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 2023

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

**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, inclusion and equity to rethink our approach to developing a workplace that is respectful and inclusive of its employees. *(Suggested for those who supervise)*

Presenter: Usama Shaikh (Ken)
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

Session 5: Racial Trauma
This presentation offers participants an in depth look at racial trauma and its impact on the community. The audience will be presented with trauma informed strategies to build an inclusive community in and outside the classroom.

Presenter: Dr. Flecia Thomas

Session 6: What’s 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 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

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