

COMPREHENSIVE STRATEGIES FOR IMPLEMENTING YOUR DIVERSITY STRATEGIC PLAN

January 29 - 31, 2020 | San Antonio, TX



Learn strategies to re-energize the implementation of your existing diversity strategic plan.

OVERVIEW

Instituting a diversity strategic plan is undoubtedly a difficult undertaking, since it requires leaders to create a culture that fosters meaningful collaboration and input from many people across campus, including students. In addition, successfully implementing a diversity strategic plan demands several critical skills such as strategic thinking, problem-solving, creativity, relationship savvy, effective negotiation, and superb communication.

Join us and your peers from across the nation at this first-of-its-kind conference, designed to offer practical strategies and best practices for pushing through complex barriers—including different levels of resistance—when implementing an existing diversity strategic plan. With the help of our expert speakers, you will:

- Set a clear purpose for instituting a diversity strategic plan on your campus
- Identify on-campus barriers to implementing your strategic plan
- Tackle myths around diversity strategic planning
- Learn practical solutions to address and mitigate resistance on your campus
- Consider ways to effectively gather campus data to inform your plan
- Hear best practices for meaningfully tracking progress and measuring effectiveness
- Discuss tactics for integrating your diversity plan with your institution's overarching strategic plan
- Adopt strategies for overcoming change-agent fatigue in your daily work

You'll leave this event feeling re-energized and more confident about meaningfully executing your diversity strategic plan on campus. You'll have plenty of time to network and build connections with your peers who are facing similar challenges.

WHO SHOULD ATTEND

This conference was designed for those diversity, equity, and inclusion leaders charged with executing an existing diversity strategic plan or designated as the primary stewards of developing their campus' plan. Those who wish to receive guidance on and re-evaluate their current approach to their existing diversity strategic plan may also benefit from the rich content of this conference.

BRING YOUR TEAM AND SAVE!

Save over 15% when you register three or more colleagues.

AGENDA

Day One – Main Conference

Registration and Breakfast (included in registration fee)

12:30 – 1:00 p.m.

Welcome and Introductions

1:00 – 1:30 p.m.

Establishing Purpose: Why Bother with a Diversity Strategic Plan?

1:30 – 2:30 p.m.

While the answer to this question might seem obvious to some, is the value of your diversity strategic plan known to all members of your campus? If not, what needs to change? In this session, our experts will help you establish or re-establish a clear and reasonable purpose for instituting a diversity strategic plan that can be widely shared and supported by many on your campus.

Identifying Campus Barriers

2:30 – 3:00 p.m.

Our expert faculty will ask you to identify your most challenging barriers when it comes to implementing your campus' diversity strategic plan. This exercise is designed to help you name these barriers as well as identify and share similar challenges or themes faced by other institutions.

Afternoon Break

3:00 – 3:15 p.m.

Busting Myths Around Diversity Strategic Planning

3:15 – 4:30 p.m.

There are so many misconceptions when it comes to implementing and sustaining the intended purpose of a diversity strategic plan. To name a few:

- Diversity strategic plans cannot pivot or shift
- All goals will achieve positive or intended results
- Communicating successes and failures is always a good idea
- Social media is an ineffective tool to convey our progress
- Tracking progress is impossible

We will tackle these myths, while offering creative solutions to keep your campus motivated and connected to the progress of your diversity strategic plan.

AGENDA

Day One (CONTINUED)

Networking Reception (included in registration fee)

4:30 – 5:30 p.m.

This informal reception is your chance to decompress, have some refreshments on us, and expand your network of connections. Our programs are intentionally designed for smaller groups, so this is a great time to catch-up with attendees and speakers whom you may not have connected with yet.

Day Two – Main Conference

Breakfast (included in registration fee)

8:30 – 9:00 a.m.

Addressing Resistance & Improving Engagement

9:00 – 10:30 a.m.

It is not uncommon for a steward of diversity strategic plans to encounter individuals or groups who regularly resist the implementation of your campus's plan. Navigating priorities, opposing views, changes in leadership are just some of the real challenges associated with instituting a diversity strategic plan. In this session, our expert panel will offer practical solutions and strategies to address forms of resistance that you can utilize and practice on your campus.

Afternoon Break

10:30 – 10:45 a.m.

Information Gathering to Inform Your Plan

10:45 – 12:00 p.m.

Compiling data is a critical part of designing your diversity strategic plan. We will highlight the numerous ways campuses can collect data (e.g., demographic information, climate surveys, focus groups, etc.) that inform your campus' specific needs, goals, and priorities. You will learn the necessary tools to effectively collect data and propose goals for your campus' strategic plan. You will also use this time to assess your current data collection practices and, if necessary, establish new practices.

