 and 2023, were unprecedented times for diversity, equity, inclusion, and social justice, overall, in Texas. This talk will examine how intentional coalition-building across organizations and communities strategically advances targeted efforts in resistance to Texas' Senate Bill 17, while continuing the fight in the aftermath of its passage. This case examination will outline the context for targeted engagement and the strategies used to counter misinformation and egregious smear campaigns, and provide access to resources that support vulnerable constituents and community members. Presenters will compare and contrast similar anti-DEI legislation and outcomes; analyze the iterations of recalibrated counter efforts; and redefine the ways that diversity, equity, inclusion, and social-justice professionals strategically re-engage in a legislatively hostile state and across campuses impacted by the U.S. Supreme Court decision to overturn affirmative action, while maintaining supportive communities of care.

**2:45PM - 3:45PM**

LOCATION:

MODERATOR:

PRESENTER:

DESCRIPTION:

**B4 - Faculty Development for Equity in Hiring and Evaluation at the University of Dayton****ADO TRACK**

601 HOH

**Saint Rice, Ed.D., CDE**, Assistant Dean for Equity, Diversity, and Inclusion and Director of Faculty, Staff, and Community Engagement, Olin Business School, Washington University in St. Louis**Julio Quintero, Ph.D.**, Director for Inclusive Excellence Strategy and Initiatives, University of Dayton

Instilling a culture of equity in faculty evaluation committees is key to enhancing diversity and inclusion on a college campus. Learn about the history, background, approaches, and curriculum that shape and inform a workshop series targeted for faculty participating in hiring and evaluation for promotion and tenure at the University of Dayton. This series is designed to create a culture of dialogue about inclusive and equitable practices to evaluate others and normalize the conversation about bias in committee deliberations.

**2:45PM - 3:45PM**

LOCATION:

MODERATOR:

PRESENTERS:

DESCRIPTION:

**B5 - Strength Spectrums: Strategic Methods for Planning, Developing, and Executing Action-Based Neurodiversity Efforts****ADO TRACK**

602 NOOKSACK

**Wanjirū Mbure, Ph.D.**, Associate Dean for Diversity, Equity, and Inclusion, Arts and Sciences, William & Mary**Heather Martinez, Ph.D., MBA**, Program Manager, Diversity and Inclusion Initiatives, Strayer University**Lisa Raisor, M.S.Ed.**, Vice Provost of Portfolio Strategy and Curriculum Development, Strayer University**Jacqueline Palmer, Ed.D.**, Chief Diversity Officer and Special Assistant to the President, Strayer University

This session will examine the process of purposefully road-mapping and strategic-planning a targeted institutional response to address the needs of neurodiverse students. Attendees will hear recommendations for administration on how to establish student-facing supports that consider what neurodiversity is, and how institutions can approach it in a manner that prioritizes representation of diverse audiences. Attendees will also learn about curriculum design methods that provide resources and materials designed to enhance students' academic and social experience. This session will give insight into how efficacy is measured in recent outcomes and present future recommendations resulting from the approach.

2:45PM - 3:45PM

LOCATION:

MODERATOR:

PRESENTER:

DESCRIPTION:

**B6 - EXPRESS TALK: Yoga and Mindfulness for Greater Diversity, Equity, and Inclusion**

ELWHA BALLROOM A (5TH FLOOR)

**Joanne McGriff, M.D., MPH, J.M.**, Assistant Dean for Diversity, Equity, and Inclusion, Rollins School of Public Health, Emory University

**Kamala Ramadoss, Ph.D., CFLE**, Associate Professor, Syracuse University

Research on yoga and mindfulness-based interventions highlighted their positive impact on health, education, and work-related outcomes. Simultaneously, researchers caution against weak effects and/or lack of evidence about their effectiveness due to the cultural appropriation and misrepresentation of these protocols in the West. Furthermore, the role of yoga and mindfulness-based interventions on diversity and equity has not been studied. This session will examine the history and key concepts of yoga and mindfulness from an Indigenous perspective from South Asia, where these modalities originated. A discussion will center on contributions to diversity, equity, and inclusion.

**EXPRESS TALK: Reinscribing Power: Using Faith, Poetry, and Creativity**

MODERATOR:

**Aisha Wilson-Carter, Ed.D.**, Associate Director of Equity and Inclusion, Hofstra University

PRESENTER:

**Roselene Dhaliwal, M.Ed., Doctoral Candidate**, Simon Fraser University and Director of Equity and Inclusion, Canadian Mental Health Association-BC Division

DESCRIPTION:

“Remembering our power enables us to work with the challenges of our lives” (Nieto and Boyer, 2006, p. 31). Diversity officers know the challenges of their work and experiences of burnout. In higher education settings, they are constantly navigating power within institutional hierarchies, as well as in the changing political climate. But do they pause to reflect on their power? In this express talk, Dhaliwal brings forth examples and invites participants to reflect on their power and how it can be activated and nurtured.

2:45PM - 3:45PM

LOCATION:

MODERATOR:

PRESENTER:

DESCRIPTION:

**B7 - EXPRESS TALK: “I’m Ending DEI Training”:  
A DEIAB Professional’s Approach to Anti-Racist Learning Development**

605 SNOHOMISH

**Lisa Upsher, M.S.**, Director, Health Sciences Diversity, Equity, and Inclusion, University of Pittsburgh

**Melissa Berry-Woods, Ph.D.**, Director of Student Diversity and Success and Associate Teaching Professor, Northeastern University

After the murder of George Floyd, many responded by reinvigorating “DEI training” programs, only to discover that training does not work; in fact, it has more potential to inflict harm. This session presents a new approach to the idea of “training” by shifting to the concept of Learning Development and Action to establish deeper and meaningful learning experiences with diversity, equity, inclusion, anti-racism, and belonging (DEIAB). Adapting the learning-development approach shifts assessments of the necessity for change and promotes precision learning that fosters indelible, action-oriented transformation over time.

**EXPRESS TALK: State of Change: An Administrative Toolkit for Transition  
in an Anti-DEI Environment**

MODERATOR:

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

PRESENTER:

**LaToya Smith, Ph.D.**, Vice President for Division of Campus and Community Engagement, University of Texas at Austin

DESCRIPTION:

When state Bill 17 was signed into law in June 2023, it left Texas universities that operated “DEI offices,” as defined by the bill, only six months to arrive at compliance. LaToya Smith will provide an administrative perspective and toolkit on how she led the transformation of one of the largest campus diversity resources in Texas. This will be a frank discussion of the challenges involved, but will also focus on the successful tools her division developed to lead this transition and reflect on how those tools supported change across the university.

## Program Thursday, March 14 (CONTINUED)

2:45PM - 3:45PM

### **B8 – Religious Literacy Is DEI Work**

LOCATION:

501 CHIWAWA

MODERATOR:

**Pamela Pruitt, Ed.D.**, Manager of Community Connections, Institute for Urban Care, Capital Health and President, The Next Level Consulting, LLC

PRESENTERS:

**Jessica Joslin, Ph.D.**, Assistant Vice Chancellor of Diversity Initiatives, University of Illinois Chicago  
**Michelle Manno, Ph.D.**, Interim Chief Diversity Officer, Northwestern University

DESCRIPTION:

The Israel-Hamas war has left many college leaders scrambling to understand the experiences of Muslim and Jewish students on campus and to know how best to offer support. The lack of consideration of religious diversity in campus DEI efforts limits institutions' ability to effectively engage and support students, faculty, and staff. The session will discuss the importance of including religious literacy in broader campus DEI efforts. It will unpack why campuses and DEI offices may be hesitant to engage with religion, and propose that without doing so, they will not fulfill their mission of creating inclusive and equitable campus environments.

2:45PM - 3:45PM

### **B9 – SPECIAL SESSION: Asian American Inclusion**

LOCATION:

502 COWITZ

SPONSOR:



MODERATOR:

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

PRESENTERS:

**Kimberly A. Truong, Ph.D.**, Chief Equity Officer, MGH Institute of Health Professions  
**Sumun L. Pendakur, Ed.D.**, Founder, Sumun Pendakur Consulting  
**Ria DasGupta, Ed.D.**, Director of Equity, Diversity, Inclusion, and Belonging Initiatives, The Juilliard School

DESCRIPTION:

This special session aims to build on last year's successful NADOHE conference session "Beyond the Binary: Asian American Inclusion through a Strategic DEI Lens." During that session, fewer than 5% of institutions represented in the room (approximately 150 attendees) responded in the affirmative when asked who had meaningful support structures for their Asian American students, faculty, and staff. This year, presenters want to push against the framework of white-supremacist, divide-and-conquer strategies. Advocating for the needs of Asian Americans is seen as in conflict with advocacy for other racially minoritized communities. This special session will focus on practical capacity-building for senior diversity officers who wish to engage with Asian American communities with more equitable and liberatory practices.

2:45PM - 3:45PM

### **B10 - Taking Off the Training Wheels: From "Diversity Training" to Coalition Building for Dismantling Systemic Oppression**

HEALTH EQUITY TRACK

LOCATION:

512 WILLAPA

MODERATOR:

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

PRESENTER:

**Nikkie Herman**, Director of Equity, Diversity, and Inclusion Education and Learning, School of Medicine & Dentistry, University of Rochester  
**Isabel Chandler**, Education, Diversity, and Inclusion Learning Specialist, School of Medicine & Dentistry, University of Rochester  
**Cara Wood Harris**, Director of Equity, Diversity, and Inclusion Curricular Design, School of Medicine & Dentistry, University of Rochester

DESCRIPTION:

DEIJ training is a necessary component of almost all systems in today's workplace, and nowhere is it seen more than in academia and health care. The University of Rochester Medical Center as both a medical system and institution of higher education has transformed DEIJ training from mandatory, asynchronous, click-the-box, or outsourced expenditure into a fully resourced department within the School of Medicine & Dentistry. The team will discuss how their experiences of educating more 300 different departments and 1,000 individual learning groups illustrated the need to build a curriculum that is longitudinal and a minimum of seven sessions.



2:45PM - 3:45PM

LOCATION:

MODERATOR:

PRESENTERS:

DESCRIPTION:

### **B11 – Anti-Racist Transformation in Health Sciences Education**

HEALTH EQUITY TRACK

505 QUEETS

**Carolyn Bradley-Guidry, Dr.PH., MPAS, PA-C**, Associate Dean for Student Affairs and Engagement and Associate Professor, University of Texas Southwestern Medical Center, Dallas School of Health Professions

**David Muller, M.D.**, Director, The Institute for Equity and Justice in Health Sciences Education, Icahn School of Medicine at Mount Sinai

**Leona Hess, Ph.D., MSW**, Co-Director, The Institute for Equity and Justice in Health Sciences Education, Icahn School of Medicine at Mount Sinai

This interactive deep dive centers Icahn School of Medicine’s change-management approach to creating an anti-racist culture, and ways in which this methodology is being disseminated. The presentation will include a discussion with participants about DEI wins and challenges; an overview of approach; evaluation data from participating schools; and an interactive demonstration of transformational tools.

