



 Washington University in St. Louis

# DAY OF DIALOGUE & ACTION—2022

MARCH 29–30, 2022



10:15 a.m.

### Opening Remarks

#### Welcome & Inspiration

Join Vice Chancellor Dr. Eva Aagaard to kick off 2022's Days of Dialogue and Action! Dr. Aagaard will set the tone for this university-wide event by sharing lessons and key challenges about the journey to establishing a School of Medicine MD anti-racism curriculum.

#### PRESENTER

**Eva Aagaard, MD**, serves as the vice chancellor for medical education and senior associate dean for education at the School of Medicine. She supports the medical school's education missions by representing and advocating for education and by supporting leadership and programmatic development in education, educational scholarship, and administration. She is also the Carol B. and Jerome T. Loeb Professor of Medical Education, and has published extensively in medical curricula, most recently on how medical education is adapting in response to the pandemic.

10:45 a.m.

### How Did We Get Here?

#### Capacity Building

#### Re-Envisioning Campus and Public Safety

This facilitated Q&A will include the opportunity to engage with Lieutenant Gwendolyn Patton of the Washington University Police Department (WUPD) about the work that is under way to broaden the definition of public safety. The session will also include a message from Chancellor Andrew D. Martin, introducing the Lieutenant's presentation.

#### VIDEO

**Andrew D. Martin** is WashU's 15th chancellor and a professor of political science and law. As an academic, Martin has contributed widely to the areas of judicial politics, quantitative political methodology, and applied statistics with a focus on the United States Supreme Court. Chancellor Martin earned his AB from the College of William & Mary in mathematics and government and a PhD in political science from WashU.

#### PRESENTERS

**Gwendolyn Patton** has been in Law Enforcement for 25 years. She completed undergraduate studies at Washington University, receiving a B.S. in Psychology, and a certificate in Somatic Studies. She began her law enforcement career with the St. Louis Metropolitan Police Department. She's currently employed with the Washington University Police Department as a Lieutenant. Since joining Washington University she has served in several roles: patrol officer, Bike Officer, Crime Prevention Specialist, Communications Sergeant, Neighborhood Patrol Sergeant, Neighborhood Patrol Lieutenant, and currently Patrol Support Lieutenant. Also,

she's the Coordinator and Senior RAD Instructor for the Police Department, a member of the Major Case Squad of Greater St. Louis, NOBLE, and FBI- LEEDA. She enjoys working with our community to assist in strengthening our relationships.

**Brittni Smith** has been a law enforcement officer for over 10 years. She completed undergrad studies at Missouri Western State University, receiving a B.S. in Criminal Justice and Legal Studies. She attended Webster University, receiving a Masters of Science in Cybersecurity. Her law enforcement career began with the Pagedale Police Department where she served as patrol officer, patrol supervisor, and DWI B.A.C. Type III operator. Brittni currently serves the Washington University Police Department (WUPD) as a sergeant for Campus and Neighborhood Patrol. Since joining WUPD 9yrs ago she has held many roles, including patrol officer, detective, staging manager, CPR/First Aid instructor, and investigator for the Major Case Squad of Greater St. Louis. Brittni is always looking for opportunities to better serve the community and make lasting partnerships.

10:45 a.m.

### What Does It Mean to Be Here?

#### Capacity Building

**Attendance for this event is limited. Register early to reserve your spot.**

#### Through the Lens of Age: Fostering Age-Inclusivity

Universities across the globe have recognized the need to increase age-inclusivity in all aspects of campus life to better serve people across the longer life course. Increasing awareness of age as a social identity and improving people's understanding of ageism can increase age diversity and inclusion on campuses. Join the Harvey A. Friedman Center for Aging to explore how age fits into Diversity, Equity, and Inclusion (DEI) initiatives.

#### PRESENTERS

**Nancy Morrow-Howell** is an international leader in gerontology, known for her work on productive engagement of older adults. Her research contributes to knowledge about programs, policies and organizational arrangements that maximize the productive engagement of older adults while promoting positive outcomes for the individuals themselves. She is the director of the Harvey A. Friedman Center for Aging and the Betty Bofinger Brown Distinguished Professor of Social Policy.

