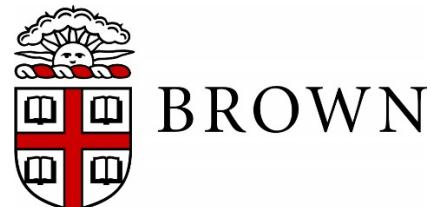




BEST PRACTICES FOR IMPLEMENTING DIVERSITY AND INCLUSION INITIATIVES ACROSS CAMPUS

3rd Annual Professional Development Day
Brown University
February 20th, 2018

Office of Institutional Equity and Diversity



Professional Development Day 2018

Best Practices for Implementing Diversity and Inclusion Initiatives Across Campus

Program Schedule

10:00 to 11:30 am

Plenary Session

Location: Salomon 101

Special Introductory Remarks:

Christina Paxson

President of Brown University

Richard Locke

Provost of Brown University

Welcome and Overview:

Shontay Delalue

Vice President for Equity and Diversity

Keynote Speaker:

Rene Davis

Title IX Program Officer

#itsonus: Developing a community response to sexual harassment in the workplace

11:30 am to noon

Brown Bag Lunch Pick-Up

Location: Salomon Lobby

Must have registered to obtain lunch

12:00 to 1:15 pm

Concurrent Breakout Sessions 1

1:30 to 2:45 pm

Concurrent Breakout Session 2

**Please note that some sessions will be offered twice during the day. Please select one session from Part 1 and one from Part 2 to attend.*



Noon to 1:15 pm: Concurrent Breakout Sessions (Part 1)

Please select one to attend.

I. Best Practices for Recruiting and Retaining Faculty from Historically Underrepresented Groups

Location: Corporation Room in University Hall

Janet Blume

Senior Associate Dean of the Faculty and Associate Professor of Engineering

Christopher Rose

Professor of Engineering and Associate Dean of the Faculty for Special Initiatives

Rashid Zia

Associate Professor of Engineering, Associate Professor of Physics, and Assistant Provost for Special Projects

Brown, as a community, has committed to take deliberate steps to increase the representation of historically underrepresented groups (HUG) among its faculty. With the stated DIAP goal of doubling the number of faculty from HUGs by 2020-2022, Brown has instituted several practices and programs to increase its capacity to meet this goal. This panel discussion will provide an update on the outcomes these practices have produced to date, as well as discuss best practices in faculty recruitment and retention. Notable examples from academic departments that have implemented active and aggressive measures to identify, attract, and retain HUG faculty will also be highlighted.

II. Diversity and Inclusion Considerations for Graduate Student Recruitment and Retention

Location: 85 Waterman, Room 015

Shay Collins

Assistant Director for Co-Curricular Initiatives

Marlina Duncan

Associate Dean for Diversity Initiatives at the Graduate School

Robert Self

Mary Ann Lippitt Professor of American History, Professor of History, Chair of History

The DIAP stated a goal of doubling the number of HUG graduate students by 2020-22. In fall of 2017, the largest-ever cohort of HUG students entered the Graduate School, representing 12% of the incoming class. This means that out of approximately 2,495 graduate students, a total of 284 students from HUGs are currently working towards graduate degrees. This outcome was the result of significant efforts directed at creating strategic recruitment plans, creating opportunities for HUG candidates to visit Brown, incorporating holistic application reviews, and active and conscious attempts to avoid implicit bias in the application review process. However, to truly meet our DIAP goal, we must also think beyond recruitment and invest efforts into supporting and retaining graduate students. This panel discussion will feature representatives from academic departments, the Brown Center for Students of Color, and the Graduate School sharing successful strategies for recruiting HUG graduate students and for building a collaborative community to support their success.

III. Applying Intersectional Frameworks to Foster Inclusive Environments

Location: Salomon 202

Je-Shawna Wholley

Assistant Director of LGBTQ Center

Diversity efforts informed by intersectional theoretical frameworks can lead to more effective attempts at creating inclusive spaces within our community, our classrooms, and our workspaces, as well as facilitate greater understandings of how converging identities contribute to experiences of inequality. The term intersectionality was coined by Professor Kimberlé Crenshaw to describe how different identities intersect, and how power and oppression meet at this intersection to shape ones lived experiences. This session will introduce key tenets of intersectionality and highlight the benefits of applying this framework to diversity and inclusion efforts in a variety of practices, including teaching, scholarship, activism, and community partnerships.

