

## 2015 ADEA Diversity Workshop Series: Setting the Standard for Diversity and Accreditation

October 28, 2015  
Sheraton Hotel and Towers | Chicago, IL

### Program Agenda

The ADEA Diversity Workshop Series provides dental school administrators, faculty and staff with tools and strategies to promote and capitalize on the role of diversity in achieving academic excellence within health professions education.

Effectively facilitating “an environment characterized by, and supportive of, diversity and inclusion” involves more than promoting and supporting diversity activities—it requires effective leadership and careful development of a deliberate, collaborative and sustainable diversity plan.

*Setting the Standard for Diversity and Accreditation*, the first in the series of ADEA Diversity Workshops, is a one-day learning symposium to help participants understand the scope of the diversity-related CODA standards and assist them in developing mission-driven diversity plans for their institutions. The small group workshop format affords the unique opportunity for quality discussion, sharing and support among participants and presenters. Workshop activities include the following:

- Create a draft plan or outline that can serve as a starting point for facilitating and advocating for co-curricular programming to enhance the diversity goals and objectives of the dental school for faculty, students and staff.
- Work with faculty members and other academic staff to address dimensions of diversity related to teaching, curricular content and classroom climate for diverse groups.
- Identify the top two policies and practices at participants’ dental schools that are absolutely essential to achieving “appropriate levels of diversity among its students, faculty and staff” and systematically evaluating “comprehensive strategies to improve the institutional climate for diversity” [CODA DEP Standards, p. 21].
- Use of metrics to make the case for diversity and inclusion.
- Creating a learning community focused on diversity and inclusion.

### Learning Objectives for Overall Program

1. Articulate the importance of diversity and inclusion in a variety of ways (e.g., educational benefits, business case and social justice frameworks) that fit the dental institution’s purpose/mission. [CODA Standard 1.1]
2. Use curricula developments to address curriculum/classroom diversity. [CODA Standard 1.4]

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3. Identify institutional programming to address CODA's dimensions of diversity for students, faculty and staff. [CODA Standard 1.4]
4. Develop a process for documenting the educational benefits of diversity related to institutional effectiveness and institutional climate for diversity. [CODA Standard 1.4]

**Wednesday, October 28**

- 7:30 – 8:00 a.m.      **Networking Breakfast**
- 8:00 – 8:15 a.m.      **Welcome and Overview**
- Kim C. D'Abreu, M.P.H.  
ADEA Senior Vice President for Access, Diversity and Inclusion
- 8:15 – 9:30 a.m.      **Leadership and the Mission-Driven Diversity Plan**
- Charles Alexander, Ph.D.  
Associate Vice Provost for Student Diversity  
University of California, Los Angeles
- Margaret B. Wilson, D.D.S., M.B.A.  
Vice Dean and Associate Dean for Student Affairs  
East Carolina University School of Dental Medicine
- 9:30 – 9:45 a.m.      **Break**
- 9:45 – 11:30 a.m.      **Getting Started—Using a Logic Model to Describe and Assess Your Institution's Climate**
- Vidya Ramaswamy, Ph.D.  
Curriculum Assessment Specialist  
University of Michigan School of Dentistry
- Carol Anne Murdoch-Kinch, D.D.S., Ph.D.  
Clinical Professor and Associate Dean for Academic Affairs  
University of Michigan School of Dentistry
- Todd V. Ester, D.D.S.  
Director of Diversity and Inclusion and Adjunct Clinical Associate Professor  
University of Michigan School of Dentistry
- 11:30 a.m. – 12:15 p.m.      **Small Group Activity: "How-to" Diversity Planning**  
*Facilitated small group exercise to conceptualize and outline a diversity plan tailored to individual institutional mission.*
- Mark A. López, Ph.D.  
ADEA Senior Director for Access, Diversity and Inclusion

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12:15 – 1:15 p.m.	<b>Lunch and Policy Update</b>  <b>Remarks from</b> Eugene L. Anderson, Ph.D. ADEA Chief Policy Officer and Managing Vice President
1:15 – 3:15 p.m.	<b>Speed Learning Session: Exemplary Practices for Maximum Value and Sustainability</b> <i>A fun, timed activity where experts share exemplary practices.</i>  Kim C. D’Abreu, M.P.H. ADEA Senior Vice President for Access, Diversity and Inclusion
3:15 – 3:30 p.m.	<b>Break</b>
3:30 – 4:00 p.m.	<b>Working Session: Developing an Action Plan for Success</b> <i>Small group working session to develop an action plan with guidance from experts.</i>  Mark A. López, Ph.D. ADEA Senior Director for Access, Diversity and Inclusion
4:00 p.m.	<b>Wrap-up</b>
4:30 p.m.	<b>Adjourn</b>
4:30 – 5:30 p.m.	<b>Reception</b> <i>Co-sponsored by University of California, San Francisco, School of Dentistry</i>

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