**Natalie Galucia** is the manager of the Harvey A. Friedman Center for Aging. She holds a Bachelor of Social Work from Concordia University-Wisconsin and a Master of Social Work from the Brown School at WashU. She is passionate about applying her organizational skills and experience to make a positive impact on communities through hands-on work and public policy.

10:45 a.m.

## Where Do We Go from Here?

### Capacity Building

#### Navigating Change: The Power of Mindfulness and Spirituality to Build Connection and Stay Grounded

These challenging and uncertain times call for intentional practices to sustain ourselves, remain grounded, and to do the internal and external work toward greater equity and inclusion. We'll explore mindfulness and spiritual resources for individual and community practice and connection, offer tools to build compassion and cultural humility, and share university resources to stay involved and engaged with this work.

#### PRESENTERS

**Erin Stampp, MPP**, is the director of programming and professional development in the Office of Diversity, Equity, and Inclusion at the School of Medicine. Stampp has been serving communities as a diversity and inclusion practitioner for over 15 years in both the United States and internationally. She is passionate about achieving equity in outcomes for all individuals and has seen that diversity and inclusion efforts play a key role in the larger work of addressing health disparities and other inequities.

**The Reverend Callista Isabelle** serves as the director for the Office of Religious, Spiritual & Ethical Life (ORSEL), where she implements programs that support the religious, ethical, and spiritual life on campus, including interfaith understanding, dialogue, and pastoral care. Isabelle convenes the ORSEL Affiliates organization and works with the student Interfaith Alliance.

**Diana Parra Perez, PhD**, is a research assistant professor in the Brown School's Institute for Public Health. She is also a yoga and mindfulness teacher and a mindfulness facilitator for the Academy for Diversity, Equity, and Inclusion. She focuses her research on the promotion of health and wellness through community-based programs for physical activity, nutrition, yoga, and mindfulness geared towards marginalized, underrepresented, and oppressed minorities, particularly the Latinx immigrant population in the United States.

**Meg Krejci, MBA**, serves WashU Human Resources as the wellness consultant for mindfulness. For the last 20 years, she has been guiding individuals of all ages and organizations in stress reduction strategies through her programs at Masterpeace Studios, a nonprofit organization in St. Louis, and through facilitating the evidence-based Move into Mindfulness curriculum for WashU employees. Krejci is passionate about sharing the benefits of practicing mindfulness to help employees reduce stress and anxiety, improve health and mental well-being, and achieve greater adaptability and appreciation in life.

12:30 p.m.

## Lunch Break

1:30 p.m.

## How Did We Get Here?

### Research & Institutional Change

#### Comprehensive Campus-Wide Antiracism Unified Message, Tailored Approach

In this session presenters share how they developed a comprehensive approach to understand and dismantle systemic racism within academic medicine and biomedical science—an approach including six core components. Learn about the precipitating factors that led to action; how buy-in, support and commitment was obtained from key stakeholders; the recruitment and selection of Equity Champions; the Understanding Systemic Racism professional development curriculum that was launched in fall 2021; a summary of the comprehensive anti-racism strategy for the School of Medicine; and the use of Implementation Science to assess effectiveness.

#### PRESENTERS

**Jessica Pittman, MD, MPH**, is an assistant professor of pediatrics, allergy, immunology, and pulmonary medicine. Her primary research interest is improving the diagnosis and detection of early lung disease in infancy and early childhood through the use of novel outcome measures including infant pulmonary function testing and multiple breath washout (MBW) testing.

**Sherree Wilson, PhD**, is the associate vice chancellor and associate dean of Diversity, Equity, and Inclusion at the School of Medicine. Wilson serves as a member of the Dean's Senior Leadership Committee, and her work fosters strategic focus in diversity, equity, and inclusion initiatives. She is a member of the American Association of Medical Colleges' Group on Diversity and Inclusion, the Association for the Study of Higher Education, the National Association of Diversity Officers in Higher Education, and the National Career Development Association.

