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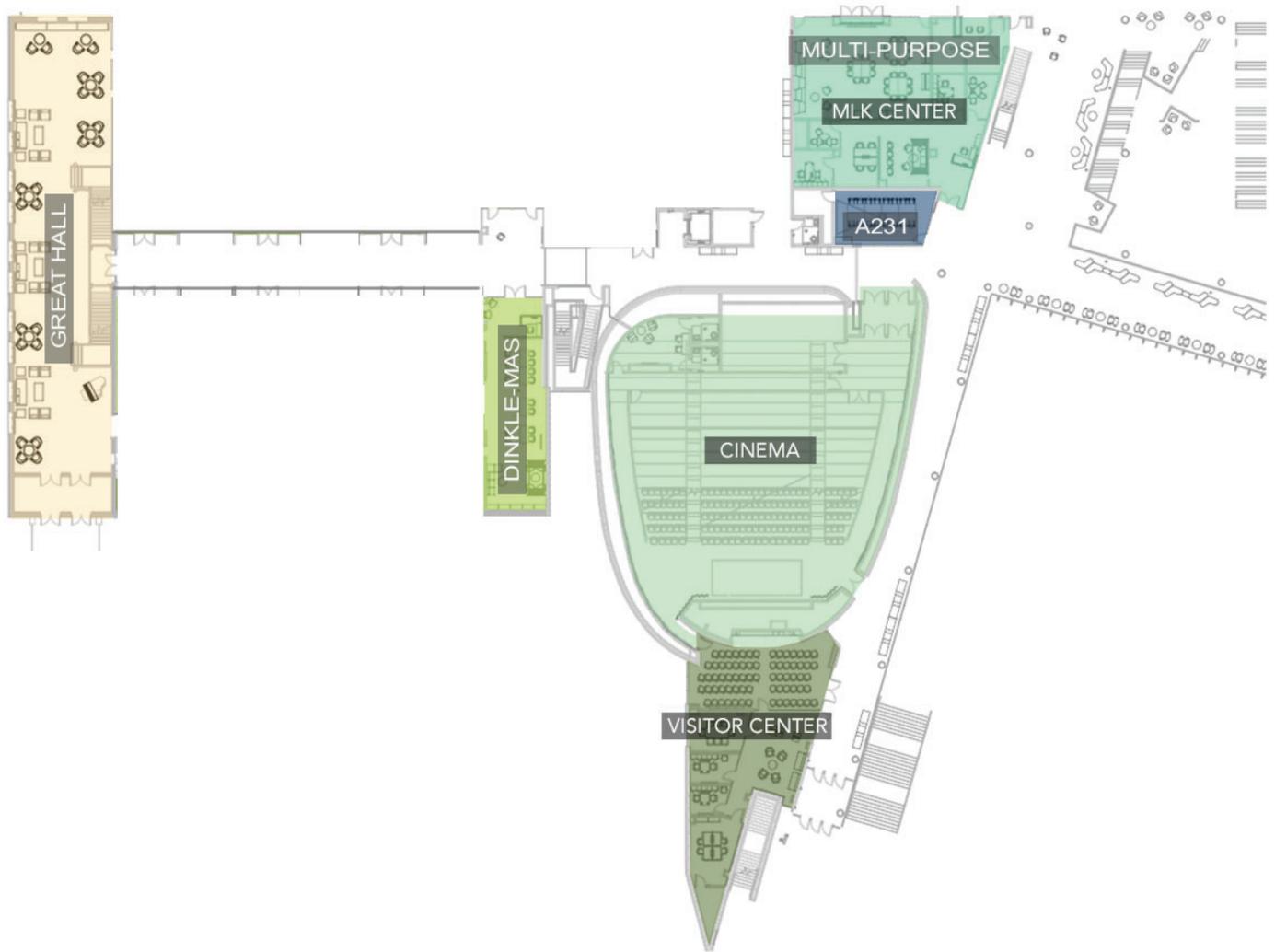
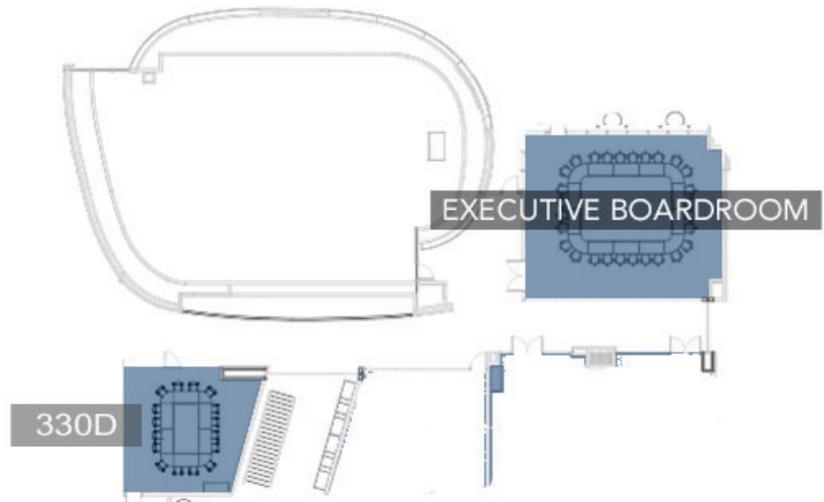
Meeting at the Intersection of Education and Equity



