



2019 ADEA Diversity and Inclusion Workshop
Creating a Climate of Inclusiveness
October 23, 2019
Doubletree by Hilton Hotel Portland
Portland, OR

Agenda

The ADEA Diversity and Inclusion Workshop provides dental school administrators, faculty and staff with tools and strategies to promote and understand the roles that access, diversity, inclusion, equity and well-being play in promoting a humanistic environment within dental education.

The ADEA Diversity and Inclusion Workshop is a one-day networking and learning symposium to help participants understand the scope of the diversity-related Commission on Dental Accreditation (CODA) standards and to assist them in developing mission-driven diversity initiatives for their institutions. The small group workshop format affords participants the opportunity to engage in quality discussions, participate in collaborative planning activities and exchange ideas with other participants and presenters.

According to the 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.

Consistent with the above CODA standard, the 2019 ADEA Diversity and Inclusion Workshop will focus on creating a climate of inclusiveness in dental education that goes beyond the traditional focus on race and ethnicity. Although compositional diversity and mitigating overt acts of discrimination against historically excluded groups are important, a climate of inclusiveness goes beyond this one segment of diversity. Inclusive climates create, promote and sustain campus cultures where every student, faculty, staff, resident and fellow can succeed and thrive. In this regard, campus policies, practices and strategies must support a humanistic environment that is welcoming, creates a sense of belonging and fosters individual well-being. Programming in an inclusive climate is, therefore, preventive instead of reactionary, supports an inclusive experience for diverse groups, and is characterized by respect and equity and centered in cultural understanding and sensitivity.

Learning Objectives

At the end of the 2019 ADEA Diversity and Inclusion Workshop, participants will be able to:

- Identify how diversity and inclusion practices, beliefs and interactions are often impacted by generational differences on their campuses.

- Describe examples of programs in dental education that foster a climate of inclusiveness and promotes a humanistic environment.
- Recognize key federal laws that protect students, faculty, staff, residents and fellows from sexual harassment.
- Summarize key framework components that support an environment of respect and prevention that is free of sexual misconduct.

Agenda

7:30 – 8:00 a.m. **Networking Breakfast**

8:00 – 8:15 a.m. **Welcome and Workshop Logistics**

Henry A. Gremillion, D.D.S., MAGD
Chair of the ADEA Board of Directors

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

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

8:15 – 9:30 a.m. **Strategies to Foster More Humanistic and Inclusive Climates On Campus**

Presenter

Anne Loehr
Senior Vice President
Center for Human Capital Innovation

As dental educators examine strategies to foster more humanistic and inclusive climates on their campuses, for the first time in history as many as five different generations are working and learning in these collective spaces. This session provides information not only on generational differences, but also the role that diversity and inclusion can often play in exacerbating stereotypes, setting expectations and facilitating cracks within our communities. Workshop participants will learn about generational differences and how they impact community interactions, personal beliefs and campus culture. Discussions will include strategies for improved communication, how to use generational similarities and differences to foster more productive teams, key events and methods for incorporating cultural adjustments, and generational variables that enhance interaction among diverse groups.

Learning Objectives

- Determine how generational differences, diversity and inclusion practices, beliefs and interactions impact a humanistic environment.
- Distinguish between generational differences based on common characteristics.

- Identify best practices at dental and allied dental programs that support an inclusive culture for possible transferability.
- Recognize the key events or experiences that shape each generation.

9:30 – 9:45 a.m. **Joint Networking Break**

9:45 – 10:35 a.m. **Activity 1--What Would Your Consultant Do?** (Activity by Table)

Facilitators

Todd V. Ester, D.D.S., M.S.
Assistant Dean, Diversity, Equity and Inclusion
Clinical Assistant Professor, Department of Cariology, Restorative Sciences and Endodontics
University of Michigan School of Dentistry

Yun Saksena B.D.Sc., M.M.Sc., D.M.D.
Associate Dean for Education
University of Nebraska Medical Center College of Dentistry

10:35 – 11:20 a.m. **Lessons Learned: A Review of the University of Detroit Mercy School of Dentistry's Health Professions Campus Climate Assessment**

Presenters

Lola Banks, M.A.
Director of Diversity and Inclusion
University of Detroit Mercy School of Dentistry

Lenore Pearlstein
Owner and Publisher
INSIGHT Into Diversity magazine
Owner, Viewfinder Campus Climate Surveys, LLC

This session will highlight some of the climate survey activities at the national level within the health professions and related best practices. As part of this session, participants will share their experiences with environmental and campus survey instruments and evaluation.

Learning Objectives

- Summarize the University of Detroit Mercy's Dental Campus Climate Assessment, including the survey and implementation.
- Recognize lessons learned from the Dental Campus Climate Assessment and define best practices when conducting a climate assessment in a health professions program.
- Identify ways to implement a campus climate assessment at your institution.

11:20 a.m. – noon **Short Talks: Creating a Climate of Inclusiveness**

Facilitator

Karin Quick, Ph.D., D.D.S.
Associate Professor and Director, Department of Primary Dental Care
Division of Dental Public Health
University of Minnesota School of Dentistry

Presenters

Nathalia Garcia D.D.S., M.S.
Associate Professor
Chair, Applied Dental Medicine Department
Section Head of Periodontics
Southern Illinois University School of Dental Medicine

Lisa Cain, Ph.D.

Associate Dean of Professional Development and Faculty Affairs
Professor, Department of Diagnostic and Biomedical Sciences
University of Texas School of Dentistry at Houston

This session will feature short talks in which members of the dental education community share best practices used at their institutions to create a climate of inclusiveness and support diversity and inclusion. Participants will engage with presenters, one-on-one, and share short talk reflections through an ADEA online community platform.

