



SOUTHERN INDIANA CONFERENCE ON
DIVERSITY, EQUITY and INCLUSION

VIRTUAL CONFERENCE 2021

OCTOBER 1 - 2, 2021

UNIVERSITY OF
SOUTHERN INDIANA[®]

WELCOME

On behalf of the planning committee, we warmly welcome you to the inaugural Southern Indiana Conference on Diversity, Equity and Inclusion. This year's conference theme, *From Moment to Movement: Transforming Diversity, Equity and Inclusion in Organizational Spaces*, seeks to offer insights into how diversity, equity and inclusion are transforming organizational spaces to provide holistic practices for students and employees. To begin institutionalizing diversity, equity and inclusion, organizational change is a necessity. With the University of Southern Indiana's unwavering commitment to fostering an inclusive and diverse community and increasing external engagement, it is vital that we, as an institution of higher learning, lead and work collaboratively with others to build equitable and inclusive spaces.

The Southern Indiana Conference on Diversity, Equity and Inclusion (SICDEI) was created from a need to engage individuals around the state of Indiana and beyond regarding issues around diverse populations, equitable policies, and inclusive spaces. The conference is designed to involve a variety of individuals and organizations ranging from colleges and universities to the Evansville community as a whole. Drawing from the university's core values, the conference provides a professional forum to foster transformative learning through external engagement while addressing issues of diversity, equity, and inclusion. The goals of this conference are to provide a forum where divergent ideas are shared to create innovative and long-lasting practices that contribute to the equitable advancement of society and organizations.

The Southern Indiana Conference on Diversity, Equity and Inclusion aims to become the annual leading conference in Indiana and surrounding areas allowing individuals to assess, develop, and enhance their current knowledge and practices on issues of social justice. Through the SICDEI, stakeholders and community organizations come together to develop innovative solutions that contribute to the institutionalization of equitable and inclusive practices through organizational change. Additionally, the conference allows attendees to foster impactful engagement through asset-based approaches that focus on the positive transformation of individuals, communities, and organizations.

CONFERENCE SCHEDULE

DAY 1

FRIDAY, OCTOBER 1, 2021

6:00p.m.-6:30p.m.

Registration and Welcome

6:30p.m.-7:15p.m.

**The Power of One: Shifting the DEI Landscape Keynote
by Lori Sutton**

7:30p.m.-8:30p.m.

Virtual Networking Session

DAY 2

SATURDAY, OCTOBER 2, 2021

10:00a.m.-10:45a.m.

The Importance of Being Culturally Competent
by Alexandria Gurley

10:00a.m.-10:45a.m.

Tackling Unconscious Bias by Jessica Adler

10:00a.m.-10:45a.m.

Transgender Inclusion and Allyship: What it Means,
Why it Matters, and What you can do by Ben Greene

10:50a.m.-11:35a.m.

Developing and Resourcing Student Athletes Platform in Social Justice, Diversity,
and Inclusion within the Higher Education Landscape by Katreshia Louis-Verrett

10:50a.m.-11:35a.m.

Mental Health: Practical Tools and Tips to Support Your Team by Ashley
Johnson and Andrea Herron

10:50a.m.-11:35a.m.

Best Practices for Inclusive Hiring Panel moderated
by Dr. Brandi Neal

11:45a.m.-12:30p.m.

**Equity is Excellence: Strategies for Institutional Success Keynote
by Dr. N.J. Akbar**

12:30p.m.-1:00p.m.

Break

1:00p.m.-1:45p.m.

Do I Really Have to Measure That? Ensuring Effective Implementation and
Execution of DEI Initiatives
by Josephine Bennett

1:00p.m.-1:45p.m.

Say My Name Say My Name: The Silencing of Controversial Educational Theories
and Practices
by Dr. Xavia Harrington-Chate

1:50p.m.-2:35p.m.

Building Coalitions to Impact Change with Local Legislate Bodies/School Boards
by Julie Robinson

1:50p.m.-2:35p.m.

The Black Doctoral Student Experience: Four Pillars of Institutional Retention and
Reform
by Theodore Johnson, Kenya Love, Richard Nkrumah, and Shawn Maxwell

2:40p.m.-2:50p.m.