November 14, 2019
#KYHigherEDquity

Gatton Center Floor Plan

Third Floor



Second Floor



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Thursday, November 14, 2019

7:00 a.m.	REGISTRATION OPENS	Cinema, 2 nd Floor
7:00 - 8:00 a.m.	CONTINENTAL BREAKFAST	Great Hall, 2 nd Floor
8:00 – 8:15 a.m.	Campus Welcome <i>Dr. Sonja Feist-Price, Vice President for Institutional Diversity, University of Kentucky</i> <i>Dr. Eli Capiluto, President, University of Kentucky</i>	Cinema, 2 nd Floor
8:15 - 8:45 a.m.	Higher EDquity Matters: Linking Higher Education and Equity for Our Shared Success Speaker: <i>Dr. Aaron Thompson, President, Kentucky Council on Postsecondary Education</i>	Cinema, 2 nd Floor
8:45 – 9:45 a.m.	Morning Plenary: What EDquity Requires Speaker: <i>Dr. Shaun R. Harper, Executive Director, USC Race and Equity Center</i>	Cinema, 2 nd Floor
9:45 - 10:00 a.m.	BREAK	
10:00 – 11:15 a.m.	BREAKOUT SESSIONS I	



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	<p>Name Your T.U.N.E.: Tuning One's Understanding about the Nuances of the Educational Value of Diversity</p> <p><i>This session will assist participants in recognizing, affirming, and celebrating the educational value of diversity in their departments, with their colleagues, on their campuses, and most importantly with their students. Participants will engage in an interactive activity focused on tangible strategies for utilization. Objectives associated with this interactive session include: Review and discuss various campus climates related to recognizing, affirming, and celebrating diversity; Explore best practices for recognizing, affirming, and celebrating diversity.</i></p> <p>Presenters: Dr. Martha Sales, Western Kentucky University Kristina Gamble, Western Kentucky University</p>	Cinema, 2 nd Floor
<p>10:00– 11:15 a.m. BREAKOUT SESSIONS I - continued</p>		
	<p>In Lak Ech, Walkouts, & Spanglish: Praxis & Pedagogy of the LLCEC y Más</p> <p><i>This session will highlight aspects of culturally responsive praxis and pedagogy rooted in Chicanx and ethnic studies. The presenters will share insights from the Latinx Leadership and College Experience Camp to provide participants with ideas for developing students' critical thinking skills, language acquisition, and historical literacy development. Erin and Armando will lead activities to facilitate inquiry and discussion on best practices for cultural inclusivity while challenging the systems and constructs that keep Latinx and immigrant students from succeeding.</i></p> <p>Presenters: Erin Howard, BCTC Latinx and Immigrant Outreach Armando Buenrostro, Latinx Leadership and College Experience Camp/ Berea College</p>	Dinkle-Mas, 2 nd Floor



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The Post-Secondary Experience and Students with Disabilities

330D, 3rd Floor

The purpose of this session is to illustrate and discuss the current trends and experiences of students with disabilities in Kentucky's postsecondary education institutions as well as recommendations for consideration in the improvement of equity and integration. The discussion will be led by panel of disability center directors from a wide swath of public and private institutions throughout the Commonwealth. The panel discussion is aimed at assisting faculty, staff and administrators of postsecondary institutions to better understand the current environment related to disability on campus, the growing numbers of students with disabilities and the ever changing demographics and needs of the current student populations. The panel will also discuss how disability should not be seen as a deficit, but as an asset to the individual and the campus community reiterating that the presence of students with disabilities on college campuses only adds to the diversity of the student experience and improves our institutions as a whole. The panel will also seek to provide recommendations and points for consideration surrounding better strategies to recruit, retain and equitably treat students with disabilities.

Facilitator:

Dr. David T. Beach, University of Kentucky

Panelist:

Colleen Martin, University of Louisville

Veronica Miller, Bluegrass Community and Technical College

Ronda Purdy, Bellarmine University



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10:00 – 11:15 a.m.	BREAKOUT SESSIONS I - continued	
	<p>Innovative Strategies for Building Classrooms</p> <p><i>In this highly engaging and practical session, participants will discover a wide range of dynamic classroom techniques for creating inclusive, culturally responsive classrooms where all students can perform at their best. Following a series of community-building exercises, Dr. Greenfield will share foundational ideas and empirical research to demonstrate the importance of inclusive excellence. Then, he will model over twenty proven strategies that can be immediately implemented and then provide an opportunity for participants to share best practices as well. The session concludes with a special experience to celebrate this work and one another!</i></p> <p>Presenter: <i>Dr. Derek Greenfield, Kentucky State University</i></p>	Multi-Purpose Room, 2 nd Floor
	<p>Special Session for Diversity Officers - INVITATION ONLY</p> <p>Presenter: <i>Dr. Shaun Harper, University of Southern California</i></p>	Boardroom, 3 rd Floor
	<p>Equity-Minded Leadership & Strategies for Success of Males</p> <p><i>The purpose of the workshop is to provide detailed research and evidence-based strategies to remedy structural and institutional racism which creates inequalities and explain the role of equity-minded change leadership in developing policies, practices and strategies to disrupt normative practices that contribute to inequities and effectively prepare young males of color for academic and professional success at colleges and universities.</i></p> <p>Presenter: <i>DeWarren K. Langley, Charles Hamilton Foundation, Inc.</i></p>	A231, 2 nd Floor
11:15 - 11:45 a.m.	NETWORKING LUNCH	Great Hall, 2nd Floor
11:45– 12:45 p.m.	<p>Afternoon Plenary:Realizing the Potential and Power of Culturally Engaging Campus Environments in Equity Agendas</p> <p><i>Dr. Samuel Museus, Founding Director, National Institute for Transformation and Equity</i></p>	Cinema, 2 nd Floor



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12:45 – 1:00 p.m. BREAK		
1:00 – 2:15 p.m. BREAKOUT SESSIONS II		
	<p>Cultural Competency: Practical Strategies for Classroom Instruction</p> <p><i>The purpose of this seminar to present a student-centered pedagogical framework that will foster student engagement and motivation in the classroom. Research-based culturally responsive instructional strategies with specific examples of how assignments can be reframed to promote a student-centered classroom. This interactive session will allow participants to reflect on the benefits of creating student-centered classrooms including using students' cultural artifacts in the curricular design, promoting critical thinking skills, and developing authentic real world skills.</i></p> <p>Presenter: Dr. Timothy Forde, Eastern Kentucky University</p>	Multi-Purpose Room, 2 nd Floor
	<p>Creating a Culturally Competent Workforce: The BCTC Story</p> <p><i>Institutions of higher learning are finding innovative ways to create a culturally competent workforce to meet the needs of changing times. This session will focus on a newly created cultural competence program at Bluegrass Community and Technical College. Presenters will share the history, development, and implementation of the program.</i></p> <p>Presenters: Maria Torres, Bluegrass Community & Technical College Dr. Iddah Otieno, Bluegrass Community & Technical College</p>	330D, 3 rd Floor



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	<p>Students Say the Darndest Things!</p> <p><i>Would you like to know what students really think about cultural competence? This session features a multifaceted panel of students from institutions across the state; they will share their personal experiences with diversity, equity and inclusion in higher education. We will identify common themes and discuss how these views parallel or diverge from current institutional policies and practices. Session attendees will leave better-informed on how they can help foster inclusive environments for diverse students on their campuses.</i></p> <p>Facilitators: Deverin Muff, Council on Postsecondary Education Jessica Romious, Council on Postsecondary Education</p>	Cinema, 2 nd Floor
1:00 – 2:15 p.m. BREAKOUT SESSIONS II - continued		
	<p>Creating Affirming Spaces for Students to Belong and Thrive</p> <p><i>All students deserve to learn in affirming spaces. While this is true for all students, it is especially important for our young black male students who are often asked to contend with narratives and images that portray them as less than academically inclined. How can we as educators ensure our young men of color feel seen, valued, and pushed in our institutions? This session will highlight key practices that have proven effective from the perspective of young men themselves as well as educators committed to the work of educating all students.</i></p> <p>Presenters: Judy Touzin, The ExceptionAL Project Alphonso Mayo, Mentoring Mentors, Inc.</p>	Boardroom, 3rd Floor



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	<p>Exploring the Impact of Othermothering in Student Affairs</p> <p><i>I'm not their mother! BUT does it matter? How does the Othermothering model develop and nurture college students to become more successful? Othermothering and community othermothering can be defined as African American women's maternal assistance offered to the children of blood mothers within the African American community. Originally traced from West African roots and introduced in the U.S. via slavery, othermothering was a survival mechanism that served as a vehicle for educational and cultural transmission. Does this concept compel students to connect with student affairs professionals that they identify with on a college campus? The Othermothering model provides students with the emotional and maternal hierarchy of needs. This session will focus on identifying the history and cultural practices of othermothering, along with the culturally competent practices in the application of othermothering.</i></p> <p>Presenters: Stephanie Mayberry, Council on Postsecondary Education Kayla Gill, University of Kentucky</p>	Dinkle-Mas, 2 nd Floor
	<p>Language Matters: How Microaggressions Prevent Authentic Conversation and Relationship-Building</p> <p><i>Microaggressions perpetuate stereotypes and signal to individuals that they don't belong. When they occur, and people don't have the tools to dialogue about them, I may keep people from forming authentic relationships. In this session we will discuss, what some of these microaggressions are, why they are so problematic, and how to combat them.</i></p> <p>Presenter: Brandon Jamal Colbert, University of Kentucky</p>	A231, 2 nd Floor
<p>2:15 - 2:30 pm. BREAK</p>		
<p>2:30 – 3:45 p.m. BREAKOUT SESSIONS III</p>		
	<p>Creating LGBTQ Inclusive Campuses Communities</p> <p><i>What are the best practices for creating an inclusive campus for LGBTQ students, faculty, and staff? Through this engaging workshop, participants will learn strategies for creating a sense of belonging for LGBTQ students on University campuses in Kentucky. Participants will learn basic terminology and definitions relative to the LGBTQ community and will better understand some of the challenges Kentucky universities can face when implementing new policies and practices. Workshop participants will learn how to identify and access resources and will better understand effective policies and practices that can be used to support LGBTQ campus community members.</i></p> <p>Presenter: Bonnie Meyer, Northern Kentucky University</p>	Dinkle-Mas, 2 nd Floor