**Audrey Coolman, MPH**, is the community engagement project manager for the Office of DEI in the School of Medicine. She identifies, explores, collaborates, and coordinates community-based experiences to enhance learners' ability to care for a diverse population. On an ongoing basis, she seeks points of interface between the St. Louis community and the entire Medical Education continuum.

**Erin Stampp, MPP**, is the director of programming and professional development in the Office of Diversity, Equity, and Inclusion at the School of Medicine. Stampp has been serving communities as a diversity and inclusion practitioner for over 15 years in the United States and internationally. She is passionate about achieving equity in outcomes for all individuals.



1:30 p.m.

### What Does It Mean to Be Here?

#### Research & Institutional Change

#### Racial Equity in Alzheimer's Research: Building a Diverse Registry That Benefits Participants and Researchers

Dr. Joyce Balls-Berry will discuss her launch of the COEQUAL Registry (Creating Opportunities to Increase Health Equity and Equality for Persons at Risk of Alzheimer Disease and Related Dementias). The plan is to use a patient- and community-engaged framework to recruit, enroll, and retain 2,000 new volunteers.

Historically, members of underrepresented groups too often have been left out of the design and planning process for biomedical studies, resulting in research that does not meet their needs. In this session she will share how she is working to ensure that the registry will benefit participants and their communities as well as researchers. She will discuss how she is working closely with civic leaders and patient and family advocates to determine every aspect of the registry. This session will highlight the importance of community engagement in the biomedical research enterprise.

#### PRESENTER

**Joyce (Joy) Balls-Berry, PhD**, is an associate professor of neurology at Washington University School of Medicine and core leader for the newly established Health Disparities and Equity Core in the Knight Alzheimer Disease Research Center (ADRC), directed John Morris, MD. Prior to joining the School of Medicine, Balls-Berry was an assistant professor of epidemiology and senior associate consultant at Mayo Clinic College of Medicine and Science. She completed her formal education at Xavier University of Louisiana with graduate training at Washington University School of Medicine and the University of Toledo. Balls-Berry completed a postdoctoral research fellowship in health equity, epidemiology, and biostatistics at the University of Florida. Her work as a scientist centers on increasing awareness of the importance of community-patient engagement in research to increase health equity in minority and under-resourced communities.

1:30 p.m.

### Where Do We Go From Here?

#### Research & Institutional Change

#### The Human Pangenome Reference Consortium: Learning About Diversity & Inclusion in the Research Setting

The next phase of the human genome project is developing a human pangenome reference. This will comprise many genomes selected to broaden the diversity of human variation available to researchers and clinicians. Novel to this approach is an embedded Ethical, Legal, and Social Impact (ELSI) element threaded through the project's working groups. At this session, attendees will learn about the human pangenome reference consortium and models for engaging underrepresented populations. We will also highlight WashU resources available for increasing diversity in research.

#### PRESENTER

**Lucinda Antonacci-Fulton, MA**, has worked for WashU for almost 30 years, holding many positions with experience in administration, human resources, finance, and strategic planning. Today, she speaks to us in her role as an assistant professor of genetics and research instructor at the McDonnell Genome Institute.

2:30 p.m.

### How Did We Get Here?

#### Action Opportunities

#### Equity/Equality: Differences and Initiatives

In 2018, the Office of Diversity & Inclusion at Washington University School of Medicine became the Office of Diversity, Equity, & Inclusion. Why was it essential to add equity to our name? What role does equity play in improving campus culture? This session will explore what equity means, how it differs from equality, and how the two concepts can support each other. We will also explore equity from a multiple-identity perspective and highlight current and future efforts to create equitable outcomes across campus.

**Jeramia Ory** is the DEI education specialist at the Washington University School of Medicine's Office of Diversity, Equity, & Inclusion. He is an educator with extensive experience in the design and implementation of educational materials, research projects, and community outreach as well as data visualization tools. He is also a certified Diversity Facilitator at the National Conference for Community and Justice of Metropolitan St. Louis (NCCJ St. Louis) and is committed to teaching, learning, and dismantling the impacts of racism in our society.