IV. The Leadership Alliance: Building Collaborations to Promote Diversity and Inclusion
Location: Salomon 003

Carlos Aizenman
Professor of Neuroscience

Medeva Ghee
Executive Director of the Leadership Alliance, Assistant Professor of the Practice of Behavioral and Social Sciences

Elizabeth Harrington
Associate Dean for Graduate and Postdoctoral Studies in the Division of Biology and Medicine, Professor of Medicine

James Russell
Associate Professor of Earth, Environmental, and Planetary Sciences

Nirva LaFortune
Manager and Advisor for the Presidential Scholars Program

Chloe Poston
Associate Director of the Leadership Alliance

The Leadership Alliance is an integral part of the Brown community that serves as a resource for supporting departmental Diversity and Inclusion Action Plans and providing national opportunities for Brown students to reach their academic potential. Strong partnerships and collaborations are central to the success of the Alliance. In this session, we will highlight efforts to build collaborations across departments to offer pipeline opportunities to students. After a brief overview of the Leadership Alliance, panelists will share experiences as to how we have worked together to support their diversity goals.

V. Best Practices for Building a Diverse and Inclusive Academic Curriculum
Location: 85 Waterman, Room 130

Caroline Kuo
Assistant Dean of Diversity and Inclusion and Assistant Professor of Behavioral and Social Sciences in the School of Public Health.

Maud Mandel
Dean of the College

Besenia Rodriguez
Senior Associate Dean for Curriculum

Bjorn Sandstede
Professor of Applied Mathematics, Royce Family Professor of Teaching Excellence, and Associate Director of ICERM

David N. Weil
James and Marryl Tisch Professor of Economics and Chair of the Department of Economics

In its DIAP, Brown committed to increase course offerings on issues of race, ethnicity, inequality and social justice, among other initiatives to allow students to engage intellectually with questions of diversity and inclusion. Several departments and centers have invested significant efforts to fulfill this commitment by expanding and enhancing their curricular and co-curricular offerings. This panel discussion will highlight notable examples of best practices from academic departments working towards creating a diverse and inclusive curriculum. Panelists will share insights and lessons learned from assessing their curricular needs as well as experiences in developing and implementing actions to expand their curriculum to meet the goals stated in the DIAP as well as the needs of first generation college students and students from Historically Underrepresented Groups.

VI. Recruiting, Retaining, and Investing in Diverse Staff through Effective Hiring Practices and Professional Development

Location: Salomon 001

Eric Estes

Vice President for Campus Life and Student Services

Joshua Segui

Director for the Brown Center for Students of Color

Brown committed to promoting hiring practices, professional development, and mentorship programs that would increase the diversity of staff and further their careers, especially staff from historically underrepresented groups. In this session, the Division of Campus Life will share their examples of best practices for meeting these goals.

Specifically, they will discuss the ways in which they have successfully increased the compositional diversity of staff working in the division by conducting effective administrative searches and promoting and strengthening existing positions. They will also share insights for investing in the professional development of staff with the expectation that all staff, regardless of how they identify or what their backgrounds are, should have the ability to engage in diversity and inclusion work.

VII. Bring the Personal into the Classroom: Inclusive Teaching in the Humanities and Social Sciences

Location: Sayles Hall 205

Marc Lo

Assistant Director for Assessment and Evaluation at the Sheridan Center for Teaching and Learning

Stacy Kastner

Associate Director of the Writing Center at the Sheridan Center for Teaching and Learning

What are the opportunities and risks involved when courses prompt students to write about or discuss aspects of their lives in an effort to promote a deepened understanding of the human experience? Such prompts present valuable opportunities for learning and interrogating course content and issues of equity and social justice.

However, they may also prompt discomfort for students and faculty. This four-part session (1) offers considerations for faculty as they design, assign, assess, and respond to personal narrative or experience-based assignments; (2) discusses strategies for modeling the kind of vulnerability first-person narratives or life-experience discussions demand of students; (3) provides a heuristic that both faculty and students can use to map the classroom-personal boundaries necessary for productive, sustainable engagement on these topics, and (4) introduces strategies to help faculty recharge from the emotional labor that bringing the personal into the classroom evokes.