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	<p>Beyond Inclusion: Pedagogy, Imagination, and the Promise of Equity</p> <p><i>With the proliferation of initiatives to promote diversity in higher education, we seem to have arrived at a basic thesis—diversity matters, and we have a responsibility to teach in a way that invites all learners to succeed. Yet, how can we work toward this ambitious goal? On what unrealized structures and social contracts will we base our visions for equity? This session will build from participants’ experiences to explore inclusion and equity as both mindset and practice with the aim of sparking the imagination for new ways of transforming the learning environments in local context.</i></p> <p>Presenters: Dr. Shauna M. Morgan, University of Kentucky Trey Conatser, University of Kentucky</p>	Multi-Purpose Room, 2 nd Floor
	<p>The Opportunity Deficit: 15K-Jefferson-Rise Together Initiative</p> <p><i>The 15,000 Degrees-Jefferson Rise Together Initiative focuses on the enrollment, persistence, and graduation of African American students in Metro Louisville from 5 of the most socioeconomically-challenged neighborhoods called, Zones of Hope neighborhoods. Students participating in this initiative are supported through a Jefferson mentor and an external mentor, enrichment trips and activities, monthly coaching, service learning opportunities, access to a Persistence and Graduation Fund to address financial barriers, FYE 105 Zones of Hope Learning Community and GEN 140 Black Student Leadership class, preferred employment in the Multicultural Center, and academic support services.</i></p> <p>Presenter: Danielle Sims Brooks, Jefferson Community & Technical College</p>	330D, 3 rd Floor
	<p>Courageous Conversations: Why My Diversity is Not Enough</p> <p><i>Diversity hiring programs sometimes center their recruiting messaging on the diversity of prospective candidates rather than on how they have improved internal structures within institutions of higher education that may prohibit diverse candidates from applying and getting positions with them. One’s diversity is not enough to allow them to be successful in higher education. This session seeks to facilitate a conversation around what institutions could do to improve their recruiting and retention of faculty, students, and staff from diverse backgrounds.</i></p> <p>Presenter: Dr. Serena Wilcox, University of Kentucky</p>	Boardroom, 3 rd Floor



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2:30 – 3:45 p.m.	BREAKOUT SESSIONS III	
	<p>Strategies to Assist Non-traditional Students Excel on Campus</p> <p><i>The development of any strategy to improve the day to day journey of students on a college campus is imperative to the positive experience for that student. However, more specifically, strategies that could enhance the recruitment, retention, and graduation outcome through a clearer understanding of the student support process. Insight from higher education professionals, and personal experience will guide this participatory approach presentation. Participants will learn the value of obtaining feedback from students in developing strategies to assist and support their academic needs. They will learn about the primary concerns of supporting non-traditional students. Participants will understand the concept of listening to those closest to the problem to create effective solutions.</i></p> <p>Presenter: <i>Dr. Shawn Gardner, 2NOT1 Fatherhood & Families, Inc.</i></p>	A231, 2 nd Floor
	<p>Bridging Cultural Competencies to Diversity Programming Offices</p> <p><i>While developing diversity programming for multicultural spaces, it's important that programmatic offices attach their learning outcomes to institutional cultural competencies. This session will walk you through the steps on how the Martin Luther King Center at the University of Kentucky developed its own cultural competencies that guide their programming.</i></p> <p>Presenter: <i>Jason Brooks, University of Kentucky</i></p>	Cinema, 2 nd Floor
3:45 p.m. 4:30 p.m.	Closing Challenge	
	<p>Closing Plenary: Moving from Sessions to Success</p> <p><i>How to take today and implement tomorrow.</i></p> <p>Presenter: <i>Dr. Dawn CheNeen Offutt, Council on Postsecondary Education</i></p>	Cinema, 2 nd Floor



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Presenter/Speaker Profiles



Dr. Martha Sales

Dr. Martha Sales is the Executive Director of (ISEC) and seven TRIO projects housed at WKU. ISEC promotes a culturally inclusive campus environment, cultural awareness, and competence. The TRIO programs designed to assist low-income and first-generation individuals with entering in, succeeding, and graduating from postsecondary education. Ms. Kristina Gamble is the Coordinator for the (ISEC) Academy. She is committed to the success of students and it is evident in her tirelessly efforts to assist the university with recruitment, retention, and graduation of WKU's students of color.



