



First Annual  
Diversity, Equity, and Inclusion Conference  
August 23, 2021  
9:30 AM – 4:30 PM

**9:30 AM– 10:00 AM**

**Introduction and Welcome**

Michael Geisler, Manhattanville President

Cindy Porter, Vice President of Student Affairs & Chief Diversity Officer

Latisha Clarke, Class of 2022

**10:00 AM – 11:00 AM**

**Panel Discussion: The Challenges of DEI Efforts in Higher Education**

Across the country diversity we witness the debates related to the diversity education and its' place in education. Members of the Manhattanville community will openly dialogue around the expectations of internal and external stakeholders on the place for DEI education. What does it mean for higher education? What are the challenges for us at Manhattanville and how do we navigate them?

Moderator: Dr. Susan Iverson

Panelists: Louise Feroe, Acting President

Kenneth Mitchell, Faculty

Elizabeth Burrier, Faculty

Seann Kalagher, Legal Counsel

Anthony Wilder, Director Center for Inclusion

**11:15 AM – 12:15 PM**

**Concurrent Sessions**

**Session 1: Introduction to Equity Audits**

What is an equity audit and why does it matter? This session provides participants with a theoretical framework to understanding equity. Participants will be introduced to the concepts of an equity audit and strategies to start the process.

Presenter: Cindy Porter

**Session 2: Equity in the Curriculum**

How do you increase engagement in the classroom and help students feel connected to the curriculum? The session offers practical strategies on how to include diverse perspectives into your curriculum.

Presenter: Kahlil Koromantee

**Session 3: Leading through a DEI Lens**

During this time of increased call for systemic changes in how we address race, gender, sexual, ability, religion and other marginalized identities, it is important for leaders at all levels of higher education to understand their roles in creating a diverse, inclusive and equitable workplace. This session will address topics of privilege, implicit bias, cultural change to rethink our approach to developing a workplace that is respectful and inclusive of its employees. *(Suggested for those who supervise)*

Presenter: Usama Shaikh

**Session 4: Fostering an Inclusive Learning Environment**

With new gender pronouns emerging, complex student diversity, and intersecting identities and lived experiences, our spaces are becoming more and more diverse and the demand to understand and accommodate these needs grows. This workshop will cover some of the basic principles of bias and how it impacts our creation of inclusive spaces. We will also introduce the importance of preferred names and gender pronouns in the classroom and additional strategies to building spaces that are more inclusive for all.

Presenter: Anthony Wilder

**Session 5: What is CRT and what does it have to do with me?**

Critical Race Theory (CRT) is currently being debated on federal, state, and local stages with varying levels of understanding of what the theory purports. This session will introduce the basic tenets of CRT and how it applies to the work that we do in serving our students as administrators, faculty, and staff in higher education.

Presenters: Dr. Susan Iverson and Dr. Nicole Joseph

**Session 6: Racial Trauma**

This presentation offers participants an in depth look at racial trauma and its impact on the community. Participants will be presented with trauma informed strategies to build an inclusive community in and outside the classroom.

Presenter: Dr. Flecia Thomas

**Session 7: How do I develop as a critically reflective practitioner?**

This session introduces participants to the concepts of adverse impact analysis and offers a facilitated dialogue around implicit association analysis and managing the escalation of conflict: avoiding war.

Presenter: Edwin Bowman

**12:15 PM – 1:30 PM****Break****1:30 PM – 2:15 PM****A Deeper Dive into Data: Inequity at Manhattanville**

This presentation shows multiple data points regarding the experiences of Manhattanville students aggregated by race.

Presenters: Christine Farrugia, Carleigh Brower, and Alex Barkley

**2:30 PM – 3:30 PM****Concurrent Sessions****Session 1: Equity at Work: Follow Up to Session on Equity Audits**

For anyone who participated in the spring sessions

Round table discussion on how community members are using the tools introduced in the equity audits sessions in the workplace. Session will begin with a short review and participants will have the opportunity to share what's being done and where they need help.

Presenter: Loren Ciardullo

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Presenter: Kahlil Koromantee

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**Session 4: Responding to the Needs of Manhattanville's Diverse Community**

As a follow-up to the plenary session, this interactive workshop prompts participants to consider institutional data through a DEI lens, develop follow-up questions based on the data, and brainstorm strategies to respond to the needs of our diverse community inside and outside of the classroom. We will discuss how to make the most out of the data you have and help you think through the data you need.

