



CONFERENCE

LEADERSHIP STRATEGIES FOR ADVANCING DIVERSITY, EQUITY, AND INCLUSION EFFORTS

December 13 - 14, 2018
Baltimore, MD



Develop the persistence to effectively lead your campus' diversity, equity, and inclusion efforts.

OVERVIEW

The landscape of work in the diversity, equity, and inclusion (DEI) space requires a forward-thinking, flexible, and resilient leader - one who is able to balance often competing priorities, respond to current events, and clearly communicate the vision and mission to various stakeholders on campus. This work is among the most important and most difficult on college campuses.

Join us for this one-of-a-kind workshop designed to provide leaders in the DEI world the tools and skills to spearhead initiatives, create space for rich dialogue, and respond effectively to the daily challenges this work presents. Alongside a cohort of your peers who are also engaged in this meaningful work, we'll address the following questions:

- How can I engage in courageous conversations that encourage accountability and garner buy-in with other leaders on campus?
- How do I uncover and account for unconscious bias, either direct or indirect, and ensure an equitable experience across students, faculty, and staff?
- What information and data do I need to make the case for putting resources behind DEI efforts, and where can I find it?
- What is racial battle fatigue, and how can we better support ourselves and our colleagues to bolster the persistence it takes to be successful in this work?

WHO SHOULD ATTEND

This workshop has been designed for mid- to upper-level leaders charged with advancing diversity, equity, and inclusion matters on their campus. Leaders working outside of diversity, equity, and inclusion matters will particularly benefit if there has been a diversity-related issue within the last year.

LEARNING OUTCOME

After participating in this conference, you will be able to more effectively lead your campus' diversity, equity, and inclusion efforts during difficult changing times.

VISIT EVENT PAGE

www.academicimpressions.com/leadership-strategies-for-advancing-diversity-equity-and-inclusion-efforts/



AGENDA

DAY 1: DECEMBER 13 - 14, 2018

Conference Registration and Continental Breakfast (included in registration fee)

8:00 - 8:30 a.m.

Welcome and Introductions

8:30 - 9:15 a.m.

Courageous Conversations

9:15 - 10:45 a.m.

Many participants are likely to have already experienced “courageous” or rather “emotionally difficult and politically risky” conversations across differences on their campus. This session is designed to take the dialogue one step further by addressing how to be more effective in having these types of conversations. Skill development on how to be most effective to hold courageous conversations will be shared here.

Morning Break

10:45 - 11:00 a.m.

Courageous Conversations Table Exercise

11:00 a.m. - 12:00 p.m.

Participants will practice having courageous conversations across difference via case studies and role plays. After small group exercises, participants will share their experience with role plays with the large group.

Lunch (included in registration fee)

12:00 - 1:00 p.m.

Data Collection and Planning for Diversity, Equity, and Inclusion Efforts

1:00 - 2:30 p.m.

Several campuses rely on the strategic planning and execution of Diversity, Equity, and Inclusion initiatives on their campus. This session will provide participants with the necessary tools to effectively collect data and propose goals for the campus' strategic plan. Topics such as the administration of a campus climate survey and benchmarking will be discussed during this session. Participants will use this time to set goals, identify meeting priorities, and assess their own campus SWOT analysis to determine their short-term and long-term needs for their campus.

Afternoon Break

2:30 - 2:45 p.m.

Unconscious Bias Training

2:45 - 4:45 p.m.

Unconscious bias can impact many different areas on your campus from ensuring equitable experiences for all students, hiring practices, resolving bias-motivated incidents. During this session, speakers will provide a broad overview of what unconscious bias is and how to use these new skills to make effective institutional change on your campus.

Networking Reception (included in registration fee)

5:00 - 6:00 p.m.



AGENDA

DAY 2: DECEMBER 14, 2018

Continental Breakfast (included in registration fee)

8:30 - 9:00 a.m.

Addressing Racial Battle Fatigue

9:00 - 10:30 a.m.

Racial battle fatigue, a phenomenon used to describe the physical and psychological toll experienced by Social Justice Educators due to constant and endless battles to end discrimination, microaggressions, and stereotype threat. Participants will have a better understanding of factors that cause racial battle fatigue and what can be done to combat this fatigue in order to support staff who champion diversity, equity, and inclusion efforts on their campus.

Morning Break

10:30 - 10:45 a.m.

Case Studies: Resolving Bias-Motivated Incidents and Racial Battle Fatigue

10:45 - 11:45 a.m.