Noon – 1:00 p.m. **Lunch**

1:00 – 1:20 p.m. **The ADEA Faculty Diversity Toolkit**

Presenter

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

Updates on the ADEA Faculty Diversity Toolkit will be shared with participants.

1:20 – 2:00 p.m. **Short Talks: Creating a Climate of Inclusiveness**

Facilitator

Rosa Chaviano-Moran, D.M.D.
Associate Dean for Admissions
Rutgers, The State University of New Jersey, School of Dental Medicine

Presenters

Colin M. Haley, D.D.S.
Clinical Assistant Professor, Department of Oral Medicine and Diagnostic Sciences
University of Illinois at Chicago College of Dentistry

Bertha Alarcon, D.D.S.
Associate Professor, Clinical Managing Partner,
Coordinator of Diversity and Inclusion
Western University of Health Sciences College of Dental Medicine

Amy Coplen, RDH, EPDH, M.S.
Program Director, School of Dental Hygiene Studies
Pacific University

This session will feature short talks in which members of the dental education community share best practices used at their institutions to create a climate of inclusiveness and support diversity and inclusion. Participants will engage with presenters, one-on-one, and share short talk reflections through an ADEA online community platform.

2:00 – 2:15 p.m.

Break

2:15 – 3:00 p.m.

Guarding Against Hate and Bias: Strategies for Creating More Inclusive and Safe Campus Environments

Presenter

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

B. Timothy Leeth, CPA
ADEA Chief Advocacy Officer

Incidents of hate, bullying, violence, and other forms of harassment on higher education campuses have increasingly been the subject of news reports, frustration, and discussion in recent years. Although some campuses are safe and inclusive learning institutions, others have become the focal point of uncivil behavior based on race/ethnicity, gender identity, immigration status, religion, disability, sexual orientation, and other characteristics and ideologies.

This session focuses on the challenges of addressing bias-motivated violence, behaviors, and threats targeting students, staff, or faculty in order to provide a safe, welcoming, and inclusive campus environment. Crisis intervention and communication strategies to address campus hate crimes and bias incidents will be discussed. Strategies and best practices for maintaining the delicate balance between respecting free speech and creating safe and inclusive campus spaces to further open dialogue and critical thought, and deeper engagement will be featured.

Learning Objectives

- Identify the challenges associated with providing inclusive and safe spaces that promote the free exchange of ideas without infringing on the civil rights of students, faculty and staff.
- Define “hate crime” and “biased motivated incidents.”

- Recognize key free speech, due process, and equal protection laws that intersect with campus policies and protocols related to protecting the community from hate crimes and biased motivated incidents.
- Identify proactive crisis intervention and communication strategies related to creating safe, welcoming and inclusive campus climates.

3:00 – 4:00 p.m.

Activity 2—OSCE Teamwork Diversity Exercises (Activity by Assigned Groups)

Facilitators

Lisa Cain, Ph.D.

Associate Dean of Professional Development and Faculty Affairs
Professor, Department of Diagnostic and Biomedical Sciences
University of Texas School of Dentistry at Houston

Rosa Chaviano-Moran, D.M.D.

Associate Dean for Admissions

Rutgers, The State University of New Jersey, School of Dental Medicine

Stan Constantino, M.A.

Assistant Dean for Admissions, Student Affairs & Diversity

University of the Pacific, Arthur A. Dugoni School of Dentistry

Amy Coplen, M.S., RDH

Program Director, School of Dental Hygiene Studies

Pacific University

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

Assistant Dean, Diversity, Equity and Inclusion

Clinical Assistant Professor, Department of Cariology, Restorative
Sciences and Endodontics

University of Michigan School of Dentistry

Sylvia A. Frazier- Bowers, D.D.S., Ph.D.

Assistant Dean for Inclusive Excellence and Equity Initiatives

Associate Professor, Department of Orthodontics

University of North Carolina at Chapel Hill School of Dentistry

Colin M. Haley, D.D.S.

Clinical Assistant Professor

University of Illinois at Chicago College of Dentistry

Rachel Hogan, D.M.D., M.Ed.

Assistant Professor of Restorative Dentistry

Oregon Health Sciences University School of Dentistry

Monica Hospenthal, RDH, M.Ed.
Member at Large, ADEA Council of Allied Dental Program Directors
Director and Professor, Bachelor of Applied Science Dental Hygiene Programs
Director, Pacific Northwest Dental Hygiene Institute
Pierce College

Rachel Kearney, RDH, M.S.
Chair, ADEA Council of Allied Dental Program Directors
Chair, Division of Dental Hygiene; Associate Professor;
Program Director, Dental Hygiene Graduate Program
The Ohio State University College of Dentistry

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Co-Chair, ADEA Diversity and Inclusion Advisory Committee
Professor, University of Puerto Rico School of Dental Medicine

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Assistant Dean for Admissions
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Machelle Thompson, RDH, M.S.P.H.
Assistant Dean of Clinical Affairs and Associate Professor
Meharry Medical College School of Dentistry

Dan Walker
D.D.S. Candidate, Class of 2021
University of Washington School of Dentistry

- 4:00 p.m. **Closing Remarks and Adjourn to Reception**
- 4:05 – 5:00 p.m. **Poster Presentation Reception**
- 5:00 p.m. **Break**
- 5:15 p.m. **Depart for Dental School Tour**
- 5:30 – 7:30 p.m. **Dental School Tour: Oregon Health & Science University School of Dentistry**
(Attendance is optional; separate registration is required.)
- Tour the Oregon Health & Science University School of Dentistry and learn about its programs, plans and impact on educating the next generation of dental professionals.

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