2:45PM - 3:45PM

LOCATION:

MODERATOR:

PRESENTERS:

DESCRIPTION:

### **B12 – U.S. Election 2024: Advancing DEIB Perspectives and Values in Developing a Fall 2024 Campus Programmatic Series on Civics Education**

ELWHA BALLROOM B (5TH FLOOR)

**Archie W. Ervin, Ph.D.**, Vice President for Institute Diversity, Equity, and Inclusion (retired), Georgia Institute of Technology

**Michael Mobley, Ph.D.**, Associate Professor and Special Assistant to the President for Diversity, Equity, and Inclusion, Merrimack College

**Roger L. Worthington, Ph.D.**, Professor and Executive Director, Center for Diversity and Inclusion in Higher Education, University of Maryland, College Park

**Tania Israel, Ph.D.**, Professor and Associate Dean for Diversity, Equity, and Inclusion, University of California, Santa Barbara

It’s not uncommon today to hear people say: “Our democracy is at stake.” Equally, during presidential election cycles, people say: “This election may be one of the most consequential in U.S. history.” The 2024 presidential election is a historically significant moment, especially for socially, culturally, economically diverse (SCED, Toldson, 2023) people, communities, and institutions. It is critical for chief diversity officers and academic diversity officers to utilize best practices and strategies to support campus communities in fall 2024. This session seeks to advance DEIB perspectives and values toward developing a proactive approach to promoting civics education at the college level.

2:45PM - 3:45PM

LOCATION:

MODERATOR:

PRESENTER:

DESCRIPTION:

### **B13 - Defending Diversity: What You Can Do to Advance Racial Equity and Inclusive Education Post-Harvard/UNC Decision**

QUINAULT BALLROOM (5TH FLOOR)

**Sharon Jackson Wilder, J.D.**, Vice President and Chief Diversity, Equity, and Inclusion Officer, University of Maryland Global Campus

**Hamida S. Labi, J.D.**, Senior Policy Counsel, Legal Defense Fund

**Michaele Turnage Young, J.D.**, Senior Counsel, Legal Defense Fund

This panel will discuss the future of diversity, equity, and inclusion and other race-conscious programs in higher education following the U.S. Supreme Court’s affirmative-action decision in the Harvard University and University of North Carolina cases. The session will survey the current legal and policy landscape on these issues and provide the tools to defend these programs, especially those that support student recruitment, retention, and positive school climates. Discussion will include an overview of the Supreme Court decision and clarify its relevance to DEI on college campuses; summarize recent federal guidance in response to the decision; and highlight the Legal Defense Fund’s state-level campaigns in the Deep South (Texas, Georgia, and South Carolina) to protect diversity in higher education.

## Program Thursday, March 14 (CONTINUED)

**3:45pm - 4:00pm**

LOCATION:

**Break** NETWORKING

7TH FLOOR FOYER

**4:00pm - 5:00pm**

### NADOHE Concurrent Sessions

**4:00PM - 5:00PM**

LOCATION:

MODERATORS:

PRESENTERS:

DESCRIPTION:

#### C1 - SPECIAL SESSION: Building Community and Belonging at NADOHE

QUINAULT BALLROOM (5TH FLOOR)

**Diane Ariza, Ph.D.**, Vice President, Diversity and Equity Programs, Southern Connecticut State University

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

**Amber Benton, Ph.D.**, Associate Dean for Diversity, Equity, and Inclusion, Marshall School of Business, University of Southern California

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

**Diley Hernandez, Ph.D.**, Associate Vice Provost, Georgia Institute of Technology

**Maria Guadalupe Bruno, Psy.D.**, Executive Director of Belonging and Inclusion, University of Iowa

Come help make NADOHE yours and make NADOHE work for you. For the last several years, NADOHE has heard from members about a need to focus more on belonging as the organization grows, diversifies, evolves, and seeks to deepen its impact. The NADOHE board has taken this seriously and created both a board-level task force and a conference committee to lead this work this year. Please join this session for an interactive, facilitated discussion to hear more about the work of these groups and, more importantly, share thoughts to help shape this work, so that members can find their home at NADOHE. Following the session will be several opportunities to continue the conversations on Thursday evening, at breakfast on Saturday, and in informal and organic spaces throughout the conference.

**4:00PM - 5:00PM**

LOCATION:

MODERATOR:

PRESENTERS:

DESCRIPTION:

#### C2 - Transforming Rice Engineering Culture: Data-Driven Methods for Tracking DEI Outcomes

ADO TRACK

701 CLALLUM

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

**Cecilia H. Fernandez, Ph.D.**, Assistant Director of Diversity, Equity, Inclusion, and Outreach, George R. Brown School of Engineering, Rice University

**Mirna Wilson, Ed.D.**, Project Coordinator, George R. Brown School of Engineering, Rice University

**Renata Ramos, Ph.D.**, Senior Associate Dean for Academic Affairs, George R. Brown School of Engineering, Rice University

This session will focus on Rice University as a case study for data-driven DEI work focused on structural equity, and highlight the university's methods to track DEI outcomes. Presenters will discuss how they extend the conversation of diversity beyond numbers and concentrate on understanding the experiences of the people who make up the Rice engineering community. They will share data-collection methods and the importance of understanding institutional context. Finally, they will juxtapose their work with the challenge of "legitimizing" DEI work while keeping minoritized Rice engineering community members as the focus and benefactors of their work.



4:00PM - 5:00PM

### **C3 - Beyond the Diversity Window Dressing: Strategic Planning for Equity Implementation**

ADO TRACK

LOCATION: 702 CLEARWATER

MODERATOR: **Michele D. Hanna, Ph.D., MSW**, Associate Dean for Diversity, Equity, and Inclusion, University of Denver

PRESENTER: **Candice Dowd Maxwell, Ed.D.**, Associate Vice President of Diversity, Equity, Belonging, and Inclusion, McHenry County College

DESCRIPTION: This session is based on a question: What happens when the diversity fanfare begins to fade and individuals continue to experience the effects of being marginalized, minoritized, and othered, and the equity gaps persist across multiple underrepresented and invisible populations? Participants will engage in a case study that focuses on equity implementation models and processes for change. Participants will also receive tools, templates, and instruments for equitable decision-making, assessment, and collaborative inquiry.

4:00PM - 5:00PM

### **C4 - Más Fuertes Juntos/Stronger Together: Building Persistence and Community Among Private College CDOs in the Pacific Northwest**

ADO TRACK

LOCATION: 601 HOH

MODERATOR: **Mel Freitag, Ph.D.**, Assistant Dean and Director of Diversity, Equity, and Inclusion Training and Innovation, College of Letters and Science, University of Wisconsin-Madison

PRESENTERS: **Danielle Torres, Ph.D.**, Dean of Equity and Inclusion, Lewis & Clark College

**Emilio Solano, Ed.D.**, Assistant Provost for Institutional Equity and Community Engagement, Willamette University

DESCRIPTION: This presentation describes an intentional effort by campus diversity officers at small liberal arts colleges in the Pacific Northwest to build a supportive professional network and community of practice. Rooted in principles of collective struggle, senior inclusion administrators from five institutions regularly came together to provide one another with emotional support, assistance with complex professional issues, access to resources, and an empathetic space to vent. Instead of being isolated at separate, predominantly white Institutions, they chose to be in this work together, and are stronger for it.

4:00PM - 5:00PM

### **C5 - Taking Inclusive Excellence to the Next Level: Executing Inclusive Excellence Plans**

ADO TRACK

LOCATION: 602 NOOKSACK

MODERATOR: **Arlene F. Nededog, M.Ed.**, Director of Inclusion, College of Natural Sciences, Colorado State University

PRESENTERS: **Shekila Melchior, Ph.D.**, Director, Office of Diversity and Inclusion, College of Education and Human Development, George Mason University

**Sharnnia Artis, Ph.D.**, Vice President for Diversity, Equity, and Inclusion and Chief Diversity Officer, George Mason University

DESCRIPTION: This presentation outlines the creation and implementation of an inclusive excellence plan at a public institution. Presenters will discuss the step-by-step process of the initiative and provide examples of resources and toolkits developed. They will also share their successes and challenges in gaining buy-in from academic and administrative units. Finally, the presenters will discuss the use of assessment systems to streamline the process and ensure accountability.



## Program Thursday, March 14 (CONTINUED)

4:00PM - 5:00PM

### **C6 - From Empathy to Compassion: Re-Centering the Criticality of Dialogue and Dialogic Organizational Development in DEI and Anti-Oppressive Infrastructure**

LOCATION: 603 SKAGI

MODERATOR: **Comfort M. Ateh, Ph.D.**, Associate Professor, Providence College

PRESENTER: **Gardy J. Guiteau, M.Ed.**, Director, Master of Science in Diversity, Equity, and Inclusion Program, Glasgow Caledonian New York College

DESCRIPTION: Diversity professionals are navigating hyper-polarization combined with unrelenting challenges to the effectiveness and importance of DEI work. Practitioners must be anchored in the fact that, at its core, DEI is about recognizing and safeguarding mutual humanity. Re-centering dialogic initiatives and pedagogies in strategic work cannot be overstated. In this session, participants will consider how intergroup dialogue as a praxis of anti-oppressive education fosters compassion among community members. Frameworks of dialogic pedagogy and theories on dialogic organizational development will inform discussions on how best to build effective strategic DEI and anti-oppressive infrastructure.

4:00PM - 5:00PM

### **C7 - Inspiring Institutional and Regional Transformation Through a Transnational Racial Equity Summit**

LOCATION: 605 SNOHOMISH

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

PRESENTERS: **Frank Tuitt, Ed.D.**, Vice President and Chief Diversity Officer and Professor of Higher Education and Student Affairs, Neag School of Education, University of Connecticut

**Saran Stewart, Ph.D.**, Director of Global Education and Associate Professor of Higher Education and Student Affairs, Neag School of Education, University of Connecticut

**Mary Tupan-Wenno**, Executive Director of ECHO, Center for Diversity Policy in Utrecht, The Netherlands

DESCRIPTION: Transnationally, racially minoritized students have demanded racial and intersectional justice and institutional environments where their lives really matter. As anti-Blackness, anti-Asian, and anti-Muslim violence is rampant yet becoming more transparent, higher-education institutions have the responsibility to engage students, faculty, and staff in ways that prepare them to be racial-equity advocates committed to social justice. This session will bring together transnational scholar-practitioners who participated in the 2022 and 2023 ICARE4Justice summits to discuss how the global racial-equity summits impacted their transformational work in their regions and institutions.





4:00PM - 5:00PM

### **C8 - EXPRESS TALK: Translating Diversity, Equity, and Inclusion Across Institutional Functions: Strategies to Guide and Elevate Teaching, Research, and Administrative Practices**

LOCATION: 501 CHIWAWA

MODERATOR: **Carmen R. Jones, Ph.D.**, Assistant Dean, Academic Diversity and Inclusive Excellence, Thomas J. Watson College of Engineering and Applied Science, Binghamton University

PRESENTER: **Jeff Kenney, Ph.D.**, Director of Institutional Education for Diversity, Equity, and Inclusion, Oregon State University

DESCRIPTION: To effectively lead change, university leaders must invest time and resources to effectively translate DEI work for unique organizational functions including teaching, research, and administration. Learn how the Office of Institutional Diversity at Oregon State University stimulates learning, motivation, and novel DEI practices. Participants will receive guidance documents, a breakdown of implementation strategy, and assessment results describing the efficacy of these efforts. Additionally, participants will examine the complexities of institutional guidance and deliberate implementation strategies that respect shared governance.