VIII. Results and Future Directions for Staff Climate Studies

Location: Petteruti Lounge in Stephen Robert '62 Campus Center

Liza Cariaga-Lo

Senior Advisor to the Provost for Academic Development, Diversity and Inclusion

Lynn Hernandez

Director of University Inclusion Programs and Assistant Professor of Behavioral and Social Sciences

To more fully unpack the concerns and issues revealed by the results of the campus climate surveys conducted in 2016 among staff, Brown committed to collecting qualitative data from a representative sample of staff across Brown. This session will present a summary of the major themes that emerged from these data collection efforts. Strategies for addressing concerns and improving campus climate for staff will also be generated through discussions.



BROWN

**IX. Community Engagement at Brown
Location: 85 Waterman, Room 010**

Ashley Green
Associate Director for Community Partnerships at the Swearer Center

Katie Silberman
Assistant Director of Community Relations

Betsy Shimberg
Assistant Dean of the College and Director for Student Development at the Swearer Center

A key goal of the DIAP is to strengthen Brown's engagement with Providence and Rhode Island communities. Brown engages in much of this work through the Swearer Center, and there are also other groups on campus engaging with communities. The DIAP called for an evaluation of Brown's community engagement in order to determine how we, as a community, can best support these efforts. This panel discussion will present the findings and recommendations of this evaluation. Panelists will also discuss some of the Swearer Center's DIAP objectives: to provide pathways for community members to engage with Brown and access Brown resources and facilities; and to frame Swearer relationships with communities through a diversity and inclusion lens, with a focus on addressing just power sharing in a context of historically unequal power relations between Brown and the community.

1:30 to 2:45 pm: Concurrent Breakout Sessions (Part 2)
Please select one to attend.

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III. Inclusive Teaching in STEM
Location: Sayles Hall 204

Christina Smith
Assistant Director, Undergraduate Instructional Development at The Sheridan Center for Teaching and Learning

We interact with STEM students in a variety of environments such as in lab, office hours, advising or mentoring meetings. These learning environments are complex and can sometimes feel difficult to navigate. Within this workshop, we will discuss values and strategies that create inclusive learning environments that address the whole student. Working collaboratively, we will practice these strategies using case studies to build your confidence in engaging with a diverse student community.

IV. Recruiting, Retaining, and Investing in Diverse Staff through Effective Hiring Practices and Professional Development
Location: Salomon 001

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Vice President for Campus Life and Student Services

Joshua Segui
Director for the Brown Center for Students of Color

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VI. Practical Guidelines for Program Evaluation
Location: Salomon 203

Lindsay M. Orchowski
Assistant Professor of Psychiatry and Human Behavior and Title IX Coordinator for the Alpert Medical School.

Since the release of the DIAP, many efforts have been directed at capacity building to develop policies, infrastructure, mechanisms, resources and pilot programs that build a strong foundation for the DIAP's success. However, how do we measure gains that have resulted from these efforts, and how do we identify areas where more work is needed? Program evaluation is the systematic process of collecting, analyzing, and using information to inform and refine institutional projects, policies and programs. In this workshop, participants will learn practical guidelines for evaluating the processes, effectiveness and efficiency of projects and programs. Topics will include: establishing a program logic model, delineating measurable outcomes, procedures for conducting a process evaluation, and guidelines for outcome evaluation.

VII. Listening to Community Concerns to Develop and Implement New Initiatives
Location: Petteruti Lounge in Stephen Robert '62 Campus Center

Joseph Diaz
Associate Dean for Diversity and Multicultural Affairs at the Brown Medical School

Ry Garcia-Sampson, MD'19, MPH '19

Zoila Quezada
Assistant Director in the Office of Diversity and Multicultural Affairs

Marisa Quinn
Chief of Staff to the Provost

How do we, as a community, address current events and respond to the concerns of faculty, students, and staff? In this session, the Office of Diversity and Multicultural Affairs at the Warren Alpert Medical School and the Office of the Provost will share their experiences in developing and implementing initiatives to respond to current events and informed by concerns heard from their communities of students, faculty, and staff.