Lunch (included in registration fee)

12:00 – 1:00 p.m.

AGENDA

Day Two (CONTINUED)

Measuring Progress & Tracking Effectiveness

1:00 – 2:30 p.m.

How are you currently tracking the progress and effectiveness of your diversity strategic plan? Have you established benchmark for success, unique to your own institutional context? As to tracking effectiveness, at what point will you know that it's time to change gears because the intended outcome is not really making a difference? We will provide you with meaningful insights to consider when it comes to measuring the success of your diversity strategic plan.

Afternoon Break

2:30 – 2:45 p.m.

University Strategic Plan + Diversity Strategic Plan = One Plan

2:45 – 4:00 p.m.

Many institutions fall into the trap of separating their diversity strategic plan from their university strategic plan. In fact, they are often not given a choice to combine or align both plans. The intersection of diversity as a discipline and strategic thinking as a necessity is the common denominator between these two plans. We will help you build a case and a solid understanding as to why these two plans should not be separated from each other and why aligning them will ultimately create a win-win situation for most campuses.

Day Three – Main Conference

Breakfast (included in registration fee)

8:30 – 9:00 a.m.

Overcoming Change-Agent Fatigue

9:00 – 10:30 a.m.

Change is slow, people are stuck in their ways, and campus culture is an enormous challenge to tackle. Emotional or physical fatigue often settle in for those who battle these harsh realities every single day at work. Our expert panel will highlight effective strategies for mitigating fatigue when it comes to serving as the primary steward or change-agent who strives for inclusive excellence in all corners of campus. We will discuss ways in which change-agents can maintain their enthusiasm and energy while also setting realistic expectations and boundaries when implementing their diversity strategic plan.

Morning Break

10:30 – 10:45 a.m.

AGENDA

Day Two (CONTINUED)

Activity: Putting It All Together

10:45 – 11:45 a.m.

In this working session, you will work in institutional teams or with individuals with similar challenges to develop your own 30/60/90-day plans to address some of the barriers that have surfaced when implementing your strategic plan. Our expert faculty will assist groups by providing them with additional tips, tools, and resources. If time allows, groups will have the chance to share some of the ways they will apply what they learned at this conference to their work back to campus.

Final Q&A and Wrap-up

11:45 – 12:15 p.m.

INSTRUCTORS

Jacob Diaz

Regional Assistant Vice Chancellor of Student Affairs/Student Success & Dean of Students, University of South Florida, Saint Petersburg

Dr. Jacob Diaz oversees a diverse portfolio of areas including Housing and Residence Life, Student Conduct, Student Outreach and Support, Title IX Services, and the Military and Veterans Success Center. His purpose in our profession is to create a university or college where every student feels empowered to share the fullness of who they are and to help faculty and staff to be more equipped to shape their learning environment so it reflects the institutions aspirations of inclusivity.

Throughout his career, he has served in a variety of capacities such as multicultural affairs, student conduct, housing and residence life, behavioral interventions teams, and Title IX services in both public and private institutions. In each, he has advocated for and led the development of departmental and divisional strategic plans that demonstrate the organization's stated commitment to diversity and inclusion. Dr. Diaz has served as a faculty member teaching undergraduate and graduate courses in intergroup dialogue, leadership and governance of higher education, and community engagement. Dr. Diaz' undergraduate degree in English literature is from the University of California, Santa Barbara. He holds a master's degree in higher education and student affairs and a doctorate in educational leadership and policy studies from the University of Vermont. His dissertation, *Marginalized Narratives in the Academy: One Chicanos Story of his Journey in Higher Education*, was awarded dissertation of the year by the College of Education. Most notably, he was selected to participate in the Association of State Colleges and Universities (AASCU) Millennium Leadership Institute and Harvard University's Management and Leadership in Education program and was chosen to be a Bill and Melinda Gates Millennium Scholar.