#### **EXPRESS TALK: Closing the Margin: Avenues to Health Equity** HEALTH EQUITY TRACK

MODERATOR: **Pamela Pruitt, Ed.D.**, Manager of Community Connections, Institute for Urban Care, Capital Health and President, The Next Level Consulting, LLC

PRESENTER: **Paul Suk-Hyun Yoon, M.Ed.**, Senior Advisor for Inclusive Excellence, University of Vermont

DESCRIPTION: It is undeniable that health disparities and inequities exist within local and global communities, producing negative consequences for both patients and health care workers that lead to higher associated risks and less-than-optimal care outcomes. This express talk will describe the process used to plan the 2022 and 2023 UVM/UVM Health Network's Health Equity Summit. The summit showcased exciting initiatives being developed and implemented to dismantle institutional inequities that can lead to poor health outcomes while improving patient experiences and inspired communities to advance health equity.

4:00PM - 5:00PM

### **C9 - The Universe of Tension: Living into the Realities of Religious and Political Complicatedness of Israel and Palestine**

LOCATION: REGENCY BALLROOM (7TH FLOOR)

MODERATOR: **Chalana M. Scales-Ferguson, J.D.**, Associate Vice Chancellor of Institutional Equity, Washington University in St. Louis

PRESENTERS: **J. Cody Nielsen, Ph.D.**, Director, Jcodynielsen and Adjunct Faculty, Lesley University  
**Rev. Jamie Washington, M.Div., Ph.D.**, President and Founder, Washington Consulting Group

DESCRIPTION: On Oct. 7, the world changed for Jewish, Arab, and Muslim students on campus. Perhaps not since the terrorist attacks of Sept. 11, 2001, has such an event elevated the threat of Islamophobia, while the Jewish community faces antisemitic backlash of the growing conflict. DEI professionals have an obligation to handle this with considerable care, navigating the tension-filled campus climate not with postures toward resolution but living into the realities of a likely long-term set of tensions on campus. How practitioners manage and support peaceful rallies, protests, and cross-cultural dialogue through restorative and transformative justice remains to be seen.





## Program Thursday, March 14 (CONTINUED)

4:00PM - 5:00PM

### **C10 - Revisiting “The Village”: The UAMS Pathways Academy Evaluation of Educational Outcomes to Diversify the Healthcare Workforce** HEALTH EQUITY TRACK

LOCATION: 505 QUEETS

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

PRESENTERS: **Brian Gittens, Ed.D., MPA**, Vice Chancellor for Diversity, Equity, and Inclusion, University of Arkansas for Medical Sciences  
**Shaneá Morrison Nelson, Ph.D.**, Executive Director, UAMS Pathways Academy, University of Arkansas for Medical Sciences  
**Joseph Hanks, Ph.D.**, Director of Research and Evaluation, University of Arkansas for Medical Sciences  
**Katina White**, Curriculum Coordinator, UAMS Pathways Academy, University of Arkansas for Medical Sciences  
**B. Kazandra Wilson, Ed.D.**, Advocate and Engagement Coordinator, UAMS Pathways Academy, University of Arkansas for Medical Sciences

DESCRIPTION: The University of Arkansas for Medical Sciences created UAMS Pathways Academy to diversify the health care workforce in Arkansas. This program aims to increase STEM education among underserved students in K-12 schools. UAMS Pathways Academy is providing programming to its second cohort and serving 860 K-12 students. A partnership with the HSTA Hatch program resulted in evaluation data of program educational outcomes.

4:00PM - 5:00PM

### **C11 - Advancing Equity Through Inclusive Recruitment, Hiring, and Retention Efforts**

LOCATION: 604 SKYKOMISH

MODERATOR: **Elizabeth Moon, M.A.**, Associate Director of Career Development and Chief Diversity Officer, Graduate School of Management, University of California, Davis

PRESENTERS: **Saint Rice, Ed.D., CDE**, Assistant Dean for Equity, Diversity, and Inclusion and Director of Faculty, Staff, and Community Engagement, Olin Business School, Washington University in St. Louis  
**Paul Buckley, Ph.D.**, Vice President and Chief Diversity and Inclusion Officer, Fred Hutchinson Cancer Center  
**Jessica Wise**, Co-Executive Director and Director of Programs, Higher Education Recruitment Consortium

DESCRIPTION: Efforts in inclusive higher education workforce development face the stacked challenges of historically biased systems, changing needs of job seekers, and highly politicized hiring environments. Efforts to diversify workforces and create genuinely inclusive workplaces require a holistic approach to make institution-level, lasting change. This session will explore actionable interventions to improve equity outcomes of workforce planning, recruitment, hiring, and retention at three higher education institutions.

4:00PM - 5:00PM

### **C12 - No Rest Stops on the Roadmap: A Case Study on Using DEI Metrics to Hold Leaders Accountable**

LOCATION: ELWHA BALLROOM A (5TH FLOOR)

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

PRESENTERS: **Emil L. Cunningham, Ph.D.**, Assistant Vice Provost for Diversity and Inclusion and Deputy Chief Diversity Officer, Johns Hopkins University  
**Christina Turner, M.Ed., M.S., M.A.**, Senior Diversity Strategist, Johns Hopkins University  
**Erin Fox, PMP**, Senior Manager, Strategic Initiatives, Johns Hopkins University

DESCRIPTION: The events of 2020, including the COVID-19 pandemic and increased recognition of targeted racial violence, galvanized many colleges and universities to fortify their commitments to DEI. As these commitments frequently center on climate and culture change, they can sometimes be challenging to quantify. To that end, reporting on DEI outcomes can look like a list of outputs or activities, leaving room for the question: How do we know our efforts are creating the impact we envision? This session follows the process Johns Hopkins University developed for the Roadmap, a DEI strategic plan with tracking and accountability measures built in. In addition to discussing tracking elements in the plan, this session will explore mechanisms for tracking progress and strategies to encourage advancement without direct authority.

4:00PM - 5:00PM

### **C13 - AANHPI Campus Communities: Building Solidarity and Leadership Within and Across Identities**

LOCATION: 512 WILLAPA

MODERATORS: **Courtney A. Howard, Ph.D.**, Chief Diversity Officer and Vice President of Diversity, Equity, and Inclusion, College of Charleston

**Floyd Cheung, Ph.D., M.A.**, Vice President for Equity and Inclusion, Professor of English Language & Literature and American Studies, Smith College

PRESENTER: **Mariam Lam, Ph.D.**, Vice Chancellor for Diversity, Equity, and Inclusion & Chief Diversity Officer, University of California, Riverside

**Wei Ming Dariotis, Ph.D.**, Assistant Vice President of Equity, Diversity, and Inclusion, University of Maryland, Baltimore

**Anju Reejsinghani, Ph.D.**, Vice Chancellor for Diversity, Equity, and Inclusion and Chief Diversity Officer, University of California, Santa Cruz

DESCRIPTION: This panel explores some of the challenges and complexities facing the Asian American/Native Hawaiian/Pacific Islander population in higher education. While frequently omitted from conversations about diversity, equity, inclusion, and social justice, AANHPI students, staff, and faculty face significant structural, cultural, and intersectional barriers to academic and professional advancement. Discussion will explore how institutional use of metrics, federal categories, funding priorities, and other considerations may help to alleviate or exacerbate tensions within the AANHPI community and impact the establishment of solidarities beyond it.

4:00PM - 5:00PM

### **C14 - DEIB Alignment = Purpose, Passion, Joy, and Restoration**

LOCATION: ELWHA BALLROOM B (5TH FLOOR)

MODERATOR: **Alaina M. T. Macaulay, M.S.**, Senior Director for Inclusion and Strategic Engagement, University of Massachusetts Amherst

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

**Denelle Brown, M.S.**, Associate Dean of Students, Diversity, and Inclusion, Bucknell University

DESCRIPTION: This session will explore the ever-changing dynamics of the DEIB profession and the impact of institutional environments and the political climate on the professional's passion and commitment to the work. It is critical that diversity professionals reconnect to their passion, joy, and drive to sustain personal and professional journeys. Participants will be encouraged to develop strategies that will challenge them to think deeply about the current climate and to find ways to create alignment and restoration.

5:00pm - 5:15pm

**Break** NETWORKING

LOCATION: 7TH FLOOR FOYER



## Program Thursday, March 14 (CONTINUED)

**5:15pm - 6:30pm**

LOCATION:

FACILITATOR:

**SPECIAL SESSION: The Future of Diversity, Equity, and Inclusion in Higher Ed**

REGENCY BALLROOM (7TH FLOOR)



**Taffye Benson Clayton, Ed.D.**  
Vice President and Associate  
Provost for Inclusion and Diversity  
Auburn University

PRESENTERS:



**Kevin McDonald, Ed.D.**  
Vice President of Diversity,  
Equity, and Inclusion and  
Community Partnerships,  
University of Virginia



**May Snowden, MBA, MPA**  
Founder and CEO  
Snowden & Associates Inc.



**Marsha McGriff, Ed.D.**  
Senior Advisor to the  
President, University  
of Florida



**C. Emmanuel Wright**  
Education Future Lab  
Associate, American Council  
of Education

DESCRIPTION:

In the last few years, our profession has increasingly faced deliberate efforts to dismantle the work: The U.S. Supreme Court decision on race-conscious admissions practices; state blocks to public funding for diversity and anti-racism work; reorganization of institutional offices for diversity; and an onslaught of misinformation around DEI. Our day-to-day life has become more challenging and urgent. We must continue addressing systemic barriers of oppression and racism and inform a broader audience — not just those of us in higher education — of the value of diversity, equity, and inclusion and the positive effects of inclusive excellence on the economy, technology, and global society. Join us for this interactive session, where we will dive into the experiences of colleagues who have navigated these tenuous issues on their campuses and offer strategies — including those in NADOHE’s Framework for Advancing Racial Equity, Anti-Racism Strategy on Campus, and Communication Guide — to take back to your institutions. We look forward to having a collaborative conversation on how our work is changing and where we go from here.

**6:30pm - 7:30pm**

LOCATION:

SPONSOR:

**Opening Welcome Reception**

**NETWORKING**

All conference registrants are welcome to attend!

5TH FLOOR FOYER



*Equity, Diversity, Inclusion, & Community*

**7:30pm - 8:30pm**

LOCATION:

FACILITATORS:

**Follow-up Conversation: Building Community and Belonging at NADOHE**

**NETWORKING**

ELWHA BALLROOM (5TH FLOOR)

**Diane Ariza, Ph.D.**, Vice President, Diversity and Equity Programs, Southern Connecticut State University  
**Ame Lambert, Ph.D.**, Vice President of Global Diversity and Inclusion, Portland State University  
**Amber Benton, Ph.D.**, Associate Dean for Diversity, Equity, and Inclusion, University of Southern California Marshall School of Business  
**Susan Hua, Ph.D.**, Director of Diversity, Equity, and Inclusion, Community College of Aurora  
**Diley Hernandez, Ph.D.**, Associate Vice Provost, Georgia Institute of Technology  
**Maria Guadalupe Bruno, Psy.D.**, Executive Director of Belonging and Inclusion, University of Iowa

DESCRIPTION:

Following the session “Building Community and Belonging at NADOHE,” please join us as we continue the conversation for how, together, we can help shape NADOHE’s commitment to belonging as the organization grows, diversifies, evolves, and seeks to deepen its impact for all members of the organization.

**8:30pm - 11:00pm**

LOCATION:

DESCRIPTION:

**Standards of Professional Practice Institute Social**

**NETWORKING**

QUINAUULT BALLROOM (5TH FLOOR)

All conference registrants are welcome to attend!