2:30 p.m.

### What Does It Mean to Be Here?

#### Action Opportunities

#### Change From the Ground Up: Using an Interprofessional Approach to Design-Targeted Interventions and Tangible Change

The Washington University School of Medicine/St. Louis Children's Hospital Taskforce for Teamwork and Cultural Competency (T2C2) was formed in 2018 as an interprofessional team focused on creating specific, targeted, strategic interventions within the hospital with a goal of immediate, tangible results that advance a culture of teamwork and respect, improve cultural humility, minimize disparities in care, and improve patient satisfaction. Through regular, open ideation sessions with members across roles, ranks, and departments, we have fostered a collaborative space to design tailorable initiatives to address roles, identity, and respect, interprofessional communication, and family food access. This session will focus on the startup and foundational work necessary to create a cohesive interprofessional group and the process of ideating interventions with key stakeholder support and input.

#### PRESENTERS

**Jessica Pittman, MD, MPH**, is an associate professor of pediatric pulmonology at WUSM. She is the Associate Program Director for Diversity and Inclusion for the WUSM/SLCH Pediatric Residency Program, a faculty coach with the WUSM Gateway Curriculum, and a DEI Faculty Leader with the WUSM Office of Diversity, Equity and Inclusion, where she is also co-lead for the Understanding Systemic Racism Curriculum. With Michele Holton, she is co-lead and co-founder of the SLCH Taskforce on Teamwork and Cultural Competency (T2C2). Dr. Pittman is also involved in clinical research in cystic fibrosis, and serves as co-director of the WUSM Therapeutics Development Center.

**Michele Holton** is a results-oriented, strategic global thought leader in Human Resources and Diversity with extensive experience in talent acquisition and talent management, employment branding, and university relations. Holton is the co-lead for T2C2 and serves as a DEI consultant for St. Louis Children's Hospital. She has worked in corporate and university settings partnering across all levels of organizations and leveraging both internal and external relationships and resources to achieve business results. She has partnered with clients of all sizes and across a variety of industries and disciplines to offer inclusive consultative support. She is a member of WashU's Black Alumni Council.

2:30 p.m.

### Where Do We Go from Here?

#### Action Opportunities

#### Department Equity Champions: Building Capacity for Equity-Focused Culture Change

This session will take a closer look at one of the core components of the medical school's anti-racism initiative. The Equity Champion program aims to develop a campus coalition and build departmental capacity for culture change through professional development and collaboration in rolling out the Understanding Systemic Racism curriculum. A panel discussion with members of the first Equity Champion cohort will share their experiences and learnings from their week-long training experience. They will offer reflections about being a part of this equity-focused community and share both their goals and challenges in serving in this important role within their departments.

#### PRESENTERS

Julian Magee  
Maithilee Menezes  
Ernesto Romo  
Neha Navsaria  
Erin Stamp, panel moderator

4:00 p.m.

### Closing Remarks

#### Going Forth

Close out an amazing day of programming with remarks and a call to action from a Joseph Pangelinan, assistant professor and director of cultural awareness and diversity at the School of Medicine.

#### PRESENTER

**Joseph Pangelinan (pronouns: He, His), PhD, LPC**, is an assistant professor and director of cultural awareness and diversity in the John T. Milliken Department of Medicine at School of Medicine. He holds a BA in Psychology from Benedictine College, a MA in Psychological Counseling from Southeast Missouri State University, and a PhD in Education from the University of Missouri in Saint Louis.



10:15 a.m.

### Opening Remarks

#### Welcome & Inspiration

Join Executive Vice Chancellor Shantay Bolton to kick off Day 2 of 2022's Days of Dialogue and Action! Bolton will speak to this pivotal moment in WashU's history and offer a vision for the positive systemic changes that are already underway.