Presenter: Carleigh Brower and Christine Farrugia

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**3:30 PM – 3:45 PM**

**Break**

**3:45 PM – 4:30 PM**

**Next Steps**

Manhattanville DEI Progress Report and 2021-22 Priorities  
Closing Comments from the Provost

## Featured Presenters

**Dr. Susan V. Iverson**

*Professor of Higher Education Leadership, and Director of the Doctoral Program  
Manhattanville College*

Iverson's interests as a scholar-practitioner center equity and social action. She's published work related to diversity & equity, status of women, leadership in higher education, scholarship of teaching and learning, and the role of policy in shaping problem representations. Prior to becoming faculty (in 2006), Iverson worked in student affairs administration for nearly 15 years.

**Dr. Nicole Joseph**

Dr. Joseph is an educator with over 20 years of experience in higher education administration and teaching in community colleges and non-profit organizations. She is currently the Director of the Ossining Extension Center of Westchester Community College. Dr. Joseph's dissertation, "Feelin' Some Kind of Way": The Lived Professional Experiences of Midlevel Black Women Administrators in Community Colleges Through the Lens of Black Feminist Thought uncovers how race shapes the leadership experiences of midlevel administrators in community colleges.



**Anthony Wilder**

*Director, Center for Inclusion  
Manhattanville College*

Anthony previously served as the Program Coordinator in the Office of Institutional Diversity and Inclusion at Northeastern University in Boston, MA. In this role, he worked closely with faculty and staff in providing DEI development opportunities and workshops, as well as supporting social engagement through the university's seven active affinity groups. He also supported professional development opportunities for historically excluded populations through various initiatives and programs, geared towards providing increased access to mentorship and career advancement.

**Dr. Christine Farrugia**

*Director, Institutional Research, Planning and Assessment  
Manhattanville College*

Christine's previous research roles include Columbia University School of Professional Studies where she conducted research on the future of work, lifelong learning, and educational access. Prior to that, she was research director at the Institute of International Education (IIE) where she led *Open Doors*, a large-scale annual survey of international educational exchange in the United States, and other research on international academic mobility. Dr. Farrugia holds a Ph.D. from SUNY-Albany and M.A. and Ed.M. degrees from Teachers College, Columbia University.

**Usama Shaikh**

*Vice President for Diversity, Equity, and Inclusion and  
Title IX Officer  
SUNY Old Westbury*

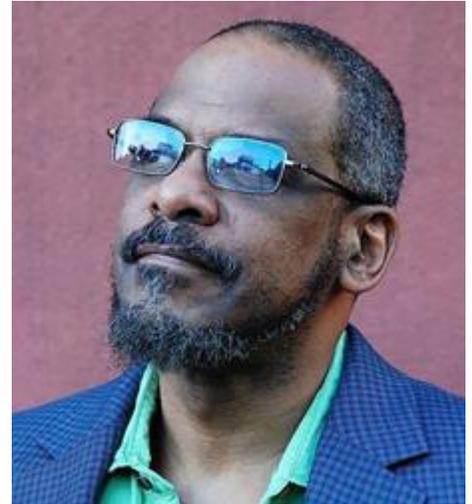
In his role, Usama is responsible for coordinating efforts to establish "Diversity" and "Inclusive Excellence" as core values at SUNY Old Westbury. His Office is responsible for educating and training the campus community to fully understand the compliance requirements and our overall expectations regarding diversity and Title IX.



**Kahlil Koromantee**

*Program Coordinator, Center for Inclusion  
Manhattanville College*

Kahlil has a Master's in Applied Counseling from New York University and a Bachelor's in English Instruction from City College of CUNY. His professional background includes working with marginalized students and teaching cultural and inter-cultural awareness. His philosophy on DEI is that we are witnessing a cultural shift on and off campus presenting a great opportunity for us to address inequities in our departmental programs and the classroom experience.

**Alex Barkley**

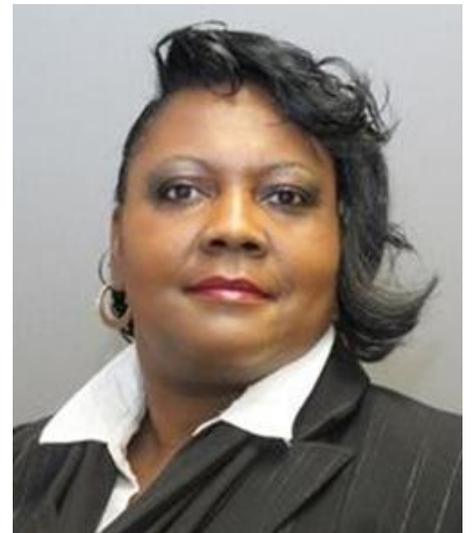
*Director, Center for Student Involvement & Leadership  
Manhattanville College*

Alex (He/him/his) serves as the Director of the Center for Student Involvement & Leadership (CSIL) at Manhattanville College. In his role, Alex has focused on understanding student engagement on campus through data collection and analysis to better understand student needs and wants. In addition to student engagement, Alex has supported the New Student and Family/Supporter Orientation program, Student Government, and the Senior Class.