# Program Friday, March 15

**7:00am - 5:00pm**      **Registration** REGENCY BALLROOM FOYER (7TH FLOOR)

**7:30am - 5:30pm**      **Exhibits** 7TH FLOOR FOYER

**7:15am - 8:15am**      **Chapters Networking Breakfast** **NETWORKING**

LOCATION: LOCATION INFORMATION AVAILABLE ONSITE

SPONSOR:

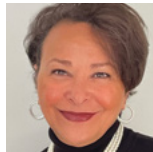
## THE CHRONICLE OF HIGHER EDUCATION

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.

**8:30am - 9:00am**      **Friday Keynote**  
**Striving for Justice: Searching for Common Ground**

LOCATION: REGENCY BALLROOM (7TH FLOOR)

MODERATOR:



**Paulette Granberry Russell, J.D.**  
President and CEO, NADOHE

PRESENTER:



**Rev. Nontombi Naomi Tutu**

DESCRIPTION:

After more than two years of COVID-19, the world will never be the same. The disease showed weaknesses in communities, the country, and the world. And that's not necessarily a bad thing, says the Rev. Tutu. The race and gender justice activist and daughter of Archbishop Desmond Tutu says it gives us the chance to create a brighter future, where everyone can thrive. In this keynote, Rev. Tutu shares the challenges she faced growing up Black and female in apartheid South Africa and the lessons we can learn from it. Attendees will also learn how the differences are just opportunities and how the foundation for a just society is where people accept others and recognize the potential for greatness in everyone.

**9:00am - 10:15am**      **Health Equity Track Keynote**  
**The Political Determinants of Health and How We Can Change Them** **HEALTH EQUITY TRACK**

LOCATION: REGENCY BALLROOM (7TH FLOOR)

MODERATOR:



**Mekbib Gemed, Ed.D.**  
Vice President of Diversity  
Eastern Virginia Medical School

PRESENTER:



**Daniel E. Dawes, J.D.**

DESCRIPTION:

Now, more than ever, political decisions (on both sides of the aisle) are affecting social conditions and have become the root cause of the nation's declining health. Drawing upon his book, *The Political Determinants of Health*, and firsthand experience shaping major federal policies including the Affordable Care Act, Dawes walks audiences through the history of efforts to address these issues and the seemingly inseparable interconnection of politics and health. Dawes looks at health through the political lens so we can begin to partner, build capacity, and create change.



## Program Friday, March 15 (CONTINUED)

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

LOCATION: REGENCY BALLROOM (7TH FLOOR)  
 PRESENTER: **Bernie Santarsiero, Ph.D.**, Director, Research Initiatives, Graduate College and Office of the Vice Chancellor for Research, University of Illinois Chicago

**10:30am - 11:00am Break NETWORKING**

LOCATION: 7TH FLOOR FOYER  
 SPONSOR: **ISAACSON, MILLER**

**11:00am - 12:00pm NADOHE Concurrent Sessions**

**11:00AM - 12:00PM D1 - SPECIAL SESSION: Tribal Communities, Land Acknowledgements, and Beyond**

LOCATION: ELWHA BALLROOM A (5TH FLOOR)  
 MODERATOR: **LeManuel Lee Bitsóí, Ed.D.**, Vice President of Diversity, Equity, and Inclusion, Brandeis University  
 PRESENTERS: **Tonya C. Bailey, Ph.D.**, Associate Dean for Diversity, Equity, and Inclusion and Community Engagement, Oakland University William Beaumont School of Medicine  
**Michael Benitez, Ph.D.**, Vice President for Diversity and Inclusion and Associate Professor of Multicultural Education, Metropolitan State University of Denver  
**Zoe Higheagle Strong, Ph.D.**, (Nez Perce) Vice Provost for Native American Relations & Programs & Tribal Liaison to the President Director, Center for Native American Research & Collaboration, Associate Professor of Educational Psychology, Office of the President Washington State University  
**Ame Lambert, Ph.D.**, Vice President of Global Diversity and Inclusion, Portland State University  
**Erin Ross**, Cowlitz '99, '15, Director of Tribal Relations, Office of the President, Eastern Washington University

DESCRIPTION: Come for an engaging conversation with esteemed tribal leaders to discuss tribal sovereignty and its role in nation-building, particularly in the context of higher education. Explore how tribal sovereignty is exercised by these nations to shape their own destinies, and panelists will shed light on their experiences and strategies for navigating complex political landscapes while preserving cultural identity.

**11:00AM - 12:00PM D2 - Canceled**

**11:00AM - 12:00PM D3 - Using Data-Driven DEI Metrics to Support Inclusive Excellence Efforts on College Campuses in an Anti-Affirmative Action Climate ADO TRACK**

LOCATION: 501 CHIWAWA  
 MODERATOR: **Wanjirū Mbure, Ph.D.**, Assistant Dean for Diversity, Equity, and Inclusion, Arts and Sciences, William & Mary  
 PRESENTERS: **Curtis D. Byrd, Ed.D.**, CEO and Co-Founder, Academic Pipeline Project  
**Amer F. Ahmed, Ed.D.**, Vice Provost for Diversity, Equity, and Inclusion, University of Vermont  
**Anneliese Singh, Ph.D.**, Associate Provost for Faculty Development and Diversity and Chief Diversity Officer, Tulane University School of Social Work

DESCRIPTION: As academic institutions are facing extremely difficult challenges because of new anti-DEI and affirmative action legislation, diversity professionals must equip themselves with data to support their accomplishments, trends of programs, goals, and strategic efforts. This case study reveals how a public and private institution assess, catalog, and align their efforts to support their strategic planning efforts, while providing data to key stakeholders to affirm their value to campus.



11:00AM - 12:00PM

#### **D4 - Academic Feedback and Race: How Whiteness Impacts the Quality of Instructor Feedback**

[ADO TRACK](#)

LOCATION: 601 HOH

MODERATOR: **Saint Rice, Ed.D., CDE**, Assistant Dean of Equity, Diversity, and Inclusion, Director of Faculty, Staff, and Community Engagement, Olin Business School, Washington University in St. Louis

PRESENTER: **Elizabeth Denevi, Ph.D.**, Assistant Professor, Graduate School of Education and Counseling, Lewis and Clark College

DESCRIPTION: Do white instructors give different feedback to white students than they do to students of color? Come discuss how academic feedback is a critical anti-racist skill and how instructors can challenge bias in their assessment process. Participants will review the findings from a research project and discuss ways to improve feedback and increase racial equity in classrooms.

11:00AM - 12:00PM

#### **D5 - Recruiting, Supporting, and Retaining Diverse Faculty: The Bridge to Faculty Program at UIC**

[ADO TRACK](#)

LOCATION: 604 SKYKOMISH

MODERATOR: **Arlene F. Nededog, M.Ed.**, Director of Inclusion, College of Natural Sciences, Colorado State University

PRESENTERS: **Amalia Pallares, Ph.D.**, Vice Provost for Inclusive Excellence, Arizona State University

**Jessica Joslin, Ph.D.**, Assistant Vice Chancellor for Diversity Initiatives, Office of Diversity, Equity, and Engagement, University of Illinois Chicago

**Mario Lucero, M.A.**, Director, Diversity Initiatives, Office of Diversity, Equity, and Engagement, University of Illinois Chicago

DESCRIPTION: Numerous studies have demonstrated the importance of a diverse professoriate on student and faculty success. This session will describe the University of Illinois Chicago (UIC) Bridge to Faculty (B2F) postdoc-to-faculty program, and its record of success in recruiting and supporting underrepresented scholars and transitioning them to faculty. Since 2019, UIC has welcomed 49 B2F postdocs and 31 have transitioned to faculty. Participants will understand the program's framework and consider how it can aid efforts to increase faculty diversity on their respective campuses.

11:00AM - 12:00PM

#### **D6 - CDO Fellows Presentations I**

LOCATION: 603 SKAGIT

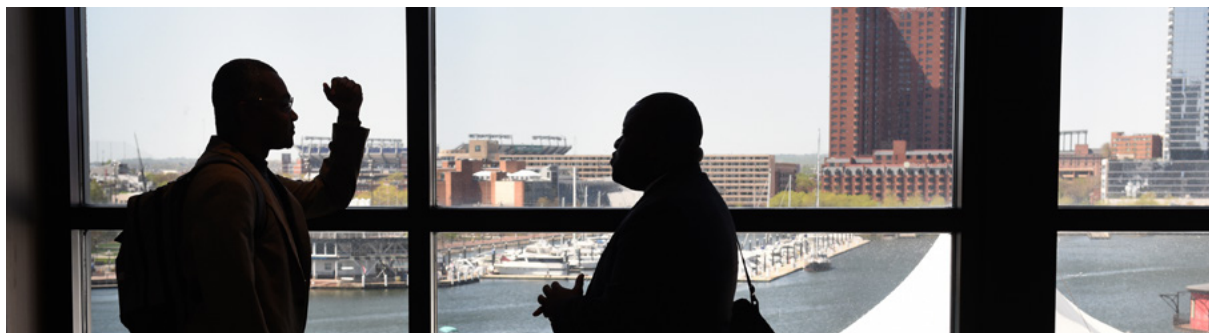
MODERATOR: **Venessa Brown, Ph.D.**, Fellows Program Director, NADOHE and Associate Athletic Director for Diversity, Equity, and Inclusion and Chief Diversity Officer, South Illinois University Edwardsville

PRESENTERS: **Talia Carroll, Ph.D.**, Vice President for Diversity, Equity, and Inclusion, Oklahoma City University

**David E. Jones, Ed.D.**, Chief Diversity Officer, New Jersey Institute of Technology

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

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



## Program Friday, March 15 (CONTINUED)

10:45AM - 12:00PM

### **D7 - SPECIAL SESSION: Treading Political Waters: Research on How CDOs Navigate the Current Sociopolitical Realities**

LOCATION: 605 SNOHOMISH

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

PRESENTERS: **Tabbye Chavous, Ph.D.**, Vice Provost for Equity and Inclusion and Chief Diversity Officer, University of Michigan  
**Elizabeth Cole, Ph.D.**, Professor, Psychology, Women’s and Gender Studies, and Department of Afroamerican and African Studies and Director, National Center for Institutional Diversity, University of Michigan  
**Raúl Gámez, Doctoral Candidate**, Research Assistant, National Center for Institutional Diversity, University of Michigan

**Jeffrey Grim, Ph.D.**, Assistant Professor, George Mason University and Research and Assessment Faculty Lead, National Center for Institutional Diversity, University of Michigan  
**Ariisa Koines, M.A.**, Program Manager, National Center for Institutional Diversity, University of Michigan

DESCRIPTION: DEI work has never been easy, and with the increased number of anti-DEI policy actions, the future of DEI work and chief diversity officers seems uncertain. In this session, hear about findings from a qualitative study conducted by the National Center for Institutional Diversity at the University of Michigan in partnership with NADOHE that examined the experiences of diversity officers navigating current social and political contexts in higher education. A panel discussion with chief diversity officers and DEI leaders will follow.