#### PRESENTER

**Shantay (Sh-Ann-Tay) Bolton** is the executive vice chancellor for administration and chief administrative officer. As a member of the chancellor's executive cabinet, she provides strategic counsel to university leadership and serves as the key point person for university operations. Bolton is responsible for spearheading effective strategies in administration, including the areas of information technology, human resources, public safety, procurement, supplier diversity, and Danforth Campus operations and facilities. Bolton holds a BA in psychology, an MS in counseling psychology, a PhD in organizational psychology, and an MBA in corporate business.

10:45 a.m.

### How Did We Get Here?

#### Capacity Building

**Attendance for this event is limited. Register early to reserve your spot.**

#### Phases of Culture Change: How Did We Get Here?

In this session, participants will become familiar with how institutional, regional, and global events over time have contributed to shifts in culture and climate here at Washington University. Participants will engage with moments in the history of WashU to build awareness of how institutional, departmental/unit, and individual change has happened and brought us to where we are today.

#### PRESENTER

**Nicole Hudson** is the assistant vice chancellor for Diversity, Equity, and Inclusion (DEI) and leader of the Academy of DEI. As the department lead, Hudson is responsible for the management of the team and representing the Academy at an executive level across campus. Prior to the Academy, Hudson worked on regional policy related to racial equity. The bulk of her career has been spent in areas of communication, digital and brand strategy, and the cultivation of community, on- and off-line.

10:45 a.m.

### What Does it Mean to Be Here?

#### Capacity Building

#### Bridging the Gap: Connecting Faculty and Staff to Students and Their Social Justice Experiences

This workshop is designed to educate faculty and staff about the current social justice issues students are facing during their WashU experience. Attendees can expect a detailed overview of the co-curricular advisory board (CAB), its purpose, and how it addresses oppressive systems within our co-curricular community. Additionally, we will cover Bias Report and Support System (BRSS) statistical data as well as overall student experiences with bias inside and outside of the classroom. Last, attendees will be provided with strategies to connect students with an understanding of advocacy and allyship with the goal of fostering a trauma-informed and inclusive community.

#### PRESENTERS

**Travis Tucker Jr.** currently serves as the director of LGBTQIA+ Engagement and Associate Director at the Center for Diversity and Inclusion (CDI) at Washington University in St. Louis. He previously has held positions as the assistant director of leadership and LGBTQIA at WashU, and the coordinator of LGBTQIA Resource Center at Southern Illinois University Carbondale. Tucker has a degree in political science from the University of Akron and a master's degree in student affairs in higher education from Miami (OH) University.

**Dr. Aeryel Williams** currently serves as the training and education specialist in the Center for Diversity and Inclusion. She earned her PhD in higher education administration from Louisiana State University in 2020. She is passionate about educating students in entertaining ways to make the content relatable and digestible. Her approach to changing the systems we operate within is student-centered, trauma-informed, and emotionally intelligent.

**Beth Doores** currently serves as the associate director for campus life and an Arts & Sciences four-year academic advisor. With over 15 years of experience in higher education, Beth she has in-depth experience in advising, high impact programming, conduct, and experiential learning. She has presented at various national and regional conferences on mid-level management, trauma-informed advising, and creating equitable co-curricular experiences.

10:45 a.m.

### Where Do We Go from Here? Capacity Building

#### Where Do We Go from Here?: Leveraging Purchasing Power for Equity

In this session, presenters will discuss how the diversification of WashU's supply chain supports the university's Strategic Plan and commitment of being in and for St. Louis. Attendees will be introduced to the new Diverse Business Directory search tool. The tool was developed to advance the mission of Supplier Diversity.

#### PRESENTERS

**Janelle Turner** is the director of Supplier Diversity at Washington University, a position she has held since January 2020. In this role, Turner leads the university's strategic efforts to expand opportunities for diverse businesses, including minority and women-owned businesses, across and beyond campus.

**Sanjana Are** is a recent graduate of Washington University, where she studied finance and economics & strategy. Since January 2021, she has been an intern with the Supplier Diversity Department. She is passionate about data visualization and has worked to build both the Supplier Directory and the Supplier Diversity Dashboard over the past year. She is passionate about elevating marginalized voices and is constantly seeking opportunities to advance the dialogue around reducing inequity.

12:30 p.m.

