CONFERENCE

A COLLABORATIVE APPROACH TO ADVANCING YOUR DIVERSITY AND INCLUSION TRAINING INITIATIVES

July 13 - 14, 2020 | Minneapolis, MN

Learn how to strategically respond to growing diversity and inclusion training demands on your campus.

OVERVIEW

Diversity and Inclusion professionals often lead the charge to develop comprehensive diversity training initiatives, and it is essential to collaborate with different departments across campus to determine what training opportunities are most needed. A network of partners from all areas, from athletics to residence life, student life to faculty, and many more must work together to develop and improve strategies to effectively deliver diversity and inclusion training to staff, faculty, and students.

This workshop-style training will help you overcome the most challenging barriers you face in organizing and managing diversity and inclusion training initiatives, as well as provide planning time for you to develop your own strategies and action plans for training implementation. Our expert instructors will address the following key themes:

- **Training components for departmental collaboration efforts** — how to customize training needs based on campus collaborators' input

- **Diversity training gaps** — how to strategically identify and address knowledge gaps

- **Engaging faculty and staff** — how to extend your sphere of influence across campus to optimize diversity and inclusion training

- **Responding to real-time issues** — how to recognize and address current threats with appropriate training opportunities

- **Measuring the effectiveness of diversity and inclusion training initiatives** — how to prioritize assessment and strategically incorporate it into specific training programs

This unique learning opportunity will give you the focused time and space you need to develop your strategies for more intentional diversity and inclusion initiatives within your own institutional context. Our practical, focused, and experienced instructors will offer support and insights throughout this workshop-style training in order to provide you with best practices and actionable takeaways.

BRING YOUR TEAM AND SAVE!

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

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POST-CONFERENCE WORKSHOP

Creating Inclusive Spaces on Campus

Join us for this post-conference workshop and learn about other tangible and creative solutions for improving campus climate beyond facilitating diversity and inclusion training for your campus. Committee involvement, cultural competence training for faculty, annual diversity symposiums, partnerships with local institutions, and creation of inclusive space messaging for your campus are just some of the ways in which campus leaders can develop high-performing and highly inclusive practices on their campus.

WHO SHOULD ATTEND

Mid to upper-level leaders who are charged with developing campus-wide diversity training initiatives will find this program valuable. Campus leaders who may not have the official title or responsibility to advance diversity training initiatives but wish to collaborate with those who are in charge of these efforts may also find this conference beneficial.

AGENDA

Day One

Conference Registration and Breakfast (included in registration fee)
8:30 - 9:00 a.m.

Welcome and Introductions
9:00 - 9:30 a.m.

Understanding Your Current Campus Landscape
9:30 - 10:30 a.m.

We'll discuss the value and importance of navigating your own campus' strengths, weaknesses, limitations, and potential risks and liabilities in relation to initiating or advocating for diversity and inclusion training initiatives. We'll discuss how you can articulate the needs of your own campus with your institutional context and institutional mission in mind. You will be able to narrow down your top priorities for campus training through this exercise.

Morning Break
10:30 - 10:45 a.m.

Core Training Components for Departmental Collaboration Efforts
10:45 a.m. - 12:00 p.m.

Since many campus partners (student and academic affairs departments) will rely on collaborating with diversity and inclusion professionals to offer training for their own specific needs, this session will walk you through the core training components that most training sessions should offer. There will be time for you to discuss how to customize training needs based on who the office is collaborating with and how often the training is being requested.

Lunch (included in registration fee)
12:00 - 1:00 p.m.

Identifying Training Gaps
1:00 - 2:30 p.m.

Lessons learned on how to develop strategies and avoid pitfalls based on our experts' own professional experiences will be shared and discussed. Through a working exercise and small group discussions, you will then identify your own diversity training gaps and begin to develop strategies to fill the attainable gaps.

Afternoon Break
2:30 - 2:45 p.m.

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AGENDA

Day One (CONTINUED)

Engaging Faculty and Staff in Other Departments
2:45 - 4:00 p.m.

Faculty and staff are our most critical partners in advancing diversity and inclusion training initiatives but can also be our biggest barriers in advancing these same efforts. We'll highlight ways in which campus leaders can meaningfully engage faculty and staff, as well as utilize their strengths and resources to address specific needs of your campus community.