Kristina Gamble

Kristina Gamble is the current program coordinator for the Intercultural Student Engagement Center here at Western Kentucky University. She has been a part of the Hilltopper family since 2005 when she first embarked upon her educational journey at WKU. Kristina is a proud two time alumna where she has received both her bachelor's and Master's degree in Sociology. Ms. Gamble is currently pursuing her doctorate degree, as she is apart of the Educational Leadership Doctoral Program here at WKU. Kristina strives to live a purposeful life which has led her to be committed to change on campus and in the community.

Professionally, Ms. Gamble is driven by her love for diversity and inclusion and in the community she is driven by her passion to be an advocate for the oppressed and underrepresented. Kristina is a proud member of Zeta Phi Beta Sorority, Inc. and the finance chair for the Black Leaders Advocating for The Community organization here in Bowling Green, Ky. Kristina is also the proud mother of Karmello Prescott Gamble



Erin Howard

Erin is an educator, artist, and gymnast. She directs the Latinx and Immigrant Outreach and Student Services program at BCTC where she also teaches courses in Humanities, Latino Studies and Spanish. She facilitates the Latinx Leadership and College Experience Camp (the LLCEC) alongside community members and past participants like Armando Buenrostro. Armando is a community activist, artist, and mentor. He is a soon to be graduate of Berea College where he is majoring Peace & Social Justice. His passion is working with young men of color. He has been a part of the LLCEC since 2008



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Dr. David Beach

David T. Beach, PhD, CRC is the Director of the University of Kentucky Disability Resource Center. Colleen Martin M.Ed., is the director of the Disability Resource Center at the University of Louisville. Veronica Miller is the Director of the Disability Support Services at Bluegrass Community & Technical College. Ronda Purdy, MA, is the Director of Disability Services at Bellarmine University.



Dr. Serena Wilcox

Serena M. Wilcox earned her Ph.D. from the University of Illinois at Urbana-Champaign in Social Science and Education Policy Studies with a graduate minor in Gender and Women's Studies. She is currently a Postdoctoral Scholar in Sociology of Education at the University of Kentucky. Her research interests examine the influence of racial thought on public education policy, particularly in small rural and urban schools globally.



DeWarren K. Langley

DeWarren K. Langley, JD, MPA is the Visionary & Executive Director of the Charles Hamilton Houston Foundation, Inc. which is a 501(c)(3) academic, leadership and professional development nonprofit organization which provides a continuum of programs, services and mentorship to educate, engage, empower and equip young men of color with the strategies they need to secure socioeconomic success by transforming academic policies and connecting them with professional opportunities to become high-results leaders. Mr. Langley is also a Black Male Achievement Leader-in-Residence Fellow with the Campaign for Black Male Achievement. He earned a Bachelor of Science in Business Management & Economics with a minor in Leadership Studies from Hampton University, Juris Doctor with a concentration in Civil Rights & Constitutional Law from North Carolina Central University School of Law, Master of Public Administration with a concentration in Government Administration and Public Policy from North Carolina Central University and a Certificate in Nonprofit Management from Duke University.



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Maria Torres, BCTC

Maria Torres, MSHRL is the Professional & Organizational Development Manager for BCTC, Ms. Torres serves as the operational manager for all professional and organizational development functions for the college. Her education includes a Bachelor degree in Hotel Management from the Pontificie Universidad Católica Madre y Maestra (PUCMM), an Associate's degree in Culinary Arts from the Art Institute of Fort Lauderdale, an Associate's degree in Computer Science from Sullivan University, a Certificate Diploma in Microsoft Networking Engineer, and a Master's of Science in Human Resources and Leadership.



Dr. Iddah Otieno, BCTC

Dr. Iddah Aoko Otieno, born and raised in the East African Country of Kenya, Dr. Iddah Otieno has been in higher education in the United States of America since 2001. She received her Bachelor of Education (English) from Maseno University, Kenya in 1994, Master of Arts (English) from Eastern Kentucky University in 2001, and Doctor of Philosophy in Higher Education Policy (Comparative International Education) from the University of Kentucky in 2012. Dr. Otieno is also a Certified Diversity Executive through the National Society for Diversity.



Dr. Derek Greenfield

Dr. Derek Greenfield currently serves as the Vice President for Student Engagement and Campus Life/ Chief Diversity Officer at Kentucky State University. Prior to this position, Dr. Greenfield spent 15 years as an award-winning faculty member and administrator. From 2011-2014, he served in the chief diversity officer role at Alcorn State University, and under his leadership, Alcorn State became the only HBCU and only school in Mississippi to receive the prestigious Higher Education Excellence in Diversity Award twice from Insight Into Diversity magazine and was named the "leader" among HBCUs for diversity in a Huffington Post feature article. Dr. Greenfield is a nationally requested keynote speaker and workshop presenter, delivering dynamic, interactive sessions on topics ranging from inclusive excellence to transformational leadership.



Dr. Timothy Forde

Dr. Timothy Forde is currently the Vice Provost for Diversity and Chief Diversity Officer at Eastern Kentucky University. Prior to coming to ECU in 2011, he was the Associate Director of Science Education at Oak Ridge Associated Universities in Oak Ridge, TN. He received his Ph.D. from Vanderbilt University in Nashville, TN; his MPH in Epidemiology from the University of Alabama in Birmingham; and his bachelors from Oakwood University in Huntsville, AL.