**Flecia Thomas**

*Associate Vice President of Student Affairs  
College of Southern Nevada*

Dr. Flecia Thomas has over 15 years of direct leadership in diversity and inclusion work. Her social justice/community service work has expanded across a variety of organizations and platforms for over 30 years. Dr. Thomas has facilitated numerous presentations on cultural competencies and identity development. She is currently a member of the anti-black racism committee at her college.



**Carleigh Brower**

*Director of the Center for Teaching, Learning, and Scholarship,  
the Academic Resource Center, and the Writing Center  
Manhattanville College.*

Carleigh holds an MFA from Sarah Lawrence College and is a doctoral candidate in the Composition and Applied Linguistics Program at Indiana University of Pennsylvania. She has been published in *The Journal of Adolescent & Adult Literacy* and *The Writing Lab Newsletter* and has presented at the annual conventions of the Conference on College Composition and Communication, the International Writing Centers Association, the National Conference on Peer Tutoring in Writing.

**Latisha Clarke**

*Manhattanville College, Class of 2022*

From Poughkeepsie, NY, Latisha is a Business Major with a minor in Sports Studies. Latisha has been an active member of the DEI committee since its inception and more recently has served as a DEI intern since Spring 2021. Latisha will be graduating this upcoming January!



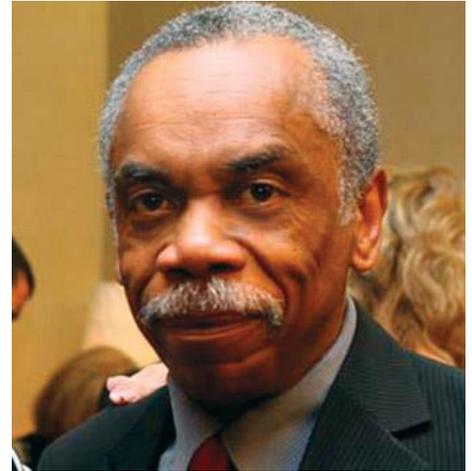
**Edwin Bowman**

*Adjunct Faculty, Finance, Economics, and Management  
Manhattanville College*

After a long chemical research and development experience in a global chemical company (Dow Corning and Dow Chemical Co. (Midland, MI), Bowman joined a large New York Human Resources Management Consulting firm that focused on labor and human resources relations including diversity management, Glass Ceiling Initiatives for Women and Minorities, and Federal contract compliance.

Bowman served as President of the Westchester Human Resource Management Association (WRMA) before joining Mville in 2011.

Bowman is Founding Partner of BowmanBecker Consulting, LLC that focuses on Talent Management, Organization Development, and Workforce Diversity.

**Dr. Cindy Porter**

*Vice President for Student Affairs &  
Chief Diversity Officer  
Manhattanville College*

Cindy joined Manhattanville College as the vice president of student affairs in 2017 after a career spanning over 25 years in student life, diversity and inclusion, and co-curricular assessment. She has served as an adjunct faculty member at both Manhattanville College and the University of Bridgeport where she taught in the Counseling program. Cindy has presented regionally and nationally in the areas of assessment, learning through the co-curricular experience, and creating an inclusive campus communities. Her doctoral research focused on high impact practices and her particular interest in understanding impact on persistence for students from underserved populations. Cindy currently serves the dual role of VP for student affairs and Chief Diversity Officer. Her conviction on the need to intentionally create inclusive environments reflects throughout her work. When not at work, her interests include cooking, science fiction, and “a great game of spades”.



**Loren McDermott Ciardullo**

*Special Assistant to the President &  
Title IX Coordinator  
Manhattanville College*

Loren (she/her/hers) is a native of Bronx, NY and has experience in Student Success, Residence Life, Career Services and College Preparation. She has served as an adjunct professor for the ATLAS and First Year Program and Communications & Media. She also serves as the Chair of the Council for Diversity, Equity and Inclusion at the College. She earned her Bachelor of Arts in Psychology from the College of the Holy Cross and holds a Masters of Science in Education and Counseling and Personnel Services from Fordham University.