Training Efforts in Response to Real-Time Campus Issues
4:00 - 5:00 p.m.

We'll use this time to identify, review, and discuss real-time challenges and threats that our campuses are facing related to diversity and inclusion. Bias-motivated incidents, student protests, or controversial speakers, for example, are becoming more commonplace — campus communities look to their leaders for measured, fair, and non-controversial responses. We will practice and develop being prepared with both short-term and long-term training programs as an intentional and forward-thinking way to resolve real-time campus issues.

Networking Reception (included in registration fee)
5:00 - 6:00 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

Breakfast (included in registration fee)

8:30 - 9:00 a.m.

Promising Assessment Practices and Campus Accountability
9:00 - 10:30 a.m.

Developing and implementing assessment tools to measure the effectiveness of your diversity and inclusion training initiatives is critical in anticipating and planning for future training programs. We will focus on how to prioritize assessment and integrate it into specific training programs. Assessment results, both qualitative and quantitative, can help improve campus climate and increase accountability around your diversity and inclusion training initiatives.

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AGENDA

Day Two (CONTINUED)

Morning Break
10:30 - 10:45 a.m.

Putting It All Together: Applying the Multicultural Organizational Development Model to Your Campus
10:45 - 11:45 a.m.

After learning about the five stages in the MCOD model, you'll use the time in this final working session to analyze one of these stages that currently exist on your campus while identifying short-term strategies to implement diversity and inclusion training. With your team or in small groups, you'll discuss tangible goals and priorities while planning how to address some of your most pressing training needs when you return to campus. Our speakers will be available for consultation, guidance, and feedback.

Final Q&A, Closing Remarks, and Evaluations
11:45 a.m. - 12:15 p.m.

Post-Conference Workshop

Lunch for Workshop Attendees (included in workshop registration fee)
12:15 - 1:00 p.m.

Post-Conference Workshop: Creating Inclusive Spaces on Campus
1:00 - 4:00 p.m.

Join us for this post-conference workshop and learn about other tangible and creative solutions for improving campus climate beyond facilitating diversity and inclusion training for your campus. Committee involvement, cultural competence training for faculty, annual diversity symposiums, partnerships with local institutions, and creation of inclusive space messaging for your campus are just some of the ways in which campus leaders can develop high-performing and highly inclusive practices on their campus.

Final Q&A and Evaluations
4:00 - 4:30 p.m.

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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.

Katrina Rodriguez

Vice President of Student Affairs, University of Northern Colorado

Dr. Katrina Rodriguez leads the Division of Student Affairs at the University of Northern Colorado which includes overseeing efforts related to climate, inclusion, equity, and community building initiatives. In her role as vice president, Katrina partners with students, staff, and faculty to identify and implement strategic initiatives to build and support a healthy and inclusive university community. In the Division of Student Affairs, she has the privilege of providing leadership to the Office of Equity and Inclusion, Office of Institutional Equity and Compliance, Housing and Residential Education, Dining Services, and the Campus Recreation Center.

As the first college graduate in her family, Katrina received her bachelor's and master's degrees from Northern Arizona University and her doctorate from the University of Northern Colorado. At institutions in Arizona, California, and Colorado, her professional roles include, associate professor for the program in Higher Education and Student Affairs Leadership, assistant vice president for student engagement and dean of students, Title IX coordinator, director of the Women's Resource Center and Stryker Institute, and a range of roles in Residence Life. Her research activity includes 35 juried publications and presentations. As someone who enjoys doctoral graduate research, Katrina has also served on 43 dissertation committees. When discussing change, she likes to quote F.B. Wilcox: "Progress always involves risks. You can't steal second base and keep your foot on first base."

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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 pursing careers in Student Affairs.

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LOCATION

July 13-14, 2020 | Minneapolis, MN

Hotel:

Hyatt Regency Minneapolis

1300 Nicollet Mall

Minneapolis, MN 55403

(612) 370-1234

Room rate:

$159 + tax

Room block dates:

The nights of July 12 and 13, 2020.

Room block cutoff date:

June 21, 2020.

Reserve Your Room: Please call (612) 370-1234 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.

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