Conference Closing Remarks

*Sessions were created with undergraduates and entry level professionals in mind, but open to all

CONFERENCE COMMITTEE



Dr. Amy Chan Hilton

Director of Center for Excellence in Teaching and Learning Center for Excellence in Teaching and Learning



Dr. Brandi Neal

Postdoctoral Fellow



Dr. D'Angelo S. Taylor

Associate Director of the Multicultural Center & Adjunct Faculty in the Educational Leadership Program



Megan Doyle

Associate Director of Special Events and Scheduling Services

KEYNOTE SPEAKERS



Lori Sutton

Chief Executive Officer at JADE Consulting, LLC

Lori Sutton is the Chief Executive Officer at JADE Consulting, LLC. Lori launched JADE in late 2020 to assist organizations with the necessary tools and resources to drive organizational growth primarily in the areas of diversity, inclusion, and equity. In addition to JADE, she is the Global Head of Inclusion, Diversity, & Culture at Alcoa. Overall, Lori has 16 years of accounting experience and 11 years of diversity, inclusion, human equity, and human resources experience.

Lori received a Bachelor's Degree in Accounting from the University of Southern Indiana. She also received her MBA from Indiana Wesleyan. She holds multiple certifications including Certified Diversity Executive and Certified Diversity Professional. In addition, she has received several awards both locally and internationally for her work in diversity, equity, and inclusion. Specifically, she was awarded the 2021 Woman of Distinction from the Girl Scouts of Southwestern Indiana, the Willie Effie Thomas Diversity Leadership Award from Leadership Everyone, recognized as one of the Top Executives in the nation by Black Enterprise Magazine, and is a recipient of the International Diversity Leader Award from Profiles in Diversity Journal. Moreover, her work has been featured as a best practice case study by Profiles in Diversity Journal.

Over the years, Lori has participated on several boards throughout the community. She currently serves on the board of directors for the University of Evansville Center for Innovation & Change, Evansville Teachers Federal Credit Union, Ascension St. Vincent Evansville Foundation, and the Girl Scouts of Southwestern, IN. Lori resides in Evansville with her husband James. They have two children, JaDrien and Aaliyah. **5**

KEYNOTE SPEAKERS



N.J. Akbar, Ph.D.

Associate Vice President of Diversity, Equity, and Inclusion-Kent State University

Dr. N. J. Akbar serves as Associate Vice President for Diversity, Equity, and Inclusion at Kent State University. In this role, he serves as the senior deputy to the VP/CDO for university-wide diversity efforts. As AVP, Akbar is primarily responsible for assisting the VP with strategic planning, research, assessment, and student success initiatives for the division; supporting the seven regional campuses with their DEI engagement strategy, Climate Study, and relaunching the diversity scorecard/index. Prior to this role, Akbar served as Assistant Dean for Academic Diversity Success in University College and Director of Diversity Outreach & Development for the College of Education, Health and Human Services among other roles at Kent State University. Prior to Kent State, Akbar worked at the University of Michigan in The Career Center and Office of Student Conflict Resolution.

Outside of work, Dr. Akbar is a strong public education advocate and community champion. In 2019, he was elected to serve on the Akron Board of Education where he was chosen by his peers as Vice President in 2020 and President in January 2021. He also serves on many boards, such as the Akron Art Museum, Final Farewell Project, and a few others. He is a proud life member of Alpha Phi Alpha Fraternity, Inc.

Over the years, Dr. Akbar has received several awards to include, including being named Brother of the Year five times in his 17 years as an Alpha, 2015's 30 for the Future by the Akron Chamber of Commerce for up and coming leaders under 40, Harold K. Stubbs' 2017 Humanitarian of the Year in Education, named Ohio's 2020 Champion of Pride by the Advocate Magazine and most recently named the 2021 Public Elected Official of the year by the Ohio Chapter of the National Association of Social Workers, to name a few.

CONFERENCE PRESENTERS



Alexandria Gurley

Consultant, Keynote
Speaker, Diversity Trainer

Alexandria Gurley hails from East Palo Alto, CA, and lives in Dallas, TX. She holds an M.A. in Cultural Studies from Claremont Graduate University with a B.A. in African American Studies from UC Irvine. She is an accomplished speaker, poet, diversity strategist, and educator. Her work is rooted in her daily lived experience combined with her theoretical knowledge from foundational frameworks offered through formal education. Her performance career has spanned a decade, and her speaking career has been for four years. www.alexthagreat.com

An experienced leader who has served 27 years as an educator in schools across the country and in Italy, Ms. Hervey is the Founder and Head of School at The PATH School, an Innovation Network Charter School in partnership with Indianapolis Public Schools. Ms. Hervey is a graduate of Tuskegee University and Columbia University. She was a National Board Certified English teacher, and she is the proud mom of one daughter, Kennedy Hervey. When she's not serving in schools, Ms. Hervey can be found in her favorite boxing class, on a yoga mat, or curled up with a good book.



