

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

Schedule at a Glance

Wednesday, March 13

7:00am - 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 MidAtlantic 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 (CASH BAR) - 508 Tahuyah

TADOHE Chapter (CASH BAR) - 505 Queets

Liberal Arts Colleges (CASH BAR) - 704 Newaukum

Missouri Chapter (CASH BAR) - 705 Palouse

Louisiana Chapter (CASH BAR) - 504 Foss

Community Colleges (CASH BAR) - 507 Sauk

Catholic Higher Education Chapter (CASH BAR) - 506 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 - Regency Ballroom (7th 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**

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

A1 - **SPECIAL SESSION** Academic Freedom and Free Speech - Elwha Ballroom A (5th Floor)

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 - 603 Skagit

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 ID - Rethinking Unconscious Bias Training and Tools: A Canadian (Quebec) Research Perspective - 501 Chiwawa

A9 - Jewish Identity and Antisemitism on Campus - 502 Cowitz **HEALTH EQUITY TRACK**

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

A11 - Nurturing Diversity in Nursing: A Path to Reducing Healthcare 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 - Elwha Ballroom A (5th Floor)

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 - 603 Skagit

B7 - **EXPRESS TALK** "I'm Ending DEI Training:" A DEIAB Professional's Approach to Antiracist 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 - *502 Cowitz*

C10 - Revisiting "The Village": The UAMS Pathways Academy Evaluation of Educational Outcomes to Diversify the Healthcare 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 - *512 Willapa*

C13 - AANHPI Campus Communities: Building Solidarity and Leadership Within and Across Identities - *Elwha Ballroom A (5th Floor)*

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** Persistence in Action: Addressing the Future of the Profession - *Regency Ballroom (7th Floor)*

6:30pm - 7:30pm Opening Welcome Reception - 7th Floor Foyer **NETWORKING**

7:30pm - 8:30pm Follow-up Conversation: Building Community and Belonging at NADOHE - *Regency Ballroom (7th 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*

7:30am - 8:30am Chapters Networking Breakfast - *Regency Ballroom (7th Floor)* **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**

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

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

D2 - Semper Paratus, Always Ready! Exploring USCGA Cadet Women of Color's Perception of their Sense of Belonging - *701 Clallum* **ADO TRACK**

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

- D3 - Using Data-Driven DEI Metrics to Support Inclusive Excellence Efforts on College Campuses in an Anti-Affirmative Action Climate - 702 Clearwater **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 - 602 Nooksack **ADO TRACK**

- D6 - CDO Fellows Presentations I - 603 Skagit

- D7 - **SPECIAL SESSION** National Center for Institutional Diversity Research Study - 605 Snohomish

- D8 - Unapologetic! Black Women College Presidents' Ways of Leading in White Spaces - 501 Chiwawa

- 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 - 604 Skykomish

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

- D13 - Moving from DEI Data TO Action & Accountability - 508 Tahuya

- 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 - Quinault Ballroom (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 - Quinault Ballroom (5th floor)

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

- E3 - Testimonials 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

- E12 CDO Fellows Presentation II - 603 Skagit

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

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 - *508 Tahuya*

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

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

5:30pm - 7:00pm Awards Ceremony and Reception - *Regency Ballroom (7th Floor)* **NETWORKING**

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** | 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 - *605 Snohomish*

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 - *Quinault Ballroom (5th 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)*