11:00AM - 12:00PM

### **D8 - Unapologetic! Black Women College Presidents’ Ways of Leading in White Spaces**

LOCATION: 602 NOOKSACK

MODERATOR: **Wagaye Johannes, M.A.**, Chief Diversity, Equity, and Inclusion Officer, World Learning

PRESENTER: **Damita A. Davis, Ph.D.**, Chief Diversity Officer, SUNY Brockport

DESCRIPTION: This session will share the findings from a study that examined how the leadership practice of Black women college presidents at four-year predominantly white institutions was informed by their lived experiences. The analysis of the findings led to the creation of a new leadership model that highlights the different dimensions that influence how and why Black women lead.

11:00AM - 12:00PM

### **D9 - Unlocking the Power of Equity Anchors: Chief Diversity Officers and Boards of Trustees**

LOCATION: 502 COWITZ

MODERATOR: **Judi Diaz Bonacquisti, Ed.D.**, Vice President, Senior Diversity Officer, University of Colorado

PRESENTERS: **Katherine Penn, Ph.D.**, Vice President and Chief Diversity and Inclusion Officer, Bentley University

**Sumun L. Pendakur, Ed.D.**, Founder, Sumun Pendakur Consulting

DESCRIPTION: This session will explore the concept of “equity anchors” — individuals who leverage their influence to address inequities and advocate for systemic changes within educational institutions. Participants will delve into the strategies chief diversity officers can employ to engage with these committees, create equity charters, and develop critical questions that center equity in institutional decision-making.

11:00AM - 12:00PM

### **D10 - Whiter Than the Coats: How HBCU Alumni Experience Race in Medical School**

HEALTH EQUITY TRACK

LOCATION: 505 QUEETS

MODERATOR: **Tonya Bailey, Ph.D.**, Associate Dean, Diversity, Equity, Inclusion and Community Engagement, Oakland University William Beaumont School of Medicine

PRESENTER: **Tiffany N. Hughes, M.Ed., Doctoral Candidate**, Program for Higher Education Leadership and Policy, University of Texas at Austin

DESCRIPTION: Black medical students at predominantly white medical schools often experience interpersonal and organizational racism that favors the white majority, which may decrease their sense of belonging and stifle their academic and professional success. This presentation will focus on the results of a phenomenological research study that explores Black, HBCU alumni experiences with race in predominantly white medical schools and implications for practice in academic medicine settings.

11:00AM - 12:00PM

### **D11 - Building Collectives of Sisterhood to Sustain DEI Work**

LOCATION:

702 CLEARWATER

MODERATOR:

**Denelle Brown, M.A.**, Associate Dean of Students for Diversity, Bucknell University

PRESENTERS:

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

**Monica Paez, M.A.**, Title V Project Director, Community College of Aurora

DESCRIPTION:

Across social movements in history, women have played a focal role in leading coalitions and groups to promote activism and social change. The purpose of this workshop is to more deeply explore the roles that women play in diversity, equity, and inclusion work, as well as stress the importance of building coalitions and allyship among women through formed sisterhoods in the workplace.

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11:00AM - 12:00PM

### **D12 - The Revolution Will Not Be Exhaustion: Rest as a Strategic Tool for Social Transformation**

SELF-CARE

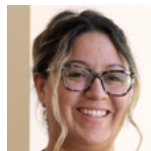
LOCATION:

QUINAULT BALLROOM (5TH FLOOR)

SPONSOR:



MODERATOR:



**Corina Hernandez, Ed.D.**

Assistant Director of Diversity, Equity, and Inclusion  
Department of Computer Science  
Princeton University

PRESENTER:



**Benita Jackson, Ph.D., MPH**

Founder, Resting to Rise

DESCRIPTION:

Three toxic myths about rest will be explored and, by playing with liberatory reframes, reveal the pearls of practical wisdom at the core of each toward reclaiming power and joy. Participants are then invited to apply that learning into practice with a guided, experiential “rest reclamation” offering a gentle integration of the day’s conference.

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11:00AM - 12:00PM

### **D13 - Moving from DEI Data to Action and Accountability**

LOCATION:

REGENCY BALLROOM (7TH FLOOR)

MODERATOR:

**Diley Hernandez, Ph.D.**, Associate Vice Provost, Georgia Institute of Technology

PRESENTERS:

**Sue Rankin, Ph.D.**, President, Rankin Climate, LLC and Associate Professor of Higher Education, Pennsylvania State University (retired)

**Linette Decarie, Ed.D.**, MBA, Assistant Vice President, Analytical Services and Institutional Research, Boston University

**Megan Segoshi, MSW, Ph.D.**, Manager of Faculty Diversity Initiatives, Boston University

**Victoria Cabal, Ed.D.**, Senior Executive Vice President, Rankin Climate

DESCRIPTION:

Using data to inform policies/programs and to build diverse, inclusive, and equitable environments is well researched in the higher education literature. The literature also suggests that whether senior leaders actively support those goals is just as important as how they engage in DEI topics. In this session participants will learn best practices on how to move from collecting institutional DEI data to developing actions and to creating accountability roadmaps.

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## Program Friday, March 15 (CONTINUED)

11:00AM - 12:00PM

### **D14 - Everyday Crises: Navigating the Costs of Anti-DEI Legislation**

LOCATION:

ELWHA BALLROOM B (5TH FLOOR)

MODERATOR:

**Kent D. Lollis, J.D.**, Director for Diversity, Equity, and Inclusion and Adjunct Professor of Law, Charles Widger School of Law, Villanova University

PRESENTERS:

**Helen Wormington**, Executive Director of Strategic Initiatives, Division of Campus and Community Engagement, University of Texas at Austin

**Tiffany Lewis, Ph.D.**, Assistant Vice President, Center for Leadership and Learning, Division of Campus and Community Engagement, University of Texas at Austin

DESCRIPTION:

Doing DEI work involves not just physical and mental but also emotional labor. What's the cost of that labor during times of crisis? Presenters will focus on both the institutional and human costs of doing student- and community-facing work during a period of transition due to anti-DEI legislation in Texas. Using survey data, quantitative analysis, and qualitative responses, they will walk through the challenges that aren't immediately apparent to those outside of the field, and what interventions had a positive and negative impact.

11:00AM - 12:00PM

### **D15 - Building Skills to Advance Systemic Change for Diversity, Equity, and Inclusion with the Change Leadership Toolkit**

LOCATION:

WILLAPA (5TH FLOOR)

MODERATOR:

**Karen A. Jones, Ph.D.**, Vice President for Diversity, Equity, and Inclusion, Binghamton University (SUNY)

PRESENTER:

**Elizabeth Holcombe, Ph.D.**, Senior Research Associate, Pullias Center for Higher Education, University of Southern California

DESCRIPTION:

Promoting DEI in higher education requires systemic change — not just in pockets or at the margins but change that cuts across departments and divisions and affects the curriculum, policies, cultures, and structures. The Change Leadership Toolkit is designed to equip leaders with the type of change management skills necessary to ignite and sustain systemic change on campus. This workshop will introduce participants to the toolkit and engage them in several exercises to develop their systemic change leadership capacity.



**1:30pm - 2:30pm**

LOCATION:

MODERATOR:

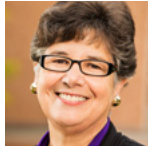
PRESENTER:

**SPECIAL SESSION: Presidents' Panel: Leading Through Global Unrest**

REGENCY BALLROOM (7TH FLOOR)



**George Pruitt, Ph.D.**  
President Emeritus  
Thomas Edison State University



**Ana Mari Cauce, Ph.D.**  
President, University of Washington



**Michael Gavin, Ph.D.**  
President, Delta College



**L. Song Richardson, J.D.**  
President, Colorado College

DESCRIPTION:

From attacks on diversity, equity, and inclusion to ongoing wars and global human rights issues to debates around free speech policies, it has been a tumultuous year for college and university leaders. Presidents often find themselves in a lose-lose situation in deciding whether or not to speak out or take action. Join four esteemed current and former campus presidents for a fireside chat and Q&A, where they will offer leadership insights, advocacy strategies, and their own stories of navigating incredibly challenging times on a campus.

**2:30pm - 3:00pm**

LOCATION:

**Break** NETWORKING

7TH FLOOR FOYER

**3:00pm - 4:00pm**

**NADOHE Concurrent Sessions**

**3:00PM - 4:00PM**

LOCATION:

MODERATOR:

PRESENTERS:

**E1 - When Free Speech Isn't Free: Navigating Risk and Harm in Institutional Response to Palestine-Israel**

REGENCY BALLROOM (7TH FLOOR)

**Chianti Blackmon, M.S.**, Vice President of Equity, Diversity, and Inclusion, College and Conservatory of the Performing Arts, American Musical and Dramatic Academy

**Sumun L. Pendakur, Ed.D.**, Founder, Sumun Pendakur Consulting

**Jade Agua, Ed.D.**, Chief Learning Officer, Race and Equity Center, University of Southern California

**Joe-Joe McManus, Ph.D.**, Executive Advisor, Anti-Racism and Inclusive Excellence, Delta Developmental

**Ria DasGupta, Ed.D.**, Director of Equity, Diversity, Inclusion, and Belonging Initiatives, The Juilliard School

DESCRIPTION:

How does the senior diversity officer skillfully navigate one of the hottest-button and painful issues on our college campuses — the question of protests, policies, and personhood when it comes to the questions of Israel, Palestine, and impacted communities? This session offers an opportunity to increase practitioner knowledge on a complex topic and access a framework for dialogue and meaning-making. Presenters will define key terminology and demonstrate how Palestine is an edge case that could be used as precedence for the suppression of free speech and inquiry on campuses. How will senior diversity officers continue to move the needle on equity, inclusion, diversity, and critical engagement in the current and future context?



## Program Friday, March 15 (CONTINUED)

3:00PM - 4:00PM

### **E2 - EXPRESS TALK: Investigating Diversity, Equity, and Inclusion Programming Across U.S. Organizations** [ADO TRACK](#)

LOCATION: 701 CLALLUM

MODERATOR: **Mel Freitag, Ph.D.**, Assistant Dean of Diversity, Equity, and Inclusion, College of Letters and Science, University of Wisconsin-Madison

PRESENTER: **Nicole Smith, MBA, M.A.**, Director of Equity, Outreach and Inclusive Excellence, St. Teresa's Academy

DESCRIPTION: The session will share quantitative research on current DEI practices used in various professions. The goal of the presentation and the research is to show that DEI work is not expendable, rather, DEI work is an essential element of all organizations. The DEI practitioner will leave the presentation with information on current trends and with a few new strategies to implement in their organization.

### **EXPRESS TALK: Seattle Colleges Continuum to Lead with Racial Equity and Becoming an Anti-Racist Institution** [ADO TRACK](#)

MODERATOR: **Mel Freitag, Ph.D.**, Assistant Dean of Diversity, Equity, and Inclusion, College of Letters and Science, University of Wisconsin-Madison

PRESENTER: **D'Andre Fisher, M.Ed.**, Associate Vice Chancellor of Equity, Diversity, and Inclusion, Seattle Colleges

DESCRIPTION: Seattle Colleges district enrolled 10,979 students at its three colleges and five workforce specialty centers in 2022-2023. Of those students, about 46% identify as Black, Indigenous, People of Color, and other historically underserved/under-supported students and communities. Now, charged with adopting the Washington State Board vision statement, learn about how Seattle Colleges have led with the racial equity and implementing NADOHE's Framework for Advancing Racial Equity and Anti-Racism Strategy on Campus.

