



2024 ADEA Diversity, Equity, Inclusion, and Belonging (DEIB) Workshop  
*Equity in Action: Dismantling Injustice and Promoting Social Justice in Academic Dentistry*

October 23, 2024  
Loews Coronado Bay Resort  
Coronado, CA

Sponsored by: [Envista](#) and [Patterson Dental](#)

### Preliminary Agenda

#### Workshop Overview

The ADEA Diversity, Equity, Inclusion, and Belonging (DEIB) Workshop equips dental education professionals—administrators, faculty, staff, residents, fellows and students—with tools and strategies to foster access, diversity, inclusion, belonging, equity, and well-being, promoting a humanistic environment in academic dentistry and society.

This one-day symposium offers networking and learning opportunities to help participants understand the diversity-related Commission on Dental Accreditation (CODA) standards and develop mission-driven inclusion initiatives. The small group workshop format encourages quality discussions, collaborative planning and idea exchange. This immersive experience fosters meaningful connections and practical takeaways that participants can implement in their own institutions. By actively engaging in the DEIB Workshop, attendees can drive positive change and cultivate an inclusive culture in academic dentistry.

#### CODA Standards:

According to CODA Standard 1-4, a dental school must have policies and practices to:

- Achieve appropriate levels of diversity among its students, faculty and staff;
- Engage in ongoing systematic and focused efforts to attract and retain students, faculty and staff from diverse backgrounds; and
- Systematically evaluate comprehensive strategies to improve the institutional climate for diversity.

According to CODA Standard 1-2, a dental hygiene program must have a stated commitment to a humanistic culture and learning environment that is regularly evaluated.

Consistent with the above CODA standards, the 2024 ADEA DEIB Workshop will focus on equipping participants with the knowledge and tools necessary to address systemic inequities within the field of academic dentistry. Through interactive sessions and discussions, attendees will explore the historical and current impacts of injustice on marginalized communities and learn strategies to foster inclusivity and equity. The workshop will focus on enhancing cultural competency, identifying and dismantling systemic barriers, and developing leadership skills for

advocacy. Participants will engage in hands-on activities to design actionable plans that promote social justice within their institutions. By the end of the workshop, attendees will be empowered to champion equity and create lasting change in academic dentistry.

### Learning Objectives

At the end of the 2024 ADEA DEIB Workshop, participants will be able to:

- Define key concepts related to equity, social justice and systemic injustice within the context of academic dentistry.
- Identify the historical and current impacts of these issues on marginalized communities in dental education and practice.
- Develop strategies to identify and dismantle these barriers within their institutions and practices.
- Create personal and institutional action plans to champion equity and social justice initiatives in their professional roles.

### Preliminary Agenda

7:15 – 8:15 a.m.

#### Joint Networking Breakfast and Registration

8:15 – 8:30 a.m.

#### Welcome Remarks

Angelo Lee, Ed.D.  
ADEA Chief Diversity Officer

Susan H. Kass, M.Ed., Ed.D., RDH  
Program Director and Professor, Miami Dade College; Chair of the  
ADEA Board of Directors

Karen P. West, D.M.D., M.P.H.  
ADEA President and CEO

8:30 – 10:30 a.m.

#### The Role of Equity and Social Justice in Oral Health Education

Damon A. Williams, Ph.D.

Chief Catalyst

Center for Strategic Diversity Leadership and Social Innovation

#### Learning Objectives

- Define and differentiate equity, social justice and systemic injustices, and understand their impact on oral health education and care.
- Explore historical and contemporary issues of inequity in oral health education and examine how systemic barriers affect access to oral health care for marginalized communities.
- Identify systemic and institutional barriers to equity and social justice in academic dentistry and oral health care and discuss their long-term health impacts.

- Identify the roles and responsibilities of dental educators, administrators and students in promoting equity and social justice in oral health education and care.

CE Credits: 2.0

10:30 – 10:45 a.m.

### **Joint Networking Break**

10:45 a.m. – noon

### **Strategies for Promoting Social Justice in Oral Health Education**

#### Moderator

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

Chair-elect of the ADEA Board of Directors

Associate Dean for Diversity, Equity and Inclusion; Clinical

Associate Professor; University of Michigan School of Dentistry

#### Panelists

Deborah Gnutti, RDH, PHDHP, M.A.

Director of Dental Hygiene

Montgomery County Community College

Yun Saksena, B.D.Sc., M.M.Sc., D.M.D.

Associate Dean for Education and Campus Culture, Associate

Professor, University of Nebraska Medical Center College of

Dentistry

Patricia M. Xirau-Probert, Ph.D.

Associate Dean for Student Affairs and Involvement, Clinical

Associate Professor, University of Florida College of Dentistry

#### Learning Objectives

- Discuss the ethical responsibilities of dental educators in fostering a socially just educational environment.
- Reflect on personal experiences and institutional practices that contribute to eliminating inequities in dental education.
- Learn about successful models and best practices from other dental schools and educational institutions that have effectively promoted social justice.

CE Credits: 1.25

Noon – 1:00 p.m.

### **Joint Networking Lunch**

1:05 – 2:40 p.m.

### **Developing Inclusive Clinical Practices and Policies Through a Social Justice Lens**

Hazel Glasper, D.D.S.

Comprehensive Dentist

The Comprehensive Continuum

Learning Objectives

- Discuss the principles of social justice and how they apply to clinical practices and health care policies.
- Identify key barriers to inclusivity in clinical settings and explore strategies to address systemic inequities in patient care.
- Develop skills to evaluate and reform clinical policies that may unintentionally disadvantage marginalized communities.
- Explore actionable steps to incorporate a social justice lens in developing more equitable and inclusive clinical practices.

CE Credits: 1.5

2:40 – 3:00 p.m.

**Joint Networking Break**

3:00 – 4:00 p.m.

**Enhancing Institutional Climate for Diversity and Inclusion**

Francisco Ramos-Gomez, D.D.S., M.S., M.P.H.  
Professor; Chair, Division of Pediatric Dentistry; University of California, Los Angeles, School of Dentistry  
Diplomate of the American Board of Pediatric Dentistry  
Fellow, American College of Dentistry

Tess Elconin, J.D.  
Principal Counsel, Labor and Employment  
UC Legal – Office of the General Counsel  
University of California Office of the President

Learning Objectives

- Examine the existing challenges and barriers to diversity and inclusion within education institutions.
- Discuss the impact of an inclusive climate on academic performance, personal development and community engagement.
- Identify methods for continuously assessing and improving the institutional climate for diversity and inclusion.
- Collaborate in groups to brainstorm specific initiatives that can be implemented within participants' own institutions to improve the institutional climate.

CE Credits: 1.0

4:00 – 5:00 p.m.

**Measuring Progress and Impact**

Randal Pinkett, Ph.D., M.Sc., M.S., M.B.A.  
Chairman & CEO  
BCT Partners, LLC

Learning Objectives

- Identify key quantitative and qualitative metrics used to evaluate DEIB initiatives in educational institutions.
- Discuss the relevance of these metrics in assessing the effectiveness of DEIB programs and initiatives.
- Describe best practices for collecting reliable and valid data to measure DEIB outcomes.
- Analyze different methods of data collection.

CE Credits 1.0

5:00 p.m.

**Closing Remarks and Adjourn to Poster Reception**

Angelo Lee, Ed.D.  
ADEA Chief Diversity Officer

5:00 – 6:00 p.m.

**Joint Networking Poster Reception**

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