



2022 ADEA Diversity, Equity, Inclusion and Belonging Workshop and
Journal of Dental Education Symposium

Impact 2030: Building a Culture of Inclusivity
October 26, 2022

Hyatt Regency St. Louis At The Arch
St. Louis, MO

The annual ADEA Diversity, Equity, Inclusion and Belonging (DEIB) Workshop provides dental education administrators, faculty, staff, residents, fellows and students with tools and strategies to promote and understand the important role that access, diversity, inclusion, belonging, equity and well-being play in promoting a humanistic environment within academic dentistry and society.

This year's ADEA DEIB Workshop is a joint symposium of the ADEA Office of Access, Diversity and Inclusion and the *Journal of Dental Education (JDE)*, featuring scholars and authors from the September 2022 *JDE* special issue on expanding and improving social justice, equity, access, diversity, inclusion and health equity in the academic health professions and oral health. Focusing on lessons learned, the *JDE* special issue is forward thinking in its effort to drive change and present contemporary solutions necessary to address the difficult systemic challenges related to antiracism, gender equity and equality for all persons.

The symposium theme is *Impact 2030: Building a Culture of Inclusivity*. Participants will engage in quality discussions and exchange ideas related to key DEIB issues facing dental education and oral health; issues at the intersection of health care and education; and our desire to provide inclusive, just and equitable communities throughout the world, particularly for underserved and marginalized populations. Additionally, this one-day networking and learning symposium will assist participants in further understanding cultural competence, social determinants of health, inclusive cultures and related Commission on Dental Accreditation standards (e.g., predoctoral Standards 1-4 and 2-16, dental hygiene Standard 1-2 and dental therapy Standard 1-3) to better assist them in developing and building mission-driven diversity initiatives for their institutions and the patients they serve. Consistent with the *JDE* special issue, the symposium discussions build upon ongoing lessons and knowledge gleaned from scholars, presenters and authors for both long- and short-term forward momentum in our strategic planning and ambitions.

Learning Objectives

Participants will:

- Identify challenges and best practices related to improving the recruitment and retention of historically underrepresented and marginalized populations in dental education.
- Discuss the integration of diversity, equity, inclusion, and belonging as key components of fostering and sustaining a welcoming, safe, and humanistic climate and culture in academic dentistry.
- Examine the intersections between a diverse and a culturally/structurally competent oral health care workforce and effectively serving the needs of rapidly changing demographic populations.

Agenda

**** All sessions are in the Regency Ballroom unless otherwise specified****

- 8:00 – 9:00 a.m. **Registration**
- 8:15 – 9:00 a.m. **Networking Breakfast**
- 9:00 – 9:10 a.m. **Welcome Remarks**
Sonya G. Smith, Ed.D., J.D.
ADEA Chief Diversity Officer
- Nader Nadershahi, D.D.S., M.B.A., Ed.D.
Dean, University of the Pacific, Arthur A. Dugoni School of Dentistry
Chair of the ADEA Board of Directors
- Karen P. West, D.D.S., M.P.H.
ADEA President and CEO
- Michael S. Reddy, D.M.D., D.M.Sc.
Dean, University of California, San Francisco, School of Dentistry
Associate Vice Chancellor, Oral Health Affairs
Editor, *Journal of Dental Education*
- 9:10 – 10:00 a.m. **Keynote Address: The Evolving Challenges of Diversity and Inclusion For Contemporary Health Professional Education**
[Reed V. Tuckson, M.D., FACP](#)
Managing Director, Tuckson Health Connections, LLC
- Dr. Tuckson will present the significant, and rapidly evolving, contextual landscape of American society and the related implication for population health. Specifically, he will highlight the challenges and opportunities for advancing comprehensive healthcare for people of color and other marginalized groups.
- Learning Objectives
- Examine the root causes of unequal access to quality clinical interventions and the related triad of mistrust, distrust and misinformation.
 - Describe how the changing conceptualization of clinical care delivery and its reimbursement offers new opportunities for minority professionals to extend their roles beyond traditional parameters and concerns.
 - Discuss the roll of dental education and oral health practitioners in responding to these challenges and opportunities.
- CE Credits: 0.75

10:00 – 11:00 a.m.

ADEA Climate Study Key Findings—U.S. and Canadian Dental Schools and Allied Dental Education Programs

Presenters

Steven Krzanowski, M.A.

Senior Consultant, Equity, Diversity, Inclusion & Justice
NonProfit HR

Rachel Forrester, Ed.D.

Senior Consultant, Equity, Diversity, Inclusion & Justice
NonProfit HR

Matthew Swain, Ph.D.