### Student Lunch Takeover: Perspectives on Community at WashU and in St. Louis

Join us for a lunch panel featuring Danforth Campus students as they engage in a discussion about community at WashU and in St. Louis! This completely student-led and run session will feature perspectives from students of different communities and backgrounds.

What does it mean to be a part of the WashU community? How do we create and maintain bonds of connection and support across different backgrounds and experiences? How do non-traditional students experience the WashU campus? How do students from St. Louis view the gaps between WashU and the greater St. Louis area?

Bring an open mind and an open lunch box for this lively panel discussion!

1:30 p.m.

### How Did We Get Here? Research & Institutional Change

#### WashU and Enslavement

In this session participants will become familiar with Washington University's participation in the Universities Studying Slavery (USS), consortium of 80 universities and colleges examining and addressing how their institutional histories are entangled with slavery and its legacy.

#### PRESENTERS

**Professor Iver Bernstein** is a professor of history, African and African-American Studies, and American Culture Studies, and an instructor for the Ampersand course "Rethinking WashU's Relation to Enslavement: Past, Present, and Future."

**Professor Carl F. Craver** is a professor of philosophy and Philosophy-Neuroscience-Psychology, and an instructor for the Ampersand course "Rethinking WashU's Relation to Enslavement: Past, Present, and Future."

**Professor Geoff K. Ward** is a professor of African and African-American Studies and project director of WashU & Slavery.

Student speakers are enrolled in the new first-year Ampersand course entitled, "Rethinking WashU's Relation to Enslavement: Past, Present, and Future."



1:30 p.m.

### What Does It Mean to Be Here?

#### Research & Institutional Change

#### Danforth Staff Council: The Impact and Opportunities of Flexible Work Policies as Pandemic Becomes Endemic

The Danforth Staff Council was founded in 2016 to serve and represent non-faculty and non-union Danforth staff members seeking to collaborate with senior administration to broaden and strengthen lines of communication on matters that impact staff and provide advice to administration on policy decisions. This session will focus on research about flexible work policies and open a discussion about how to codify new normals as the university continues to navigate pandemic working conditions.

#### PRESENTERS

**Lauren Todd** has served as the engineering subject librarian for the McKelvey School of Engineering since 2010. She offers reference services, library instruction, one-on-one consultations, course support, and outreach to faculty, staff, and students, and serves on the Danforth Staff Council. Outside of work, she enjoys spending time with her husband, St. Louis Public Radio Political Reporter Jason Rosenbaum, and their family; running; and reading as much as possible.

**Nan Barnes** is the associate director of graduate career education at the Olin School's Weston Career Center. She leads strategic projects for the department especially in the digital career education space and finds ways to improve and streamline processes. She is also a Certified Career Management Coach and chairs the Return to Campus Operations committee of the Danforth Staff Council. Outside of work, she enjoys spending time with her family and friends, watching Chinese drama, and trying out new hobbies.

1:30 p.m.

### Where Do We Go from Here?

#### Research & Institutional Change

#### What It Means to Hire During a Global Pandemic: Lessons to Make Hiring More Equitable

Join senior Human Resources administrators to hear about lessons learned during COVID-19 about how to make the hiring process more equitable. Presenters will discuss considerations about hiring accessibility and retention processes, and offer tips on how to make the most of Workday and the new Human Resources systems.

#### PRESENTERS

**Apryle M. Cotton** is the assistant vice chancellor for Human Resources and MyDay HCM business leader. Cotton is responsible for diversity and inclusion; talent management, including recruitment and learning and development; and applied leadership/organizational development efforts. Previously, she served as the assistant director of Human Resources at WashU's School of Medicine. There, she oversaw

all aspects of employee relations and human resources operations, including compliance, talent acquisition, and faculty appointments.

**Leanne Stewart, PhD**, is the director of employee relations for university-wide Human Resources. Stewart takes questions from both the School of Medicine and the Danforth Campus management and employees on all policies affecting employment and appointment at the university. Requests for management training or presentations on employment policies can be directed to her. In addition, she can provide advice and guidance on employee relations matters, disciplinary action, constructive coaching, performance management, time off and organizational development, restructuring or job elimination scenarios, and customer service concerns.