3:00PM - 4:00PM

### **E3 - Testimonios of How We Persist: Latina ADO/CDO Administrators Breaking Systemic Barriers to Foster Inclusive Excellence** [ADO TRACK](#)

LOCATION: 702 CLEARWATER

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

PRESENTERS: **Juana Reynoza-Gomez, M.A.**, Program Director of Equity, Inclusion, and Sustainability, Truckee Meadows Community College

**Vanessa Gonzalez-Perez, Ph.D.**, Associate Vice Dean for Diversity, Equity, and Inclusion, School of Arts and Sciences, University of Pennsylvania

DESCRIPTION: While the Latina population and enrollment of students from this demographic in institutions of higher education has grown in recent years, the number of individuals in administrative and leadership positions is not representative of the students we are serving. In this panel discussion, three mid-level Latina administrators from two distinct educational institutions will share their testimonios and highlight their stories and experiences. Participants will engage in discussion about the systemic barriers impacting Latinas, and how they navigate opportunities for leadership growth, mentoring, and sponsorship.



3:00PM - 4:00PM

#### **E4 - From Envisioning to Enacting New Guidelines: Integrating DEI Values into Tenure, Promotion, and Reappointment Guidelines**

[ADO TRACK](#)

LOCATION:

601 HOH

MODERATOR:

**Arlene F. Nededog, M.Ed.**, Director of Inclusion, College of Natural Sciences, Colorado State University

PRESENTERS:

**Stacy L. Merida, Ph.D., MBA**, Associate Dean for Diversity, Equity, and Inclusion, Kogod School of Business, American University

**Amanda Taylor, Ed.D.**, Assistant Vice President of Diversity, Equity, and Inclusion, School of International Service, American University

**Priya Lothe Doshi, M.A.**, Associate Dean for Faculty and Inclusive Excellence, Office of the Provost, American University

DESCRIPTION:

The faculty incentive structure is an essential step in ensuring that an institution realizes its commitment to its stated DEI values. Without attention to this key component of institutional change, DEI efforts are unlikely to achieve their goals of building inclusive classroom climates, attracting and retaining diverse faculty, and advancing cutting-edge research and scholarship. In this interactive session, we will share best practices and emergent learnings to help other institutions achieve faster results and avoid potential landmines.

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3:00PM - 4:00PM

#### **E5 - DEI Development: Facilitating Growth in a Time of Backlash**

[ADO TRACK](#)

LOCATION:

602 NOOKSACK

MODERATOR:

**Tonia Guida, Ph.D.**, Assistant Dean for Diversity and Inclusion, Assistant Professor of Instruction, College of Pharmacy, University of Texas at Austin

PRESENTERS:

**Laura Heider, MBA**, Assistant Vice President, Office of Diversity and Inclusion, Seattle University

**Natasha Martin, J.D.**, Vice President, Office of Diversity and Inclusion, Seattle University

DESCRIPTION:

As diversity, equity, and inclusion in higher education experiences fresh assaults and renewed backlash, it is more imperative than ever that diversity, equity, and inclusion become the work and commitment of everyone in the university. The task of the Office of Diversity and Inclusion then becomes motivating, training, and equipping the campus community to engage in this work. This is no small task.

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3:00PM - 4:00PM

#### **E6 - Retaining Faculty Members of Color at Historically White Institutions: From Theory to Practice**

LOCATION:

604 SKYKOMISH

MODERATOR:

**Tatiana Diaz, M.A.**, Assistant Vice President for Diversity, Equity, and Inclusion, Gwynedd Mercy University

PRESENTERS:

**Gerard Sandoval, Ph.D.**, Professor of Planning, Public Policy and Management, University of Oregon

**Charlotte Moats-Gallagher, Ph.D.**, Assistant Vice President and Director of CoDaC, University of Oregon

**Yvette M. Alex-Assensoh, Ph.D., J.D.**, Professor of Political Science and Vice President for Equity and Inclusion, University of Oregon

DESCRIPTION:

This workshop will draw on a fictional case study that focuses on Black faculty and staff and a two-year qualitative study of faculty and staff at the University of Oregon to provide tools and tactics for practitioners to apply to their work on campus. It will provide participants with an opportunity to think about how the tactics and strategies can be used and applied in working with presidents, provosts and faculty groups on campus.

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## Program Friday, March 15 (CONTINUED)

3:00PM - 4:00PM

### **E7 - Advancing Equity Through Campus Administrative Policy Review**

LOCATION:

605 SNOHOMISH

MODERATOR:

**Erika Lynn Dawson Head, M.S.**, Executive Director of Diversity and Inclusion, Manning College of Information and Computer Sciences, University of Massachusetts Amherst

PRESENTERS:

**Aswald Allen, Ph.D.**, Chief Diversity Officer, California State University, San Marcos

**Ariel Stevenson, M.A.**, Deputy Chief Diversity Officer, California State University, San Marcos

**Brittani Brown, MPA**, Associate Vice President of Administration, California State University, San Marcos

DESCRIPTION:

This presentation represents a comprehensive exploration of our journey in implementing and sustaining a Policy Equity Lens Pilot Project at California State University, San Marcos. Presenters will provide their experience as a case study on why creating a universitywide policy review committee moved equity from a philosophical and theoretical framework on their campus to an actionable commitment and laid the foundation for measuring equity and its progress for the future of the campus.

3:00PM - 4:00PM

### **E8 - Building Statewide Hispanic Serving Institution Consortium and Alliances: Colorado HSI Consortium**

LOCATION:

501 CHIWAWA

MODERATOR:

**Bill Woodson, Ph.D.**, Vice President for Diversity, Equity, and Inclusion, Hobart and William Smith College

PRESENTERS:

**Michael Benitez, Ph.D.**, Vice President for Diversity and Inclusion and Associate Professor of Multicultural Education, Metropolitan State University of Denver

**Manuel Del Real, Ph.D.**, Executive Director of HSI and Inclusion, Metropolitan State University of Denver

**Roberto Montoya, Ph.D.**, Associate Vice President of Partner Success-Hispanic Serving Institutions, InsideTrack

DESCRIPTION:

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

3:00PM - 4:00PM

### **E9 - Cutting Through the Noise: Implementing a Proactive and Effective Communication Strategy for Inclusion, Diversity, and Equity**

LOCATION:

502 COWITZ

MODERATOR:

**Xiomara J. Giordano, M.S.Ed.**, Assistant Vice President of Diversity, Equity, and Inclusion and Chief Diversity Officer, Empire State University

PRESENTERS:

**Maurice D. Gipson, J.D., Ph.D.**, Vice Chancellor for Inclusion, Diversity, and Equity, University of Missouri-Columbia

**La Toya Stevens**, Director of Strategic Communications, Division of Inclusion, Diversity, and Equity, University of Missouri-Columbia

DESCRIPTION:

While the political environment surrounding the work of diversity offices across the country has shifted, the need to develop a strategic communications plan has not. Now more than ever, diversity offices need to cut through the noise and promote their work through collaborative, effective and proactive storytelling. At the University of Missouri, the Division of Inclusion, Diversity, and Equity (IDE) and the Joint Office of Strategic Communication and Marketing have implemented a communications plan that has helped drive record attendance at IDE events, significantly increased visits to the division's Resource Centers and raised awareness of the impact of IDE's programs on students, faculty and staff.

3:00PM - 4:00PM

**E10 - The SCOTUS Decision on Diversity: Implications on Professional Education and Practice and Health Justice Equity** HEALTH EQUITY TRACK

LOCATION: ELWHA BALLROOM A (5TH FLOOR)

MODERATOR: **Judy Martin-Holland, Ph.D., R.N., FAAN**, Executive Advisor and Clinical Professor, University of California, San Francisco

PRESENTERS: **Mekbib Gemed, Ed.D.**, Vice President of Diversity, Eastern Virginia Medical School  
**Angela Winfield, J.D.**, Vice President and Chief Diversity Officer, Law School Admissions Council  
**Francis G. Lu, M.D.**, Luke and Grace Kim Professor in Cultural Psychiatry, Emeritus, University of California, Davis

DESCRIPTION: The recent SCOTUS decision to end consideration of race in admissions is poised to exacerbate barriers to increasing equity and diversity in the health and justice workforce. The Association of American Medical Colleges, the National Association of Diversity Officers in Higher Education and the Law School Admissions Council have provided guidance on maintaining the progress that has been achieved toward making the health and legal professions more reflective of the increasing diversity of our society. The session will discuss the progress achieved, the potential to undo it and some ways to mitigate the impact.

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3:00PM - 4:00PM

**E11 - Transforming Institutions to Support the Thriving of Staff of Color**

LOCATION: 505 QUEETS

MODERATOR: **Patricia Lowe, J.D., M.S., CDE**, Associate Vice President for Institutional Diversity, University Title IX/ADA Coordinator, Boston College

PRESENTERS: **Amber Williams, M.A. LLMSW, Doctoral Candidate**, Research Associate, National Center for Institutional Diversity, University of Michigan  
**Angie Kim, M.A.**, Doctoral Student in Higher Education, Research Associate, National Center for Institutional Diversity, University of Michigan  
**Elizabeth Cole, Ph.D.**, Professor, Psychology, Women's and Gender Studies, and Department of Afroamerican and African Studies and Director, National Center for Institutional Diversity, University of Michigan

DESCRIPTION: Staff of color within higher education institutions perform vital work; however, they face a number of unique challenges in their professional careers that are not widely documented or understood, relative to the experiences of students or faculty of color. This session will present the findings of a research study that critically examines how structural racism embedded in the fabric of higher education institutions directly impacts the thriving of staff of color. Areas in which administrative leaders must attend in support of recruiting, retaining and supporting the thriving of their staff of color will be suggested.

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3:00PM - 4:00PM

**E12 - CDO Fellows Presentation II**

LOCATION: 603 SKAGIT

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

PRESENTERS: **Tatiana Diaz, M.A.**, Assistant Vice President for Diversity, Equity, and Inclusion, Gwynedd Mercy University  
**Gina A. Turner, Ph.D.**, Executive Director of Diversity, Equity, and Inclusion and Professor of Psychology, Northampton Community College  
**Thomas Witherspoon, Ed.D.**, Vice President and Chief Diversity Officer, University of Tampa  
**Shawna Patterson-Stephens, Ph.D.**, Vice President for Inclusive Excellence and Belonging, Central Michigan 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 10 Fellows will present on their special CDOFP projects during this time.

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## Program Friday, March 15 (CONTINUED)

3:00PM - 4:00PM

### **E13 - Transgender Health and Housing Equity; Actionable Strategies to Increase Belonging on Campus**

LOCATION: ELWHA BALLROOM B (5TH FLOOR)

MODERATOR: **Nahomi Carlisle, J.D.**, Associate Vice President, Chief Equity and Compliance Officer, Bunker Hill Community College

PRESENTER: **AC Goldberg, Ph.D., CCC-SLP**, Assistant Clinical Professor, Bouvé College of Health Sciences, Northeastern University

DESCRIPTION: This presentation will guide attendees through model policies and procedures related to transgender health and housing equity using principles of universal design. Many universities are unsure of how to initiate this work and have difficulty coordinating their efforts. Takeaways from this session will include identifying action plans and understanding solutions using interdepartmental coordination.

