

**STRENGTHENING LEADERSHIP TO  
DEVELOP AND SUPPORT A DIVERSE  
COMMUNITY**

**Office of Institutional Equity and Diversity's  
Academic Diversity Symposium**

**March 21 and 22, 2019**



**BROWN**

**Office of Institutional Equity and Diversity's Academic Diversity Symposium:  
*Strengthening Leadership to Develop and Support a Diverse Community***

**PROGRAM OVERVIEW**

**THURSDAY, MARCH 21<sup>ST</sup>**

10:00 to 10:30 am

**Registration and Breakfast**

Location: Watson Institute, 111 Thayer Street

10:30 to 11:00 am

**Welcome and Program Overview**

Location: Joukowsky Auditorium

11:00 am to 12:30 pm

**Concurrent Breakout Sessions I**

See page 5 and 6 for session descriptions and locations

1:00 pm to 2:30 pm

**Keynote Lunch**

Location: Brown Faculty Club

***The Transformative Potential of Social Justice Leadership in Higher Education***

Kris De Welde, Director of Women's and Gender Studies and Professor of Women's and Gender Studies and Sociology, College of Charleston

3:00 to 4:30 pm

**Concurrent Breakout Sessions II**

See page 5 and 6 for session descriptions and locations

4:30 to 6:00 pm

**Reception**

Location: Brown Faculty Club

**FRIDAY, MARCH 22<sup>ND</sup>**

8:30 to 9:00 am

**Warm Breakfast**

Location: Chancellor's Dining Room, The Sharpe Refectory

9:00 to 11:00 am

**Film Screening and Discussion**

*Can We Talk? Difficult Conversations with Underrepresented People of Color: Sense of Belonging and Obstacles*

Kendall Moore, Professor of Journalism and Film/Media

Alycia Mosley-Austin, Assistant Dean, Graduate Recruitment and Diversity

Initiatives and Associate Director, Interdisciplinary Neuroscience Program,

Bryan Dewsbury, Assistant Professor of Biological Sciences

University of Rhode Island

11:00 am to 12:00 pm

**DDIAP Strategic Planning: Department Assessments**

Kris De Welde, Director of Women's and Gender Studies and Professor of Women's and Gender Studies and Sociology, College of Charleston

12:00 to 1:00 pm

**Working Lunch**

*Goals for Fostering Diverse and Inclusive Learning Communities*

Shontay Delalue, Vice President for Institutional Equity and Diversity

Marlina Duncan, Assistant Vice President for Academic Diversity and

Associate Dean of Diversity Initiatives

Lynn Hernández, Director of University Inclusion Programs

## SPEAKERS



**Keynote Speaker: Kris De Welde, Ph.D.**, is Director and Professor of Women's and Gender Studies and Professor of Sociology at the College of Charleston. Previously, she served as the Associate Dean of University-wide Programs and Faculty Engagement in Undergraduate Studies and Professor of Sociology at Florida Gulf Coast University. She earned her doctorate at the University of Colorado, Boulder in 2003 in Sociology with a Graduate Certificate in Women's Studies. Her research and teaching interests include intersectional inequalities, qualitative methods, reproductive rights, and social/food justice.

**Jabbar Bennett, Ph.D.** serves as Associate Provost and Chief Diversity Officer at Northwestern University. He is also an Associate Professor of Medicine at Northwestern's Feinberg School of Medicine. As the University's chief diversity officer, Dr. Bennett directs the Office of Institutional Diversity and Inclusion, and leads and coordinates efforts to create and sustain a diverse, inclusive and welcoming environment for all Northwestern community members including students, faculty, staff and alumni. Prior to joining Northwestern, Dr. Bennett served as associate dean of the Graduate School, associate dean for diversity in the Division of Biology and Medicine, and clinical assistant professor of medicine at The Warren Alpert Medical School of Brown University. He has also served on the faculty at Harvard Medical School and directed the Office for Multicultural Faculty Careers at Brigham and Women's Hospital. Dr. Bennett received his BS in biology and minor in Spanish from North Carolina Agricultural and Technical (A&T) State University, and his PhD in biomedical sciences from Meharry Medical College.



**Bruce Birren, Ph.D.** is the director of the Genomic Center for Infectious Diseases at the Broad Institute of MIT and Harvard, where he is also an institute scientist. He also is the founding advisor to the institute's Diversity Initiative in Scientific Research. Dr. Birren is an expert in and key contributor to many areas of genomics. He co-developed the technique of bacterial artificial chromosomes, which is used to clone long pieces of DNA in bacteria. He played a central role in mapping and sequencing both human and mouse genomes. He directs genomic studies of infectious diseases, including projects centered on bacteria, fungi, viruses, parasites and insect vectors of disease, as well as research on vertebrate evolution. Dr. Birren is an NIH National Research Mentoring Network (NRMN) Master Facilitator, leading research mentor, mentee and facilitator trainings nationally as part of a broad mission to diversify the biomedical research workforce.

