



2017 ADEA Diversity Workshop Series:
A Shift in Diversity Work: Moving Toward Inclusive Excellence
October 25, 2017
Hyatt Regency Columbus
Columbus, OH

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.

The ADEA Diversity Workshop 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 initiatives 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:

- Draft a 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 policies and practices at participants’ dental schools that are 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 metrics to make the case for diversity and inclusion.
- Create a learning community focused on diversity and inclusion.

Learning Objectives for Overall Program

- 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]
- Use curricula developments to address curriculum/classroom diversity. [CODA Standard 1.4]
- Identify institutional programming to address CODA's dimensions of diversity for students, faculty and staff. [CODA Standard 1.4]
- 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 25

8:00 – 8:30 a.m. **Networking Breakfast**

8:30 – 8:45 a.m. **Welcome and Overview**

Leon Assael, D.M.D., CMM
Chair of the ADEA Board of Directors

Denice Stewart, D.D.S., M.H.S.A.
ADEA Chief Policy Officer

Mark A. López, Ph.D.
ADEA Interim Senior Vice President for Access, Diversity and Inclusion

8:45 – 10:30 a.m. **Perspectives: Diversity and Inclusion Work—Context and Challenges**

Kenneth B. Chance, D.D.S.
Dean
Case Western Reserve University School of Dental Medicine

David Acosta, M.D.
Chief Diversity and Inclusion Officer
Association of American Medical Colleges

10:30 – 10:45 a.m. **Break**

10:45 a.m. – 12:15 p.m. Foundational Elements of Successful Diversity and Inclusion Models:
Moving From Diversity to Inclusive Excellence

Todd V. Ester, D.D.S.
Director of Diversity and Inclusion and Adjunct Clinical Associate Professor
University of Michigan School of Dentistry

Edmond R. Hewlett, D.D.S.
Associate Dean for Outreach and Diversity and Professor
University of California, Los Angeles, School of Dentistry

Herminio Perez, D.M.D., M.B.A.
Director, Student and Multicultural Affairs
Rutgers, The State University of New Jersey, School of Dental Medicine

Patricia Xirau-Probert, Ph.D.
Assistant Dean for Student and Multicultural Affairs
University of Florida College of Dentistry

12:15 – 1:15 p.m.

Lunch

1:15 – 3:15 p.m.

Small Group Activity: Shaping Inclusive Excellence at Your Institution

Mark A. López, Ph.D.
ADEA Interim Senior Vice President for Access, Diversity and Inclusion

Facilitated small group exercise to:

1. Define diversity and inclusion at your school;
2. Explore operationalizing diversity and inclusion work;
3. Measure institutional diversity and inclusion
4. Discuss how inclusive excellence is achieved at your institution.

3:15 – 3:30 p.m.

Break

3:30 – 4:30 p.m.

Wrap-up

Mark A. López, Ph.D.
ADEA Interim Senior Vice President for Access, Diversity and Inclusion

4:30 p.m.

Adjourn

4:30 – 5:30 p.m.

Reception

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