After receiving his MPH, Dr. Forde worked as a researcher at Meharry Medical College in Nashville, TN. His area of focus was health disparities among children considered at risk for school failure. After receiving his doctorate, his focus shifted to educational disparities and cultural competence. For the past twenty years, Dr. Forde has conducted workshops, presented, taught and written and in the areas of diversity, inclusive excellence, cultural competency, epidemiology, and emerging technologies. He recently published a book entitled, Cultural Competency Handbook: Practical Strategies for Classroom Instruction, Vol I.



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Danielle Sims Brooks

Danielle Sims Brooks currently serves as Assistant Vice President for Student Affairs at Jefferson Community and Technical College in Louisville, KY. Prior to coming to Jefferson, Danielle served as Assistant Dean of Multicultural Affairs at the University of Tennessee at Chattanooga. Additionally, Danielle worked in Housing and Residence life at Lipscomb University, North Carolina A&T, Clayton State University, and Ole Miss. Danielle has a B.S. in Psychology with a minor in Child Development from Tennessee State University and a Master's degree in Education Administration and Supervision from Lipscomb University. Currently, Danielle is pursuing her Ed.D at Western Kentucky University in Postsecondary Leadership.



Judy Touzin

Judy Touzin has served as an educator for the past 16 years. In her experience as an elementary school teacher, principal and now coach for aspiring principals, there has been one constant—her desire to help create affirming learning environments for young men of color. In August of 2016, Judy self-published *ExceptionAL: Black Men Leading, Living, and Loving* to help counter the prevailing image and narrative concerning Black men and boys in America. In February 2017, Ms. Touzin launched The ExceptionAL Project, an extension of that book.



Alphonso Mayo

Founder and Executive Director of Mentoring Mentors, Alphonso Mayo decided that his impact would be by working with African American young men. At age 13, Alphonso decided that he wanted to make a positive impact on his community, but first, he would have to battle his learning and intellectual difficulties. Alphonso is a first-generation student, graduating from Stevenson University (14) with his BS in Human Service, and from John Hopkins University (18) with his certification in Non-profit Management. Alphonso has refined his ability to teach positive coping mechanisms for handling trauma, and methods for forming positive relationships, maintaining integrity and accountability, and positive strategies for African-American men.



Bonnie Meyer

Bonnie is the founding director of the Office of LGBTQ Programs and Services at NKU. In five years, the Office of LGBTQ Programs and Services has drastically increased awareness, education, and advocacy efforts for the LGBTQA community on campus and throughout the greater Cincinnati and Northern Kentucky region, and NKU was named one of the top 50 institutions in the country for LGBTQ inclusiveness. In addition to her work at NKU, Bonnie is engaged in a number of efforts around equity and community development. She has served as the President of NKY Fairness for the past seven years, organizing the annual NKY Pride Fest and advocating for local Fairness Ordinances in Northern Kentucky. Bonnie also serves on the Board of Directors for The Center for Great Neighborhoods of Covington, The Children's Home of Northern Kentucky Junior Board, and the League of United Latin American Citizens (LULAC) Cincinnati LGBTQ council. She's also teaches in the Women and Gender Studies Program and the Teacher Education Departments at NKU, where she has developed a LGBTQ focused study abroad program in Europe. Bonnie holds a Bachelor of Science in Integrated English Language Arts Education and a Master of Arts in Teaching English, both from Miami University.



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Deverin Muff, CPE

Deverin Muff is the Associate for Diversity, Equity and Inclusion for the Kentucky Council on Postsecondary Education where he implements, plans, and evaluates policy regarding diversity at Kentucky's public higher education institutions. Originally from the Cleveland, Ohio area, he came to Kentucky on an athletic scholarship to play basketball at Eastern Kentucky University. He is a two-time graduate from Eastern Kentucky University and is currently working on his doctorate in Educational Leadership. When he isn't writing or researching for his dissertation, he enjoys spending time with his wife and watching sports.



Jessica Romious

Jessica Romious is a master's degree student in Educational Policy Studies and Evaluation at the University of Kentucky. She received a B.S. in Biology from Alabama A&M University and is a member of Alpha Kappa Alpha Sorority, Inc. In 2018-2019, Jessica served as the President of the Black Graduate and Professional Student Association where she helped to create a mentoring program for underrepresented graduate students and led a university-wide drive for the "Big Blue Pantry" that resulted in nearly 500 lbs of food and toiletry donations. She is excited to graduate in December 2019. Jessica is currently serving as an intern for the Council on Postsecondary Education.



Stephanie Mayberry

Stephanie Mayberry recently transitioned into the role of Director of Kentucky Student Success with the Kentucky Council on Postsecondary Education (CPE). Prior to her role with CPE, Stephanie held various positions throughout her 20-year tenure at the University of Kentucky. She has served as a Freshman Counselor and Assistant Director of the Center for Academic Resources and Enrichment Services (CARES). In this role, she provided academic support and mentorship to students of color. Prior to her departure from the University, she served as the Senior Academic Advisor for Off-Campus Student Advising (OCSA) to increase belonging and connection to the institution for students that do not live on campus. Stephanie earned a Bachelor of Arts and Master of Social Work at the University of Kentucky. She is currently a doctoral candidate at the University of Louisville's College of Education and Human Development's College Student Personnel Program. Additionally, Stephanie serves as the Region III Representative for the Off-Campus and Commuter Student Services Knowledge Community.