**Bryan Dewsbury, Ph.D.** is Assistant Professor in Biology at the University of Rhode Island (URI) and the Principal Investigator of the Science Education & Society (SEAS) research program. The SEAS research program focuses on questions relating to identity constructs, bias, relationships, and the effects of those variables on learning in students (K-PhD). More specifically he is interested in how students (especially those in underrepresented groups) develop perceptions of the world and others, and how these perceptions might in turn affect their engagement with science content, career choices, and ultimately their academic performance. Central to the formation of these constructs are the presence of hidden biases, stereotype threat, and mindset. He uses a variety of qualitative and quantitative methods to deduce the effects of these forces, and partner with local schools and the URI to implement interventions that have proven to be effective.



**Marlina Duncan, Ph.D.**, is the Assistant Vice President for Academic Diversity for the Office of Institutional Equity and Diversity. She also serves as the Associate Dean of Diversity Initiatives at the Graduate School. Before joining Brown, she directed diversity initiatives and education and outreach programs at the Broad Institute of the Massachusetts Institute of Technology and Harvard University in Cambridge, MA. Prior to being at MIT and Harvard, Duncan served as assistant professor of science education at Fayetteville State University in Fayetteville, NC. She also worked as program director of the Northeast Alliance for Graduate Education and the Professoriate at the University of Massachusetts in Amherst.

## SPEAKERS



**Kendall Moore** is an award-winning documentary filmmaker and a Professor in the departments of Journalism and Film Media. Before joining the faculty at University of Rhode Island in 2003, she worked as a television journalist focusing on medical, health, race, and environmental issues. Moore has produced numerous independent documentaries that have aired on PBS and in various film festivals including: Charm City (1996), Song in the Crisis (2004), Sovereign Nation/Sovereign Neighbor (2006), The Good Radical (2009), Sick Building (2014), Philosophy of the Encounter (fiction, 2016), and Jalen and Joanna: A Lead Paint Story (2017). She has received several grants and awards for her work, including two Fulbright

Scholar Awards: Tanzania (2001) and Jamaica (Specialist, 2004); The Rhode Island Film Fellowship for Outstanding Filmmaking (2007); and, the Metcalf Award for 2015. She earned her B.A. from Syracuse University in Latin American Studies and an M.A. in Media Studies and documentary film, from The New School for Social Research. Her PhD research, at the European Graduate School for Media and Communication, focuses on race, philosophy and aesthetics.

**Alycia Mosley-Austin, Ph.D.**, is Assistant Dean of Graduate Recruitment and Diversity Initiatives and Associate Director of the Interdisciplinary Neuroscience Program at the University of Rhode Island. She completed her undergraduate degree in neuroscience at Brown University in 2001 and her PhD in Neuroscience from the University of California, San Diego in 2010. Immediately following graduate school, Alycia began her administrative career in Graduate Recruitment and Diversity Initiatives at URI. Her responsibilities include planning and implementing recruitment initiatives that will attract and provide support for a diverse population of graduate students, advising faculty and staff on best practices in recruitment, collecting and analyzing data on graduate admissions and enrollment, and making recommendations to improve Graduate School policy. In 2011, she took on an additional role with the recently established Interdisciplinary Neuroscience Program (INP) at URI, which offers MS and PhD degrees, as well as post-baccalaureate certificates. Alycia provides leadership at all levels including instruction, curricular affairs, admissions, advising, and managing the activities of the Executive Committee that oversees the program.



**Mary Wright, Ph.D.**, is Director of the Sheridan Center for Teaching and Learning and Adjunct Assistant Professor in the Department of Sociology. She is also Past President of the Professional and Organizational Development Network in Higher Education, the U.S. professional association for educational development. Prior to arriving at Brown, she was Director of Assessment and an Associate Research Scientist at the University of Michigan's Center for Research on Learning and Teaching (CRLT). Mary earned an A.B. in sociology from Princeton University, an M.A. and Ph.D. in sociology from the University of Michigan, and an M.A. in higher education administration from the Center for the Study of Higher and

Postsecondary Education at U-M.