3:00PM - 4:00PM

### **E14 - Using Systemic Change and Intersectionality to Support DEIA in Higher Education and Partnering with the National Science Foundation**

LOCATION: QUINAULT BALLROOM (5TH FLOOR)

MODERATOR: **Ansley Booker, Ph.D.**, Director of Diversity and Inclusion, Mercer University

PRESENTERS: **Carrie L. Hall, Ph.D.**, Lead Program Director, Alliances for Graduate Education and the Professoriate and Education Core Research, National Science Foundation

**Christopher L. Atchison, Ph.D.**, Program Director, Workplace Equity for Persons with Disabilities in STEM and STEM Education; National Science Foundation

**Luis Cubano, Ph.D.**, Lead Program Director, Centers of Research Excellence in Science and Technology, National Science Foundation

DESCRIPTION: The National Science Foundation (NSF) Directorate for STEM Education is interested in fostering partnerships between chief diversity officers and other DEI professionals in higher education and the NSF. This session will share information on incorporating systemic change and intersectionality in DEI work. In addition, the NSF can be a partner with NADOHE members by supporting research and implementation projects on DEI in higher education via many different grant programs.

4:00pm - 4:15pm

### **Break** NETWORKING

LOCATION: 7TH FLOOR FOYER

4:15pm - 5:15pm

### **NADOHE Annual Membership Meeting**

LOCATION: REGENCY BALLROOM (7TH FLOOR)

DESCRIPTION: Everyone is invited to attend the Annual Membership Meeting to learn more about NADOHE priorities and what lies ahead.

5:30pm - 6:15pm

### **Awards Ceremony**

LOCATION: REGENCY BALLROOM (7TH FLOOR)

SPONSOR:



DESCRIPTION: Everyone is invited to attend the Awards Ceremony and Reception as friends and colleagues are recognized!

6:15pm - 7:00pm

### **Awards Reception**

LOCATION: 5TH FLOOR FOYER

SPONSOR:



DESCRIPTION: Everyone is invited to attend the Awards Ceremony and Reception as friends and colleagues are recognized!



# Program Saturday, March 16

**7:30am - 12:00pm**    **Registration** REGENCY BALLROOM FOYER (7TH FLOOR)

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**7:30am - 12:00pm**    **Exhibits** 7TH FLOOR FOYER

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**7:30am - 8:15am**    **NETWORKING BREAKFAST: Follow-up Conversation: Building Community and Belonging at NADOHE** **NETWORKING**

LOCATION: REGENCY BALLROOM (7TH FLOOR)

SPONSOR:



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**8:15am - 8:45am**    **Public Policy Update**  
LOCATION: REGENCY BALLROOM (7TH FLOOR)

MODERATOR:



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

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

PRESENTER:



**Luis Maldonado, MHSA**

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

DESCRIPTION:

The 118th Congress has been unusual to say the least. The ongoing instability within the leadership ranks of the House of Representatives, the continuous uncertainty about federal funding already halfway into FY 2024, coupled with the ever-shrinking congressional majority has created great turmoil for colleges and universities. This session will offer the quick and dirty of what's ahead from Congress for the remainder of the year.

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## Program Saturday, March 16 (CONTINUED)

**8:45am - 9:00am**

**Break** NETWORKING

LOCATION:

7TH FLOOR FOYER

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

### NADOHE Concurrent Sessions

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

#### **F1 - EXPRESS TALK: I Am ... I Will ... Exploring Identity, Equity, and Opportunities for Growth**

ADO TRACK

LOCATION:

701 CLALLUM

MODERATOR:

**Saint Rice, Ed.D., CDE**, Assistant Dean of Equity, Diversity, and Inclusion, Director of Faculty, Staff, and Community Engagement, Olin Business School, Washington University in St. Louis

PRESENTERS:

**Daniel Jean, Ph.D.**, Assistant Provost for Special Programs, Montclair State University

DESCRIPTION:

This session will provide a forum to explore personal identity, examine lived experiences, and identify opportunities for growth related to diversity, equity, inclusion, and community. Facilitated activities and discussion will strengthen relationships, develop cultural competence, and motivate the implementation of feasible and inviting ways to gain buy in on equity and inclusion policies practices and overall campus culture.

#### **EXPRESS TALK: Driving Curricular Change through DEI Learning Objectives**

ADO TRACK

MODERATOR:

**Saint Rice, Ed.D., CDE**, Assistant Dean of Equity, Diversity, and Inclusion, Director of Faculty, Staff, and Community Engagement, Olin Business School, Washington University in St. Louis

PRESENTERS:

**Aronté Bennett, Ph.D.**, Associate Dean of Diversity, Equity, and Inclusion, Villanova School of Business, Villanova University

**Holly Ferraro, Ph.D.**, Faculty Director for Diversity, Equity, and Inclusion in Teaching and Research, Villanova School of Business, Villanova University

DESCRIPTION:

This presentation will cover the process Villanova School of Business (VSB) is implementing to integrate DEI throughout the curriculum. In doing so, it will spark a conversation about what it means to institutionalize equity efforts, align them with strategic goals, and create a mechanism to ensure a consistent, baseline understanding of DEI for all graduates. Specifically, presenters will discuss the learning objective initiative VSB embarked upon to integrate topics related to diversity, equity, and inclusion into the core curriculum, including partnerships, revisions, and next steps.

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

#### **F2 - EXPRESS TALK: All Too Familiar: What Palestine and Israel Taught Us About the Rooted Nature of Racism-Related Stress Within the Solidarity of Modern Student Resistance Movements**

ADO TRACK

LOCATION:

702 CLEARWATER

MODERATOR:

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

PRESENTER:

**Nevin J. Heard, Ph.D.**, Director of Intercultural Relations, Lake Forest College

DESCRIPTION:

Colleges are struggling to navigate campus climates in the wake of historical and evolving atrocities involving Palestine and Israel. Arab, Jewish, Muslim, and Palestinian students are not alone in their resistance, and often find themselves joined by other students who hold different historically marginalized identities. Each type of racism-related stress is present among higher education institution settings and must be addressed, and practical tips will be provided.



9:00am - 10:00am

### **F3 - Creating the Ivy Library: DEIA Leaders Community of Practice and a Shared DEIA Framework**

[ADO TRACK](#)

LOCATION: 601 HOH

MODERATOR: **Carolyn S. Craig, MBA, CDP, ACQQP**, Director of Diversity, Equity, Inclusion and Belonging, College of Arts and Science, Miami University

PRESENTERS: **DeEtta Jones, M.A., MBA**, CEO and Founder, DeEtta Jones and Associates  
**Ufuoma C. Abiola, Ed.D.**, Executive Head and Associate University Librarian for Diversity, Equity, and Inclusion, Princeton University

DESCRIPTION: Diversity, equity, inclusion, accessibility, and anti-racism (DEIA) is only commitment to a concept until put into meaningful action and practice within the very fabric of organizations; then it becomes transformative. Rather than individual pursuits of programmatic efforts within institutions, this session describes how DEIA leaders in four Ivy League universities are coming together to create a new model with the intent of broadly impacting DEIA in academic libraries. This session will discuss the overarching vision, strategies for collaboration, and central role of a new community of practice for scale and impact.

9:00am - 10:00am

### **F4 - Intimate Retrofits: Strategic De-Centering of White Supremacy in the Recruitment and Hiring Process for Domestic Faculty of Color in the Academy as Part of a Decolonial Praxis**

LOCATION: 602 NOOKSACK

MODERATOR: **Talia Carroll, Ph.D.**, Vice President for Diversity, Equity, and Inclusion, Oklahoma City University

PRESENTER: **Roberta Hurtado, Ph.D.**, Associate Professor and Director, Latino and Latin American Studies, Fellow, Triandiflou Institute for Equity, Diversity, Inclusion, and Transformative Practice and 2023 Fellow, SUNY Hispanic Leadership Institute, SUNY Oswego

DESCRIPTION: A key indicator of student success in higher education is representation in faculty and curriculum. For Latinos, who make up 18% of the population, representation among full-time faculty is only 4%. Latino studies is also just as lacking. This presentation offers a model of intervention to reframe the hiring process, and support diversification of faculty and curriculum to support student success in higher education.

9:00am - 10:00am

### **F5 - All Systems Go: Using the NASH Equity Action Framework to Address Public Higher Education System Equity Needs**

LOCATION: QUINAULT BALLROOM (5TH FLOOR)

MODERATOR: **Raquel M. Arredondo, M.A.**, Assistant Dean for Diversity, Equity, and Inclusion, University of Pennsylvania

PRESENTERS: **Andriel Dees, J.D.**, Vice Chancellor for Equity and Inclusion, Minnesota State Colleges and Universities  
**Sheila Caldwell, Ed.D.**, Inaugural Vice President for Antiracism, Diversity, Equity, and Inclusion and Chief Diversity Officer, Southern Illinois University System  
**Todd Alden Marshall, Ph.D.**, Executive Director of Equity and Inclusion/Chief Diversity Officer, Mohawk Valley Community College

DESCRIPTION: In this session, two chief diversity officers and one of the co-creators of the National Association of System Heads Equity Action Framework (EAF) will share this organizational improvement tool that is centered on nine equity practices. Session participants will learn how public higher education systems from across the nation are working collaboratively to use the EAF to advance action-oriented strategies to make progress on their system equity needs and priorities.



## Program Saturday, March 16 (CONTINUED)

9:00am - 10:00am

### **F6 - Re-Centering Sexuality: The Final DEI Frontier?**

LOCATION: 512 WILLAPA

MODERATOR: **Mario C. Browne, MPH, CHES, CDP**, Associate Dean for Equity, Engagement, and Justice, Associate Professor, School of Pharmacy, University of Pittsburgh

PRESENTERS: **Adam Foley, Ph.D.**, Interim Assistant Vice President, Institutional Equity for Student Life, Director of Diversity Education, Assessment, and Outreach, University of Delaware

DESCRIPTION: The DEI landscape in higher education continues to shift as people simultaneously attempt to respond to changing policies, politics, and events and also proactively engage in the work of systems-level culture change. Often lost in this work are the varied debates around gender and sexuality that shaped the culture wars of the 1990s and continue to serve as a target for the same oppressive forces being fought on multiple fronts. A re-centering of sexuality as a part of broader DEI work can offer insights on resistance and the creation of radically inclusive and abolitionist spaces.

9:00am - 10:00am

### **F7 - Building Personal and Institutional EDI Capacity**

LOCATION: 502 COWLITZ

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

PRESENTERS: **Cynthia N. Cortez, M.A.**, Interim Executive Director for Equity, Access, and Belonging, Cal Poly Pomona  
**Jonathan Grady, Ph.D.**, Senior Associate Vice President, Equity and Belonging, Cal Poly Pomona

DESCRIPTION: DEI success requires meaningful knowledge and skill development. While intentions are strong, too often strategies fall short of their transformative promise. This session will highlight Cal Poly Pomona's journey in leveraging the Intercultural Development Inventory as a tool to develop both personal and institutional DEI commitments. The inaugural Advancing Racial Justice and Cultural Humility Learning Series will be highlighted as a signature professional development experience spearheading institutional change through a relationally intentional curriculum.