Kayla Gill

Kayla Gill currently serves as the Sophomore Counselor at the University of Kentucky in the Office for Institutional Diversity's Center for Academic Resources and Enrichment Services. As a counselor, she focuses on major and career exploration and helping students achieve academic success. Additionally, as a past CARES student, Kayla strives to make a strong connection with students through her shared experiences. Kayla is a graduate of the University of Kentucky where she earned a Bachelor of Arts Degree in Social Work. Kayla went on to earn a Master's of Social Work degree from the University of Houston. Through her graduate research, Kayla found her interest in working to improve retention rates in higher education and closing the achievement gap. Kayla is passionate about being helping her students excel in the classroom as well as being a great support.



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Dr. Shauna M. Morgan

Dr. Shauna M. Morgan leads the development and implementation of efforts to promote equitable and inclusive pedagogies in Teaching, Learning, and Academic Innovation at UK. She works to foster an environment that is conducive to shaping transformative academic experiences through interdisciplinary faculty development, community engagement, and innovative collaborative practices with academic and administrative units. Dr. Morgan comes to UK from Howard University where her creative and scholarly work focused on representations of womanhood, Neo-anticolonialism in 21st-century literature, and global intersections of Black cultural productions of Africa and its Diaspora.



Trey Conatser

Trey came to CELT from the The Ohio State University, where, among other roles, he served as the graduate associate director of the Digital Media and Composition (DMAC) Institute. His research and teaching focus on texts, markup language, digital scholarly editing, and digital humanities pedagogy; he is the director of the Breckinridge Correspondence and Digital Texts Project at UK. At CELT, Trey collaborates with faculty or larger campus groups on issues related to student engagement and success, technology use, inclusivity and equity, course design, and more. In his role as CELT's Associate Director he is eager to support a culture of innovative teaching, inclusive learning, and instructional support. Off campus, Trey practices hot yoga and completed a vinyasa teacher training program in 2016. When he thinks about teaching and learning, he often comes back to Cavafy's "Ithaka."



Dr. Shawn Gardner

Dr. Gardner, self-proclaimed intrapersonal conflict specialist, means he assists people align how they see themselves to how other people see them. This skillset is useful in his role as CEO of 2NOT1, a CBO that engages, educates, and empowers fathers. An author, motivational speaker, karate instructor, and father of four he uses these combined attributes to positively influence fathers and support young black boys struggling in the classroom. Dr. Gardner earned his Ph.D. in Agriculture Extension Education from Mississippi State University. He is most proud of his transition from GED to Ph.D



Jason Brooks

Jason Brooks serves as the Director for the Martin Luther King Center. Jason holds a BM and a MM in Music Performance from Emporia State University. Currently a doctoral student at Baker University in the Educational Leadership & Higher Education Administration Program, Jason has been an active advocate for social justice, equity and inclusion within the state of Kansas. With a passion for educating, he's facilitated training modules on identity, micro-aggressions, diversity and LGBTQIA+ ally trainings at private and public institutions within the region. As a past City Commissioner for the Human Relations committee for Emporia, Kansas, Jason has provided guidance and helped trained city officials on cultural competencies. Jason has conducted workshops and seminars on many issues with a focus on enrollment management, inclusion, institutional and leadership potential. His professional career has been spent managing and developing programs within a higher education setting to combat the problematic enrollment, retention



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Plenary Speaker profiles



**Dr. Aaron Thompson,
President, Kentucky Council on Postsecondary Education**

Aaron Thompson is a nationally recognized leader in higher education with a focus on policy, student success and organizational leadership and design. He was named president of the Council in October 2018, following the retirement of Robert L. King. He came to the Council in 2009 from Eastern Kentucky University, where he held a variety of leadership positions, including associate vice president for academic affairs, university programs. In May 2016, he left the Council to serve as interim president for Kentucky State University and returned to the Council in summer 2017.

His leadership experience spans 27 years across higher education, business and numerous non-profit boards. Thompson has researched, taught and consulted in areas of diversity, leadership, ethics, multi-cultural families, race and ethnic relations, student success, first-year students, retention, cultural competence and organizational design throughout his career.

As a highly sought after national speaker, Thompson has presented more than 800 workshops, seminars and invited lectures in areas of race and gender diversity, living an unbiased life, overcoming obstacles to gain success, creating a school environment for academic success, cultural competence, workplace interaction, leadership, organizational goal setting, building relationships, the first-year seminar, and a variety of other topics. Thompson has published more than 30 publications and numerous research and peer reviewed presentations. He has authored or co-authored numerous book, including: *Changing Student Culture from the Ground Up*, *The Sociological Outlook*, *Infusing Diversity and Cultural Competence into Teacher Education*, *Peer to Peer Leadership: Changing Student Culture from the Ground Up*. He also co-authored *Thriving in College and Beyond: Research-Based Strategies for Academic Success*, and *Diversity and the College Experience*



Dr. Shaun Harper, University of Southern California

Shaun R. Harper, PhD, is a professor in the Marshall School of Business at the University of Southern California. He is an expert on racial, gender, and LGBT issues in corporations, law firms, Hollywood production companies, and universities.