Consultant and Psychometrician
Nonprofit HR

Nonprofit HR, consultants for the ADEA Climate Study, will share key findings from the inaugural ADEA Climate Study and baseline data collected. The climate study was conducted in spring 2022 and included 258 participating U.S. and Canadian dental schools and allied dental education programs. The Nonprofit HR consultants will share data and major findings for each of the 10 categories covered within the climate study (e.g., overall climate, well-being, sense of belonging, inclusive environment, humanistic environment, inclusive culture, cultural competence, harassment and discrimination, welcomeness, equitable policies and practices). Information on Phase 3 of the ADEA Climate Study will also be shared.

Learning Objectives

- Summarize key ADEA climate study findings across the 10 survey categories.
- Describe the major data themes that emerged from the climate study data regarding students, faculty, staff, administrators, and marginalized populations within these survey groups.
- Discuss Phase 3 ADEA climate study activities to assist participating dental schools and allied dental education programs in their strategies and use of their school/program level findings.

CE Credits: 1.0

11:00 a.m. – noon

Panel Discussion: ADEA Climate Study Results, Strategies and Implications for the Future of Dental Education

Facilitator

Todd V. Ester, D.D.S., M.A.

Assistant Dean, Diversity, Equity and Inclusion

Clinical Assistant Professor

University of Michigan School of Dentistry

Panelists

Carlos S. Smith, D.D.S., M.Div.
Director of Diversity, Equity, and Inclusion
Director of Ethics Curriculum
Associate Professor
Virginia Commonwealth University School of Dentistry

Marita R. Inglehart, Dipl. Psych., Dr. phil., Dr. phil. habil.
University Diversity and Social Transformation Professor
University of Michigan
Professor of Dentistry
University of Michigan School of Dentistry
Adjunct Professor of Psychology
University of Michigan College of Literature, Science, and the Arts

Diego Ardenghi, D.D.S., M.A., M.Sc.
Associate Professor of Teaching
University of British Columbia Faculty of Dentistry

Rachel Kearney, B.S., D.H., M.S.
Associate Professor and Chair
Division of Dental Hygiene
The Ohio State University College of Dentistry

Rebecca Stolberg, RDH, M.S.D.H.
ADEA Vice President, Allied Dental Education and Faculty Development

This session features a panel with representatives from the ADEA Collaborative on Dental Education Climate Assessments (CDECA). ADEA CDEA includes faculty, staff, administrators, and students from U.S. and Canadian dental schools and allied dental education programs who were appointed by the ADEA President/CEO, to serve as advisors to ADEA and Nonprofit HR and to assist in the development of the ADEA Climate Study survey, its implementation, and assessment protocols. Based on the climate study key findings shared by Nonprofit HR, the panelists will discuss potential climate study implications and key take aways. Additionally, they will highlight how climate survey findings and related data have been used on their campuses. They will also provide an overview of some climate study best practices used in academic dentistry and higher education to develop strategies for improvement and to address climate study findings.

Learning Objectives

- Discuss potential implications and key take aways from the ADEA Climate Study's key themes and data shared by Nonprofit HR;
- Summarize how their campuses have used climate study findings and data for strategic change and improvement;

- Identify climate study best practices in academic dentistry and higher education to implement strategies for improvement and use related data for action planning.

CE Credits: 1.0

Noon – 1:00 p.m.

Lunch

1:00 – 1:50 p.m.

Concurrent Breakout Sessions – 1

The following sessions are presented by various authors of articles from the September 2022 special issue of the *Journal of Dental Education* on diversity, equity, inclusion and belonging. The authors are distinguished experts on a range of topics, including antiracism and structural competency, recruitment and admissions practices, gender equity and opportunities for the LGBTQ+ community, strategies to increase faculty of color, and access to oral health care for vulnerable populations.

Learning Objectives

- Describe opportunities to improve health equity and increase community involvement and academic/community partnerships.
- Discuss the implications and key takeaways for dental education.

CE Credits: 0.75

1. Building Sustainable Approaches to Recruit, Retain, and Professionalize Black, Latinx, and American Indian Students Interested in Dental Careers

Location: Grand D, Fourth Floor

- Eleanor Fleming, D.D.S., M.P.H., Ph.D.
Assistant Dean for Equity, Diversity, and Inclusion
University of Maryland School of Dentistry

2. Oral Health Disparities, Public Health and Health Disparities

Location: Grand AB, Fourth Floor

- Ana N. López-Fuentes, D.M.D., M.P.H., FACD, FICD
Professor and Former Dean
University of Puerto Rico School of Dental Medicine
- Elías M. Morón, D.D.S., M.P.H., M.H.L., FICD
Clinical Assistance Professor
Nova Southeastern University College of Dental Medicine
- Martha J. Mutis, D.D.S., M.A., M.P.H., c.Ed.D., FICD
National Chair of Research Initiative
Hispanic Dental Association
- Luisa N. Borrell, D.D.S., Ph.D.
Distinguished Professor
Department of Epidemiology and Biostatistics
Graduate School of Public Health & Health Policy
City University of New York