Through case studies and small group discussions, participants will have the opportunity to respond effectively to bias-motivated incidents while also addressing racial battle fatigue.

Final Q&A, Closing Remarks and Evaluations

11:45 a.m. - 12:15 p.m.



INSTRUCTORS

Domonic Rollins, Senior Diversity and Inclusion Officer, Harvard University

In his current role, Domonic provides leadership and vision for advancing diversity, equity, and inclusion at HGSE, in alignment with school-wide priorities. Rollins executes a broad range of strategic and tactical activities related to the identification, development, and delivery of diversity and inclusion initiatives for faculty, students, and staff. A hallmark of his work is translating big ideas about diversity and inclusion into practical solutions and considerations for organizations and interpersonal relationships. Prior to joining HGSE, Rollins was the senior education and training specialist in the Office of Diversity and Inclusion at the University of Maryland. He earned his PhD in Higher Education, Student Affairs, and International Education Policy from the University of Maryland–College Park, where his dissertation research investigated how black male administrators navigate racism in higher education. His current research focuses on issues of interpersonal dynamics across social identity differences, structural barriers to inclusive environments, social justice training in universities, and pathways to senior leadership for minoritized university administrators. He also focuses on communication and outreach beyond HGSE. He blogs regularly, speaks to audiences of higher education practitioners, and hosts the Usable Knowledge series “Walking the Talk,” which streams on Facebook and brings essential conversations about identity, equity, and inclusion to a broader audience of educators, parents, and students.

Beth Douthirt-Cohen, Executive Director, Diversity, Equity, Inclusion, Frederick Community College

For almost 20 years, Beth Douthirt-Cohen (she/her/hers or they/them/theirs) has developed educational environments as tools of social and political change. Currently, Beth is the Executive Director of Diversity, Equity, and Inclusion at Frederick Community College in Frederick, Maryland, where she is responsible for strategic planning, assessment, benchmarking, and faculty/staff leadership and development. Previously, she was the Deputy Chief Diversity Officer at the University of Maryland (UMD) where she was responsible for strategic diversity, equity, and inclusion planning as well as various prejudice reduction efforts and educational initiatives to further social justice, including UMD’s Intergroup Dialogue program. Beth is a part of the Calico Hill Collective, a group of social justice educators who seek to further justice, healing, and processes of truth and reconciliation across all dimensions of identity and intersections of oppression in our homes and communities. Beth has her undergraduate degree in from Barnard College of Columbia University, her MEd from Harvard University, and her PhD from UMD. Beth teaches graduate level courses in educational policy, research methods, and social justice education. Her research examines how relatively privileged populations enact solidarity across identity differences and the role of education in that process.



OTHERS	VS	ACADEMIC IMPRESSIONS
Typically large annual event		Intimate, workshop-style event with personalized attention
Many concurrent sessions; forcing choice		One focused learning track
Uneven sessions and less outcome-focused, driven by an open call for proposals		Needs-driven and meticulously planned with practical outcomes <ul style="list-style-type: none"> Action plans and next steps to use upon returning to campus Carefully-vetted expert instructors that are also practitioners in the field
Lecture-based		Learner-centric and designed for interaction and collaboration
Large networking events with vendors		Small-scale opportunity to truly connect with colleagues in the same position at other institutions
Some slide presentations posted online after the event		200+ page workbooks with references, worksheets, articles, templates, exercises, and planning documents

96%
of past attendees would recommend an AI conference to a colleague

250+
and growing of AI member institutions (AI Pro)

15,000+
higher ed professionals served

AI Conference Experiences

Academic Impressions provides valuable exploration of timely and pragmatic challenges to higher education institutions. The combination of impassioned subject matter experts as presenters and means of engaging conference attendees was potent.

- C. Tennent, Associate VP of Facilities Management, University of Saskatchewan

This conference was the complete package: relevant topics, philosophical and practical applications, fantastic speakers, fantastic location. One of the BEST conferences I've ever attended. It is what a conference should be! Full of collaboration, networking and solutions.

- M. Lowe, Associate Professor and General Reference Librarian University of Louisiana at Monroe



LOCATION

December 13 - 14, 2018 :: Baltimore, MD

HOTEL:

Hyatt Regency Baltimore
300 Light Street
Baltimore, MD 21202
410.528.1234

Room Rate: \$139 + tax

Room Block Dates: The nights of December 12 and 13, 2018.

Rate Available Until: November 21, 2018.

Reserve Your Room: Please call 410.528.1234 and indicate that you are with the Academic Impressions group to receive the group rate. Please book early - rooms are limited and subject to availability.