Alicia Hervey

Founder & Head of The PATH
School

CONFERENCE PRESENTERS

HR leader, coach, author, and award-winning podcast host, Andrea is a passionate advocate for addressing mental health and bolstering diversity, inclusion, and belonging in the workplace. She draws on 15+ years in HR to create workshops and trainings. She presented a concurrent session at the 2021 SHRM national conference and sessions for PHRMA, DisruptHR, and more. Andrea hosts WebMD Health Services' podcast, The HR Scoop, which received a 2021 Digital Health Award®. Andrea earned a bachelor's and master's degree from WKU and holds multiple certifications in Human Resources Management.



Andrea Herron

HR Leader, Coach, Author, & Award-Winning Podcaster



Ashley Johnson
TEDx Speaker

TEDx speaker and Today Show guest, Ashley Johnson wrestles with an anxiety disorder and uses her imprint, *There's an Elephant in Your Office*, to advocate for improved mental health in the workplace. She's a Stability Leader in The Stability Network, co-authored *The Higher Level Method*, and writes for *Scary Mommy* and *The Mighty*. Professionally, Ashley is an experienced marketing and public relations specialist with 15 years dedicated to health care and teaches public speaking as an adjunct professor at USI. She earned a bachelor's degree from Centre College and masters degree from WKU.

CONFERENCE PRESENTERS



Ben Greene
TEDx Speaker, LGBTQ+ Consultant

As one of only two transgender people in his hometown, Ben Greene has always been the “designated educator”. After giving a successful TEDx talk called “Where are you Sitting?”, he began his career as a speaker and LGBTQ+ inclusion consultant. He has spoken all over the world in many different domains: conferences and summits, schools and universities, government agencies, and internal events for global corporations. He also sits on the advisory board of a global branding firm. He is passionate about educating others from a place of compassion--no matter where they're starting from.

Dameion Doss currently serves as the Deputy Civil Rights and Title IX Coordinator, as well as the Interim Affirmative Action Officer at the University of Southern Indiana. Dameion has over 10 years of law enforcement experience and departed as a police sergeant. Dameion also has experience with case management, outreach, assessment, training, professional development programs and diversity, and inclusion programming.



Damien Doss
Deputy Civil Rights and Title IX Coordinator - University of Southern Indiana

CONFERENCE PRESENTERS



Diane Clements-Boyd

Executive Director of the
Evansville-Vanderburgh
County Human Relations
Commission

Diane Clements-Boyd is the Executive Director of the Evansville-Vanderburgh County Human Relations Commission. She serves in the following capacities: Chairperson of the Indiana Advisory Committee to the U.S. Commission on Civil Rights; International Association of Official Human Rights Agencies; and the Red Cross of Southwest Indiana Diversity, Equity & Inclusion Committee. Diane's responsibilities include enforcing civil rights laws and coordinating diversity training for all City of Evansville employees. She is a graduate of UCLA with a Bachelor of Arts degree in Sociology.

Holly Sanders is the Human Resources Business Director for AstraZeneca, Mount Vernon. She has over 16 years of progressive manufacturing HR experience in the Steel, Petrochemicals, and pharmaceutical industries. Holly holds a master's degree in Industrial Organizational Psychology from Western Kentucky University (Go Hilltoppers!) and worked for 4 years in mental health before transitioning to Human Resources. Holly has built a passion for Diversity, Equity & Inclusion as she's spent the past several years reading, listening, learning & working in this space.



Holly Sanders

Human Resources Business
Director for AstraZeneca

CONFERENCE PRESENTERS

Jessica Adler is a Senior Administrative Associate at the University of Southern Indiana supporting members of the university executive team. With more than a decade working in the legal profession, she developed a passion for creating a better community in which we live and work. Jessica believes diversity, equity, and inclusion are the foundational pillars to ensure success in any organization. Jessica holds a Bachelor of Professional Studies from the University of Southern Indiana and an Associate of Science in Criminal Justice from Ivy Tech Community College.



Jessica Adler
DEI Advocate



Dr. Josephine Bennett
HR Data Professional

Dr. Josephine Bennett is the Assistant Director of HR Data and an Advisor at Everett Advisory Partners. At Everett, she works to help offer workplace solutions ranging from compensation analyses to analyzing workforce data. She is also an experienced adjudicator who performs vocational analyses, disability assessments, and preliminary hearing evaluations for both state and federal governments. Dr. Bennett possesses a DrBA in Human Resources from Liberty University, an MBA from the University of North Alabama, and a Bachelor of Science in Business from Jacksonville State University.

