

2019 Ivy Plus EEO Annual Meeting - Agenda for Monday, 4/29

| Time | Name | Title | Institution | Topic | Description |
|--------------------|------------------------|---|--------------------------|---|---|
| 9:00 - 9:30 A.M. | Bridget Collier | Associate Provost for Equal Opportunity Programs | University of Chicago | <i>Introduction and Opening Remarks</i> | |
| 9:30 - 10:15 A.M. | Theodosia Cook | Director of Institutional Diversity & Equity | Dartmouth College | <i>Evaluating the Structure of Your Diversity Office</i> | The session will allow participants to evaluate the alignment of the needs of the institution they serve, their mission, people and budget. Participants will have the opportunity to see how Dartmouth College re-evaluated their office of Institutional Diversity and Equity and walk away with tools and strategies to support their work. |
| | Bridget Collier | Associate Provost for Equal Opportunity Programs | University of Chicago | | |
| 10:15 - 11:00 A.M. | Fenimore Fisher | Vice Provost of Diversity and Inclusion / Chief Diversity Officer | Johns Hopkins University | <i>Developing Diversity and Inclusion within Staff and Faculty Workplace Engagement</i> | The focus of this presentation is to show the Johns Hopkins University efforts, specific to our staff, concerning the measuring of engagement; as well as developing a staff composition report to define a specific diversity and inclusion strategy and best practices for our staff population, mirrored after our faculty efforts. This presentation will also set out to discuss the work being done on deploying exit surveys specific to our URM faculty in order to better inform our diversity practices moving forward. |
| 11:00 - 11:15 A.M. | BREAK | | | | |

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| 11:15 A.M. - 12:00 P.M. | Regina Dixon-Reeves | Assistant Vice Provost for Diversity and Inclusion | University of Chicago | <i>Academic Pathway Programs at the University of Chicago</i> | In this session, we share information on current academic pathway programs at the University of Chicago. Our talk focuses on the Leadership Alliance and Mellon Mays Summer Research Opportunity programs for undergraduates and on the Provost Postdoctoral Fellows Program (PPFP) for early-career faculty of color. We share preliminary results from the PPFP as it impacts on-campus diversity and retention strategies for faculty of color. We then hope to open a conversation on the challenges and successes attendees have experienced implementing their own pathway programs, and to share thoughts for building continuity along the pathway to the professoriate. |
| | Tiana Pyer-Pereira | Associate Director | University of Chicago | | |
| 12:00 - 1:30 P.M. | LUNCH | | | | |
| 1:30 - 2:00 P.M. | Terrell Odom | Associate Director, Office for Military-Affiliated Communities | University of Chicago | <i>Understanding and Supporting Military-Affiliated Students on Campus</i> | The presentation aims to provide participants with knowledge on: how veterans enhance diversity on campus; understanding and supporting military-connected students on campus; and the creation and strategic-alignment of OMAC within the Equal Opportunity Programs office. |
| | Mitchell Kittlaus | Associate Director, Equal Opportunity Programs | University of Chicago | | |
| | Scott Velasquez | Director, Office for Affirmative Action | University of Chicago | | |

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| 2:00 - 2:30 P.M. | Elizabeth Honig | Director, Office for Access and Equity | University of Chicago | <i>Access and Equity for Individuals with Disabilities</i> | As a newly-established office within Equal Opportunity Programs, the Office for Access and Equity has spent its inaugural year visioning, communicating with key campus partners, and researching the work of peer institutions in order to establish an office that, through programs, policies, and resources, supports the full participation to all members of the campus community. One area of focus has been improving campus accessibility and services for community members with disabilities. OAE will present data collected through benchmarking peer institutions ADA/504 offices and generate a discussion about what programs, ideas and resources have improved campus and improved the experiences of your students, faculty and staff. |
| | Jackie Hennard | Associate Director, Office for Access and Equity | University of Chicago | | |
| 2:30 - 2:45 P.M. | BREAK | | | | |

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| 2:45 - 3:45 P.M. | Heather Parlier | Associate Provost, Office for Equal Opportunity and Affirmative Action | Columbia University | <i>Building an Inclusive Campus Environment</i> | Panel discussion about best practices for building an inclusive campus environment. At Columbia we have created implicit bias workshops that we tailor to each specific school or department and we have been working with partner offices on campus to create spaces for conversations between different populations on campus (e.g. between faculty and graduate or among faculty with a particular identity). We would love to present what we've been working but also actively hear (and co-present if there is interest) about what other campuses are doing. |
| | Adina Berrios Brooks | Director, Office of the Vice Provost for Faculty Advancement | Columbia University | | |
| | Serena Barnett | Director of Training, Office for Equal Opportunity and Affirmative Action | Columbia University | | |
| | Theodosia Cook | Director of Institutional Diversity & Equity | Dartmouth College | | |
| 3:45 - 4:00 P.M. | BREAK | | | | |
| 4:00 - 4:30 P.M. | Daniel Diermeier | Provost | University of Chicago | <i>Keynote Remarks</i> | |
| | Darren Reisberg | Vice President for Strategic Initiatives and Deputy Provost | University of Chicago | | |