9:00am - 10:00am

### **F8 - Diversity, Equity, Inclusion, and Belonging in a Health Sciences College: A Systematic Approach to Action Planning and Curricular Development**

**HEALTH EQUITY TRACK**

LOCATION: 505 QUEETS

MODERATOR: **Maria Guadalupe Bruno, Psy.D.**, Executive Director of Belonging and Inclusion, University of Iowa

PRESENTERS: **Margarita DiVall, PharmD, M.Ed., BCPS, FNAP**, Clinical Professor and Senior Associate Dean For Faculty Affairs, Diversity, Equity, and Inclusion, Bouvé College of Health Sciences, Northeastern University  
**Shan Mohammed, M.D., MPH**, Clinical Professor, Department of Health Sciences, Assistant Dean for Diversity, Equity, and Inclusion Educational and Student Initiatives, Bouvé College of Health Sciences, Northeastern University

**AC Goldberg, Ph.D., CCC/SLP**, Visiting Assistant Clinical Professor, Bouvé College of Health Sciences, Northeastern University

DESCRIPTION: The purpose of this session is to share experience with systemic action planning for DEI work in a large health sciences college. Presents will discuss their inclusive, data-informed approach to develop the plan, implement it, track and report progress, and achieve accountability across three categories of implementation: community, culture and curriculum. They will share examples of their curricular enhancements related to development of required competencies for eliminating health disparities and achieving health equity as well their initiative focused on transgender health equity.



9:00am - 10:00am

### **F9 - Facilitating Difficult Conversations in Times of Conflict: The Promise of Mindful Communication**

LOCATION: ELWHA BALLROOM A (5TH FLOOR)

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

PRESENTERS: **Elavie Ndura, Ed.D.**, Vice Chancellor for Equity and Inclusion and Professor of Education, University of Washington Tacoma

DESCRIPTION: One of the most daunting responsibilities of diversity officers is to engage members of their campuses and organizations in difficult cross-cultural conversations around interpersonal and intergroup conflicts. In this highly interactive, skills-building workshop, participants practice mindful communication and bolster their capacities to create spaces where students and colleagues feel heard, understood, believed, and supported no matter what difficult issues or conflict with which they are dealing.

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9:00am - 10:00am

### **F10 - Recognizing and Disrupting Tools of White Supremacy Culture**

LOCATION: ELWHA BALLROOM B (5TH FLOOR)

MODERATOR: **Luziris Pineda Turi, Ph.D.**, Associate Vice Provost, Rice University

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

DESCRIPTION: White supremacy culture is pervasive in our institutions. It disconnects us from each other and our humanity and creates and reinforces inequality. Participants will complete a survey assessing manifestations of white supremacy culture at the individual and institutional levels. Survey results will be used to support participants in skill-building and action planning to recognize and disrupt specific characteristics of white supremacy culture.

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9:00am - 10:00am

### **F11 - Charting the Path Forward: Embedding Diversity, Equity, and Inclusion in Higher Education Advancement**

LOCATION: REGENCY BALLROOM (7TH FLOOR)

MODERATOR: **Paul Suk-Hyun Yoon, Ed.D.**, Senior Advisor for Inclusive Excellence, University of Vermont

PRESENTERS: **Rickey Hall, M.A.**, Vice President of the Office of Minority Affairs and Diversity and University Diversity Officer, University of Washington

**Leilani Lewis, M.A.**, Senior Director, Diversity, Equity and Inclusion for UW Advancement, University of Washington

DESCRIPTION: In an era marked by profound social change and heightened awareness of systemic inequities, the imperative for embedding DEI principles within all facets of higher education cannot be overstated. This session delves into the critical intersection of DEI leadership and advancement teams in higher education. Explore how transformational work to propel DEI within the organization impacts the strategies and operations that drive fundraising and engagement efforts across institutions.

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9:00am - 10:00am

### **F12 - Reckoning with our Relationship with Race: A Coaching Framework**

LOCATION: 501 CHIWAWA

MODERATOR: **Alexis Martinez, J.D., Ed.D.**, Executive Director, Equity and Compliance Programs, Georgia Institute of Technology

PRESENTERS: **Michelle Davis, M.S., LPC, CPCC, ORSC**, Assistant Professor and Director of Equity, Diversity, Inclusion, and Justice at the Kempe Center, University of Colorado Anschutz

**Krystal Grint, MSW, LCSW, CPCC, PCC**, Project Director for the Colorado Child Welfare Training System, University of Colorado Anschutz

**Stacy Walsh, MSW, LCSW**, Coaching Program Manager for the Colorado, Child Welfare Training System, University of Colorado Anschutz

DESCRIPTION: Professionals, long attending cultural competency training for DEI, have witnessed modest changes. Training is just a step, and real change stems from personal impact and resonant choice, often found in coaching. Coaching shapes individuals holistically, altering mindsets and behaviors across multiple domains. During this deep dive, participants will engage in experiential learning to experience the power of RQ coaching, highlighting skills essential for genuine systemic transformation.

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## Program Saturday, March 16 (CONTINUED)

**10:00am - 10:30am**

**Break** NETWORKING

LOCATION:

7TH FLOOR FOYER

**10:30am - 11:45am**

### **Closing Keynote: Overcoming the Sociopolitical Pushback to DEI Work: Resilience, Empowerment and Liberation**

LOCATION:

REGENCY BALLROOM (7TH FLOOR)

MODERATOR:



**Rich A. Salas, Ph.D.**  
Chief Diversity Officer and Assistant Professor  
Des Moines University

PRESENTER:



**Derald Wing Sue, Ph.D.**  
Professor of Psychology and Education  
Teachers College Columbia University

DESCRIPTION:

Diversity, equity, and inclusion programs have become embroiled in an anti-DEI movement that threatens their very existence. As of 2023, over a dozen state legislatures have passed bills reigning in DEI programs in colleges and universities. Business and industry have also come under attack by conservative groups who claim that implicit bias training constitutes reverse racism. This presentation will address how to overcome micro/macroaggressions in DEI work, how individual and social advocacy tactics can be used to effectively transform institutions, the importance of self-care in combating burnout, and the individual and institutional journey to empowerment and liberation.

**11:45am - 12:00pm**

### **Closing Conference Remarks**

LOCATION:

REGENCY BALLROOM (7TH FLOOR)

PRESENTER:



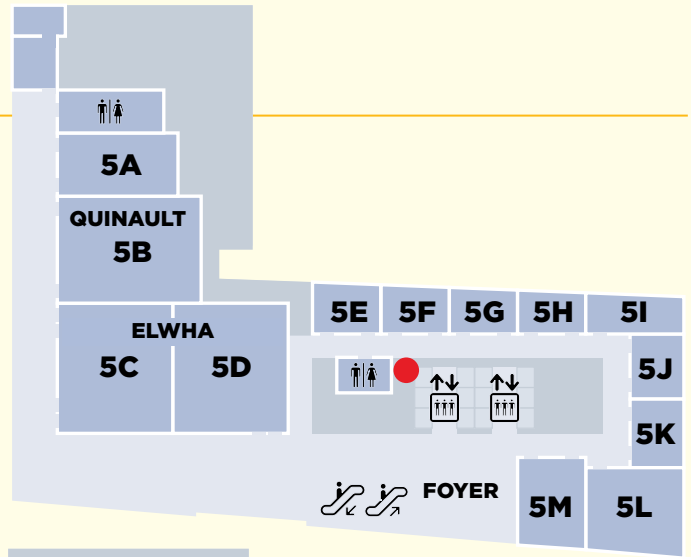
**Clyde Wilson Picket, Ed.D.**  
NADOHE Chair  
Vice Chancellor for Equity, Diversity, and Inclusion  
University of Pittsburgh



# Hyatt Regency Seattle Floor Plans

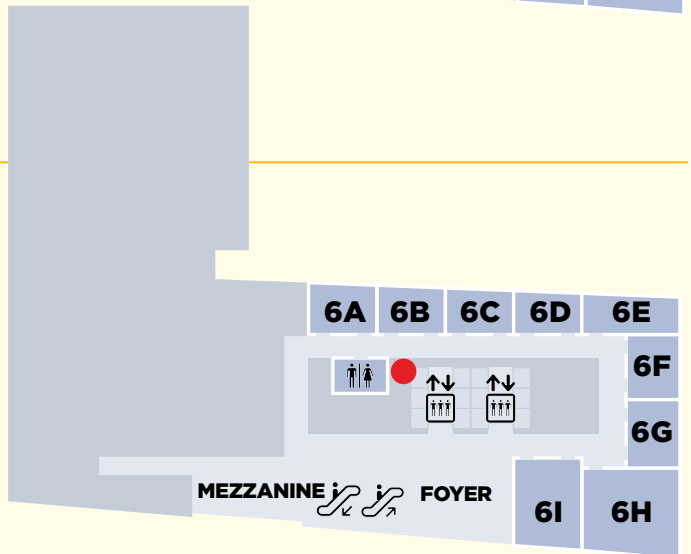
## 5th Floor

<b>5A</b>	512 Willapa	<b>5I</b>	505 Queets
<b>5B</b>	Quinault	<b>5J</b>	504 Foss
<b>5C</b>	Elwha A	<b>5K</b>	503 Duckabush
<b>5D</b>	Elwha B	<b>5L</b>	502 Cowlitz
<b>5E</b>	509 Tolt	<b>5M</b>	501 Chiwawa
<b>5F</b>	508 Tahuya	<b>●</b>	All Gender Restroom
<b>5G</b>	507 Sauk		
<b>5H</b>	506 Samish		



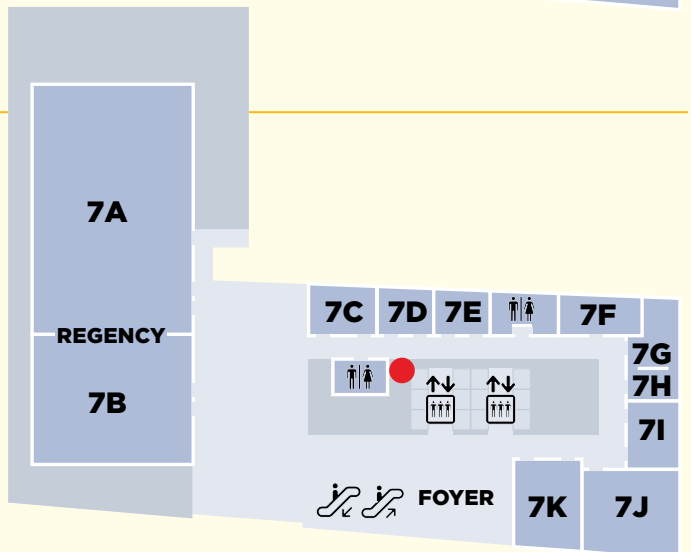
## 6th Floor

<b>6A</b>	609 Yakima	<b>6F</b>	604 Skykomish
<b>6B</b>	608 Wynoochee	<b>6G</b>	603 Skagit
<b>6C</b>	607 Wishkah	<b>6H</b>	602 Nooksack
<b>6D</b>	606 Twisp	<b>6I</b>	601 Hoh
<b>6E</b>	605 Snohomish	<b>●</b>	All Gender Restroom



## 7th Floor

<b>7A</b>	Regency Ballroom A	<b>7G</b>	705 Palouse
<b>7B</b>	Regency Ballroom B	<b>7H</b>	704 Newaukum
<b>7C</b>	709 Stillaguamish	<b>7I</b>	703 Hoko
<b>7D</b>	708 Sol Duc	<b>7J</b>	702 Clearwater
<b>7E</b>	707 Snoqualmie	<b>7K</b>	701 Clallum
<b>7F</b>	706 Pilchuck	<b>●</b>	All Gender Restroom



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