**Rashid Zia, Ph.D.**, is the Dean of the College and an Associate Professor of Engineering and Physics at Brown University. As Assistant Provost for Special Projects in 2018, he led efforts to use data driven approaches to improve strategic decision-making at Brown around faculty and graduate student recruitment and hiring. His research group works at the interface of electrical engineering, materials science, optical physics, and physical chemistry to study how light interacts with solid-state quantum emitters, including atoms, defect centers, ions, molecules, and quantum dots. For this work, he has received a National Science Foundation CAREER Award and a Department of Defense nominated Presidential Early Career Award for Scientists and Engineers (PECASE). Rashid has also served as a Fellow of the National Forum on the Future of Liberal Education, and he is the lead PI for an ongoing Multidisciplinary University Research Initiative (MURI) on Quantum Metaphotonics & Metamaterials sponsored by the Air Force Office of Scientific Research.



## KEYNOTE SESSION

### **The Transformative Potential of Social Justice Leadership in Higher Education**

Kris De Welde, director of Women's and Gender Studies and professor of Women's and Gender Studies and Sociology, College of Charleston

Location: Brown Faculty Club, Huttner Dining Room

Description: Successful pathways to diversity and inclusion require intentional leadership that is informed by both a vision for what is possible as well as strategic approaches to transformative change. Drawing on De Welde's empirical research and experiences in various higher education leadership roles, this keynote address will propose justice-oriented leadership as a compass for administrators engaged in Brown University's "Action Plan" for increased diversity and inclusion. In developing an inclusive vision for change, participants will be encouraged to explore justice-minded approaches to organizational reforms that reflect, support, and advance diversified bodies of students, faculty, staff, and administrators. In pursuit of more equitable academic structures and cultures, De Welde will share concrete strategies that can make daily life more equitable for institutional members, particularly for those who are marginalized, discriminated against, or otherwise encumbered by inequitable social and institutional arrangements.

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## CONCURRENT BREAKOUT SESSIONS

### **I. Mentoring Across Difference**

Bruce Birren, Director of the Genomic Center for Infectious Diseases, Broad Institute of MIT and Harvard

Location: Watson Institute, Board Room

Description: Effective mentoring is critical in academic advancement and has been linked to greater productivity and career satisfaction as well as increased research independence and persistence for students. Despite the importance of mentoring to career success, faculty are often left to learn effective mentoring practices through trial and error. This is especially challenging when mentoring relationships bridge differences in experience, perspective and expectations that can arise from culture, aspects of identity or membership in historically underrepresented or marginalized groups. This discussion will address the rationale for culturally responsive mentoring, share evidence about mentorship interventions and allow faculty to share their experiences navigating these situations.

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### **II. Promoting Inclusive Excellence in Faculty Hiring and Retention: People, Policies and Practices**

Jabbar Bennett, Associate Provost and Chief Diversity Officer at Northwestern University  
Rashid Zia, Dean of the College, Brown University

Location: Watson Institute, McKinney Room

Description: In this session, attendees will have an opportunity to discuss progress made toward achieving the relevant, stated goals of the Diversity and Inclusion Action Plan (DIAP). In addition, the role of people, policies and practices in fostering diversity, equity and inclusion in faculty hiring and retention will be outlined. Next, the benefits and challenges of creating and nurturing a diverse and inclusive faculty will be discussed. Finally, the impact of these efforts on achieving additional Diversity and Inclusion Action Plan (DIAP) goals (Academic Excellence, Curriculum, Community, Knowledge and Accountability) will be explored. The session will combine a group discussion, interactive lecture-style presentation, participant self-reflection and cohort-based group activities.

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## CONCURRENT BREAKOUT SESSIONS

### III. HUG Recruitment and Pipeline Development

Marlina Duncan, Assistant Vice President for Academic Diversity and Associate Dean of Diversity Initiatives in the Graduate School

Location: 59 Charles Street, Room 101

Description: The session will offer best practices on recruiting, retaining, and advancing historically underrepresented students. The session will combine group discussion, interactive lecture-style presentation, and participant self-reflection.

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### IV. Developing a Culture of Inclusive Teaching in Departments (11:00 am to 12:30 pm session only)

Mary Wright, Director of the Sheridan Center for Teaching and Learning and an Adjunct Assistant Professor in the Department of Sociology

Location: Watson Institute, Joukowsky Auditorium

Description: This interactive session will offer strategies and resources for academic leaders to build inclusive teaching, mentoring, and advising cultures within departments and programs. The session format will include short presentations, as well as small- and large-group discussion.

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### V. Inclusive Pedagogy (3:00 to 4:30 pm session only)

Bryan Dewsbury, Assistant Professor in Biology at the University of Rhode Island (URI) and the Principal Investigator of the Science Education & Society (SEAS) research program

Location: Watson Institute, Joukowsky auditorium

Description: How do you demonstrate to your students that their experiences and educational growth are valuable to your discipline? In this workshop, participants will become familiar with evidence-based strategies for creating an inclusive learning environment and discuss small, impactful practices used in their classrooms.

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