**Mark Proseri** is the executive director for talent management. Proseri has oversight for recruitment and career and leadership development for all schools on the Danforth Campus and for the medical school. His prior experience with the university includes leading the faculty and executive search function for Washington University School of Medicine. Proseri led the creation, development, and implementation of an in-house faculty and executive recruitment program in accordance with executive search industry best practices.

2:30 p.m.

### How Did We Get Here?

#### Action Opportunities

#### Why Do We Need a WU Equity and Inclusion Council? Breaking Out of the Demand-Response Loop

The WU Equity and Inclusion Council formed in 2020 to provide an institutional home for the 2017 Diversity & Inclusion Commission's recommendations. This interactive session will tell the Council's "origin story" and encourage participants to reflect on their own experiences and opportunities to catalyze positive change at WashU.

#### PRESENTERS

**Ariana Jasarevic** is the staff learning & development specialist for the McKelvey School of Engineering. She facilitates one-on-one sessions with staff employees interested in developing and realizing their career path and potential at WashU, designs and delivers development workshops and training, and works to empower staff employees to take responsibility for their development and become their best selves with confidence and competence.

**Ragini Maddipati, MSW, MPH**, is the assistant dean for academic programs and a lecturer at the Brown School at WashU. She has over ten years of experience working in clinical research, data management and analysis, program management and evaluation, sexual and reproductive health, and reproductive justice and is passionate about community collaborations to advance equitable access to initiatives that improve public health.

2:30 p.m.

### What Does it Mean to Be Here?

#### Action Opportunities

**Attendance for this event is limited. Register early to reserve your spot.**

#### Navigating Difficult Conversations

In partnership with the Office of the Ombuds, this session will provide participants some foundational concepts and practice with navigating difficult conversations. In this interactive session with paired activities, small group exercises, and large group discussion, you will explore how navigating difficult conversations assists in creating an inclusive and equitable work environment. This session is designed to build individual awareness and practice navigating difficult conversations.

PRESENTER

**Jessica Kuchta-Miller, MA, JD**, is the inaugural staff ombuds at Washington University. She established the office over six years ago to serve staff, and it has since expanded to include postdoctoral appointees and graduate students. As a confidential, impartial, and independent resource for effective communication, collaboration, and conflict management, the Office of the Ombuds is available to help informally address university-related concerns.

2:30 p.m.

### Where Do We Go from Here?

#### Action Opportunities

#### Race and Cultural Somatic Healing

This session will be an introduction to the principles of cultural somatic healing and their potential to support progress towards racial equity. Participants will learn about the book *My Grandmother's Hands: Radicalized Trauma and the Pathway to Mending Our Hearts and Bodies* by Resmaa Menakem and his collaborations with WashU's own Dr. Gladys Smith. Come curious, leave a little more present in your body. Who this is for: all bodies and backgrounds.

PRESENTER

**Gladys Smith** is a licensed psychotherapist, somatic trauma therapist, master addiction counselor, and a registered Yoga and meditation teacher. She is a trauma therapist and relationship and sexual violence therapist for Washington University School of Medicine. She is also an adjunct professor at Pepperdine University in the Graduate Psychology and Counseling program. Smith is a 27-year veteran of the United States Navy, serving as a chief petty officer (HMC) hospital corpsman, therapist, and trainer in health care and wellness.

4:00 p.m.

### Closing Remarks

#### Going Forth

Close out two amazing days of programming with remarks and a call to action from Aurora Kamimura, assistant provost for inclusive excellence and Lecturer in the Department of Education.

PRESENTER

**Aurora Kamimura, PhD**, is the assistant provost for inclusive excellence and a lecturer in the Department of Education in the College of Arts & Sciences. She holds a BA in Social Sciences and Public Health from University of California Irvine, an EdM in Administration, Planning & Social Policy from Harvard University, an MA in Higher Education Management and Organizations, and a PhD in Higher Education from the University of Michigan.