VIII. The Leadership Alliance: Building Collaborations to Promote Diversity and Inclusion
Location: Salomon 003

Carlos Aizenman
Professor of Neuroscience

Medeva Ghee
Executive Director of the Leadership Alliance, Assistant Professor of the Practice of Behavioral and Social Sciences

Elizabeth Harrington
Associate Dean for Graduate and Postdoctoral Studies, Professor of Medicine, Division of Biology and Medicine

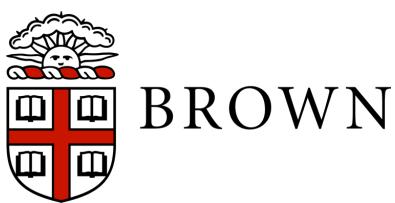
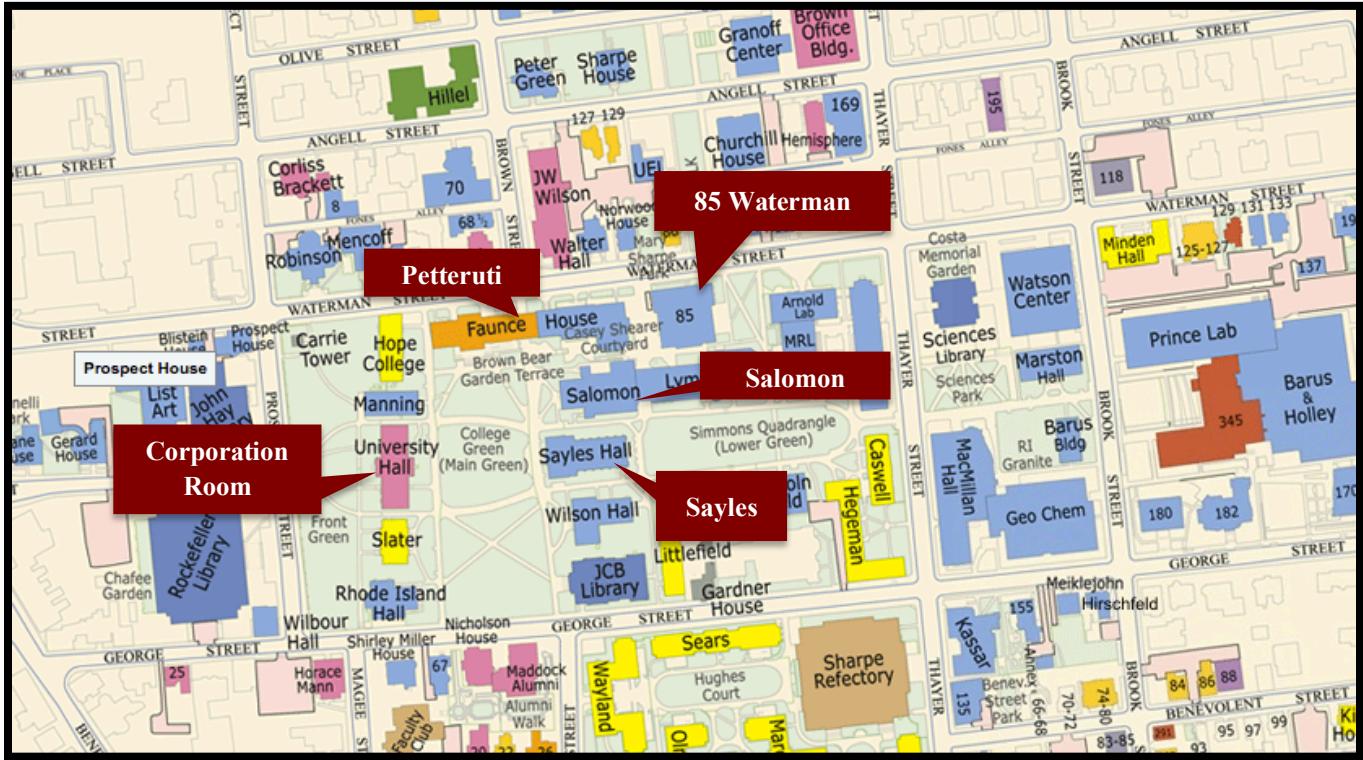
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SESSION LOCATIONS



SPONSORED BY THE OFFICE OF INSTITUTIONAL EQUITY AND DIVERSITY