Sheila Radford-Hill

Chief Diversity Officer, Dominican University

Sheila Radford-Hill is the Chief Diversity Officer (CDO) and Title IX Coordinator at Dominican University. Her teaching and scholarship focus on black feminism and social change from a womanist perspective. She is the author of *Further to Fly: Black Women and the Politics of Empowerment* and has been an executive in the field of diversity and inclusion since 2003. At Luther College, Sheila was the founding director of the Luther College Diversity Center, now the Office of Diversity and Student Engagement. At Dominican, Sheila led the team that developed Promising Pathways, a project sponsored by the Association of American Colleges and Universities (AAC&U) to promote equity in college classrooms. In addition to her work with AAC&U, Sheila became a founding member of the Latinx Visioning Group whose project *Encuentos en La Plaza* resulted in Dominican University's receipt of a \$2.75M grant to elevate its institutional identity as a Hispanic Serving Institution (HSI). In her role as CDO, she developed the President's Advisory Council, a student council that advises the President on diversity and equity issues on campus. Sheila conducts workshops for the Higher Education Resources Services (HERS), a women's leadership organization in Higher Education. Sheila completed a B.A. at DePaul University and an M.A. at the University of Pennsylvania where she became ABD. At the University of Illinois, Sheila completed a graduate certificate in community development. Sheila holds a Ph.D. in humanities with a specialization in education and has significant leadership experience with the Illinois State Board of Education and numerous non-profit organizations.

INSTRUCTORS

Mary Ontiveros

Vice President for Diversity, Colorado State University

As Vice President for Diversity, Mary Ontiveros reports to the President and leads Colorado State's diversity efforts. Her duties include leading diversity planning, assessment, evaluation, accountability, and developing strategic alliances and partnerships. She coordinates activities among on-campus units, commissions, committees, and task forces; she also represents the University through networking and collaboration with outside communities, schools, and organizations.

An alumna of CSU, Mary has served in leadership positions including Executive Director of Admissions, an affiliate faculty member in the School of Education and as Associate Vice President in the Division of Enrollment & Access. She chairs numerous university committees, councils and task forces aimed at advancing an institutional agenda for inclusive excellence. Mary chairs the University's Consultation Team for Incidents of Bias, the President's Commission on Diversity and Inclusion as well as the Inclusive Physical and Virtual Campus Committee that was instrumental in passing an institutional policy aimed at addressing universal design. As VPD she spearheaded the development of the institution's Principles of Community. She is co-founder of the Colorado Chapter of the National Association of Diversity officers in Higher Education and is active at the national level of that organization. She serves on the steering committee of CoCEAL (Colorado Coalition for the Educational Advancement of Latinos). She is also an active member of the Community Equity Consortium in Fort Collins. Mary was honored with the 2017 Latinas First Foundation's Award for women who have made extraordinary contributions to the community.

ACADEMIC IMPRESSIONS STAFF

Rabia Khan Harvey

Senior Program Manager, Academic Impressions

Rabia Khan Harvey is a Senior Program Manager for our Compliance, Diversity/Equity/Inclusion, and Student Mental Health domains. She obtained her Bachelor's degree in Psychology from Elmhurst College and is a double-alum of Loyola University Chicago with a Master's in both Higher Education and Human Resources. She has over 18 years of professional experience in Student Affairs, primarily in student housing and Title IX. She has worked for four institutions over the span of these years including Elmhurst College, University of California, Riverside, Loyola University Chicago and Columbia College Chicago. Prior to joining Academic Impressions full-time in May 2018, Rabia served as the Director of Equity Issues & Title IX Coordinator for the Office of Equity Issues at Columbia College Chicago and Assistant Dean of Students/Deputy Title IX Coordinator at Loyola University Chicago. Within these roles, Rabia provided direct oversight of student-on-student sexual misconduct investigations and ensured that sexual harassment matters were addressed efficiently and effectively. Rabia has also served as a subject-matter-expert and educator for Academic Impressions since 2013 specifically for Title IX related topics such as: understanding rape culture and gender-based violence, conducting trauma-informed investigations, and how to resolve sexual misconduct cases using the preponderance of the evidence standard. Rabia was recently recognized by Loyola University Chicago's School of Education as "The 2016 Higher Education Distinguished Alumna Award" for her leadership and dedication to preventing, educating and ending campus sexual violence and mentoring graduate students pursuing careers in Student Affairs.

LOCATION

January 29 - 31, 2020 | San Antonio, TX

Hotel:

Westin Riverwalk

420 W Market St.

San Antonio, TX 78205

210-224-6500

Room rate:

\$189 for Cityside | \$219 for Riverside

Room block dates:

The nights of January 28, 29, and 30, 2020.

Room block cutoff date:

January 7, 2020.

Reserve Your Room: Please call 210-224-6500 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.

The Academic Impressions Experience



Intimate, workshop-style trainings with personalized attention



Trainings are practical and action oriented so you can hit the ground running



Carefully vetted expert instructors who are also practitioners in the field



Learner-centric and designed for interaction and collaboration



Highly recommended:
9 out of 10 participants recommend our trainings to colleagues