3. Advancing Women, Parity and Gender Equity

Location: Grand C, Fourth Floor

- M. Nathalia Garcia, D.D.S., M.S.
Professor; Chair, Applied Dental Medicine Department; Section Head of Periodontics
Southern Illinois University School of Dental Medicine
- Elizabeth A. Andrews, D.D.S., M.S.
Associate Dean for Academic Affairs; Associate Professor, Oral & Maxillofacial Pathology
Western University of Health Sciences
- Debra A. Dixon, D.M.D.
Professor, Applied Dental Medicine Department
Southern Illinois University School of Dental Medicine
- Denice Stewart, D.D.S., M.H.S.A.
Senior Scholar in Residence
American Association of Dental Education

4. Is Dental Education Meeting the Oral Health Needs of Older Adults?

Location: Regency EF, Second Floor

- Lisa A. Thompson, D.M.D.
Program Director, Geriatric Dental Fellowship
Harvard School of Dental Medicine
- Steffany Chamut, D.D.S., M.P.H., FICD
Instructor, Department of Oral Health Policy and Epidemiology and the Office of Global and Community Health
Harvard School of Dental Medicine
- Shivangi Kaplis, B.D.S.
Department of Oral Health Policy and Epidemiology
Harvard School of Dental Medicine
- Sang Park, D.D.S., M.M.Sc.
Associate Professor of Restorative Dentistry and Biomaterials Sciences and Associate Dean for Dental Education
Harvard School of Dental Medicine

1:50 – 2:00 p.m.

Break

2:00 – 2:50 p.m.

Concurrent Breakout Sessions – 2

The following sessions are presented by various authors of articles from the September 2022 special issue of the *Journal of Dental Education* on diversity, equity, inclusion and belonging. The authors are distinguished experts on a range of topics, including antiracism and structural competency, recruitment and admissions practices, gender equity and opportunities for the LGBTQ+ community, strategies to increase faculty of color, and access to oral health care for vulnerable populations.

Learning Objectives

- Describe opportunities to improve health equity and increase community involvement and academic/community partnerships.
- Discuss the implications and key takeaways for dental education.

CE Credits: 0.75

1. Establishing an Antiracism Framework for Dental Education Through Critical Assessment of Accreditation Standards

Location: Grand D, Fourth Floor

- Patrick D. Smith, D.M.D., M.P.H.
Assistant Professor, Division of Prevention and Public Health Sciences
University of Illinois Chicago College of Dentistry
- Eleanor Fleming, D.D.S., M.P.H., Ph.D.
Assistant Dean for Equity, Diversity, and Inclusion
University of Maryland School of Dentistry

2. Dental School Pathway Programs: Best Practices for Increasing Workforce Diversity

Location: Grand AB, Fourth Floor

- Edmond Hewlett, D.D.S.
Professor and Associate Dean for Equity, Diversity, and Inclusion
University of California, Los Angeles, School of Dentistry
- Erin Lobo-Marwah, D.D.S.
Private Practice, Pediatric Dentistry
Founder and CEO, Diversity in Dentistry Mentorships, Inc.

3. Bringing Structural Competency to the Forefront of Dental Education

Location: Grand C, Fourth Floor

- Bertha O. Alarcon, D.D.S.
Associate Professor; Coordinator for Diversity, Equity and Inclusion; Clinical Managing Partner
Western University of Health Sciences College of Dental Medicine
- Sean Rowan, M.A.
Assistant Dean for Student Affairs
Western University of Health Sciences College of Dental Medicine
- Anne E. Doan Van, D.D.S.
Clinical Managing Partner/Assistant Professor
Western University of Health Sciences College of Dental Medicine
- Lucian O'Connor, Ph.D.
Associate Professor
Western University of Health Sciences College of Dental Medicine

4. Predictors of Postgraduate Dental Education in the United States

Location: Regency EF, Second Floor

- Elizabeth A Mertz, Ph.D., M.A.
Professor, Department of Preventive and Restorative Dental Sciences
University of California, San Francisco, School of Dentistry

2:50 – 3:00 p.m.

Break

3:00 – 3:50 p.m.

Closing Session: What Is Your Default?

Sonya G. Smith, Ed.D., J.D.
ADEA Chief Diversity Officer

This session will engage participants in an activity designed to explore our salient identities in particular situations and how our different identities intersect, interact and affect our daily lives. This exercise will allow us to think about our own multiple social identities as a means of heightening our consciousness about how we all experience and embody our social identities differently.

Learning Objectives

- Discuss how we experience our identities on a day-to-day basis.
- Identify our salient identities in particular situations.
- Discuss strategies to ensure that our students, patients and colleagues' identities are affirmed and respected in our spaces.

CE Credits: 0.75

3:50 – 4:00 p.m.

Closing Remarks and Adjourn to Poster Reception

Sonya G. Smith, Ed.D., J.D.
ADEA Chief Diversity Officer

4:00 – 5:00 p.m.

Poster Presentation and Reception

Location: Regency AB

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