CONFERENCE PRESENTERS

Katreshia Louis-Verrett is equipped with unique expertise in athletic administration. As a former Division I track and field student-athlete, educator, lawyer and now an athletic administrator, she recognizes the complex yet rewarding appeal the world of college athletics has to offer. Having vast experience in NCAA compliance, fundraising, capital projects, student-athlete development and engagement, Diversity, Equity and Inclusion, and Title IX. Katreshia is a renowned speaker, presenter, and entrepreneur is always inspired by learning while educating others.



Katreshia Louis-Verrett

Athletic Administrator & Lawyer



Kenya Love

Doctoral Student

Kenya Love holds an M.P.H. in Community Health Education from the UNMC College of Public Health and is currently pursuing a doctorate in Public Administration from UNO's College of Public Affairs and Community Service. Her area of specialization includes public policy and Critical Race Theory. In furthering her education, Ms. Love utilizes research/evaluation as a medium of advocacy to redress historical and contemporary racial/ethnic, gender inequities at the intersection of health and public policy.

CONFERENCE PRESENTERS



Richard Nkrumah
Doctoral Student

Richard Nkrumah is a second-year doctoral student at the School of Public Administration at UNO. After his undergraduate studies at the University of Ghana, Richard worked in government through which he familiarized himself and developed a keen interest in governmental financial management, public budgeting, ethics, and technology in government. During his time as an MPA student, Richard researched with the Georgia Municipal Assembly (GMA) on various tax reforms that affected local governments in the state of Georgia. He hopes to research public financing, especially in West Africa.



Shawn Maxwell
Doctoral Student

Shawn Maxwell is a Ph.D. student in the University of Nebraska-Omaha's School of Public Administration, where she is an instructor of nonprofit management, and her research centers around representative advocacy, critical theories, nonprofit governance, moral licensing, health care mergers & acquisitions, community health centers, and rural communities. She has nearly 10 years of practice in program management and evaluation in areas such as public health, primary care, and philanthropy. Ms. Maxwell earned a BS in Experimental Psychology from USC Upstate and MPA from Northern Illinois University.

CONFERENCE PRESENTERS



Theodore W. Johnson
Doctoral Student

Theodore W. Johnson, a native of Ypsilanti, MI and second-year doctoral student within the School of Public Administration at Univ. Nebraska-Omaha is an Instructor within their Aviation Institute. He teaches several of the undergraduate courses, previously serving as the Director of the Aircraft Dispatch Program at Eastern Michigan University. His research interest strives to elucidate the factors that contribute to lackluster racial/ethnic diversity in specialized STEM fields such as aviation and render inclusive strategies aimed at appealing to these individuals to diversify the industry.

Dr. Xavia Harrington-Chate is an Assistant Professor of Education at the University of Southern Indiana. She received her: B.A. in English Education from Claflin University with a focus on culturally relevant pedagogy in English teaching; M.A. in Rhetoric and Composition from Auburn University with a focus on cultural rhetorics & TESOL; and Ph.D. in Leadership in Higher Education with a focus on first-year first-generation college students' retention. Dr. Harrington-Chate's research agenda explores the connections between student success and diversity & bias training in teacher education.



Dr. Xavia Harrington-Chate
Assistant Professor of Education

CONFERENCE ZOOM LINKS

Welcome/Power of One Keynote

<https://usi.zoom.us/j/97202052997>

Virtual Networking

<https://usi.zoom.us/j/95776315620>

The Importance of Being Culturally Competent

<https://usi.zoom.us/j/99950985077>

Tackling Unconscious Bias

<https://usi.zoom.us/j/96298713751>

Transgender Inclusion and Allyship: What it Means, Why it Matters, and What You Can Do

<https://usi.zoom.us/j/92482666329>

Developing and Resourcing Student Athletes Platform in Social Justice, Diversity, and Inclusion within the Higher Education Landscape

<https://usi.zoom.us/j/97320353033>

Mental Health: Practical Tools and Tips to Support Your Team

<https://usi.zoom.us/j/94256254530>

Best Practices for Inclusive Hiring Panel

<https://usi.zoom.us/j/95428391120>

Equity is Excellence: Strategies for Institutional Success
Keynote

<https://usi.zoom.us/j/95263879237>

CONFERENCE ZOOM LINKS

Do I Really Have to Measure That? Ensuring Effective Implementation and Execution of DEI Initiatives

<https://usi.zoom.us/j/93110531727>

Say My Name Say My Name: The Silencing of Controversial Educational Theories and Practices

<https://usi.zoom.us/j/91856153213>

Building Coalitions to Impact Change with Local Legislative Bodies/School Boards

<https://usi.zoom.us/s/91477186723>

The Black Doctoral Student Experience: Four Pillars of Institutional Retention and Reform

<https://usi.zoom.us/j/7370440856>

Conference Closing

<https://usi.zoom.us/s/94808411630>



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