Dr. Harper has consulted with more than 200 businesses and institutions on strategies related to equity, diversity, and inclusion. He has published over 100 peer-reviewed journal articles and other academic publications, and procured \$13 million in research grants. He is presently working on *Equity, Diversity, and Inclusion in Business*, his 13th book. His research has been cited in over 12,000 published studies. The *Wall Street Journal*, *New York Times*, *Fortune*, *Washington Post*, *Black Enterprise*, and several thousand other news outlets have quoted Professor Harper and featured his research. He has been interviewed on CNN, ESPN, and NPR.

Prior to becoming a faculty member, he was Assistant Director of MBA Admissions for the Indiana University Kelley School of Business. Dr. Harper spent a decade at the University of Pennsylvania, where he was a tenured full professor.



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Dr. Samuel Museus

Dr. Museus is a professor of education studies at University of California San Diego. He is also the founding director of the National Institute for Transformation and Equity (NITE). Prior to joining UC San Diego, he taught Asian American studies and higher education at the University of Massachusetts Boston and was a faculty member in higher education at the University of Hawaii at Manoa, the University of Denver, and Indiana University.

Dr. Museus has produced over 200 publications and conference presentations focused on diversity and equity, campus environments, and college student outcomes. He is also creator of the Culturally Engaging Campus Environments (CECE; pronounced see-see) Model of College Success among diverse student populations. He has also published several books, including *Creating Campus Cultures: Fostering Success among Racially Diverse Student Populations* (with Uma M. Jayakumar, 2012), and is creator of the Culturally Engaging Campus Environments (CECE) Model of College Success among racially diverse populations (2014).

He has previously received several national awards in recognition of the impact of his scholarship, including the Association for the Study of Higher Education's (ASHE's) Early Career Award in 2011 and the National Association of Student Personnel Administrators' (NASPA) George D. Kuh Outstanding Contribution to Research and Literature Award in 2014. He received his PhD in Higher Education Administration (Pennsylvania State University).

Projects underway focus on understanding aspects of college campuses that provide equitable opportunities for college students and how institutions change to become more inclusive and equitable. Emerging projects focus on social movements and the experiences of social justice advocates and activists within higher education.



Dr. Dawn CheNeen Offutt

Dr. Dawn CheNeen Offutt is the Director of Initiatives for Diversity, Equity and Inclusion at the Kentucky Council on Postsecondary Education where she leads the work in the division, which includes implementing the institutional diversity plan review process, and coordinating statewide efforts around cultural competence. Dr. Offutt has worked in education in various capacities for over 20 years. She was a Senior Associate for the council where she was responsible for coordination of the Dual Credit Policy for Kentucky postsecondary institutions and monitored the implementation of accelerated and corequisite program models and postsecondary interventions for students not meeting readiness benchmarks. She also served as the Director for Program Services for GEAR UP Kentucky 3.0 where she was responsible for ensuring the effective in-school delivery of the GUK 3.0 strategies and directing the program staff in each of the six GUK 3.0 regions. Prior to joining the council, she worked for seven years as an Education Administration consultant in the Division of Consolidated Plans and Audits for the Kentucky Department of Education where she monitored Title I Programs in her assigned districts, approved comprehensive school/district improvement plans, served as the state liaison for private and homeschooled, and served as the co-director for supplemental educational services. She also taught French & Spanish at Southern University Laboratory School for 3 years and French at Grambling State University for 4 years. She received her Bachelor of Arts in French with a minor in Spanish from Grambling State University, her Master of Arts in French Linguistics from Louisiana State University and her Doctorate in Education from the University of Kentucky.

Plenary Speaker profiles



Dr. Sonja Feist-Price

Dr. Sonja Feist-Price is the Vice President for Institutional Diversity. She advises the President and Provost on all academic, fiscal, programmatic and administrative policy decisions regarding the University's diversity and inclusivity goals; on development, implementation and annual assessment of the University's diversity plan; and engagement of diversity issues in the community, Commonwealth of Kentucky and beyond. Dr. Feist-Price is the senior administrative officer responsible for promoting collaboration among all members of the university community including students, faculty, staff and administrators in an earnest pursuit of UK's diversity agenda.

Special Thanks

The Council on Postsecondary Education staff recognize and thank the representatives who serve on our statewide committees. We greatly appreciate the expertise, time, and effort these members contribute to increasing diversity, equity and inclusion in the Commonwealth. We also thank the members of the Council on Postsecondary Education and members of the Committee on Equal Opportunities for their expertise and dedication to postsecondary education and diversity, equity and inclusion. Special thanks to the presidents and institutional diversity representatives of Kentucky's postsecondary education institutions for their leadership and commitment to diversity, equity and inclusion.

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