



# Higher EDquity

SYMPOSIUM

*Meeting at the Intersection of Education and Equity*

Nov. 13-14, 2023  
#KYHigherEDquity



# Eastern Kentucky University Campus Map



(30) Powell Building  
(45) Whitlock Building  
Alumni Coliseum Lot--Parking

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# Higher EDquity

## SYMPOSIUM

November 13th Pre-Conference Sessions

| 9:00 – 10:00 A.M.      | REGISTRATION  | Whitlock Auditorium |
|------------------------|---|---------------------|
| 10:00 A.M - 12 Noon    | <p><b>Beyond The Summer of '23: Achieving Inclusive Excellence in the Face of Change</b></p> <p><i>Learn about ways to define and implement promising practice and pedagogy to cultivate pluralistic learning opportunities across functional areas and academic disciplines.</i></p> <p><b>Dr. Shawna Patterson-Stephens,</b><br/><b>Central Michigan University</b></p>   | Whitlock Auditorium |
| 12:00 P.M. - 1:00 P.M. | Lunch   |                     |
| 1:00 P.M. - 3:00 P.M.  | <p><b>Defining Your Servingness: Using the HSI Servingness Framework to Co-Create Your Organizational Identity and Help Underrepresented Students Thrive</b></p> <p><i>Learn about Hispanic-Serving Institutions (HSIs) and Servingness within an interactive discussion on how to apply the HSI Servingness framework to create a sense of belonging for first generation, low-income, and underrepresented student populations.</i></p> <p><b>Dr. Vanessa Sansone,</b><br/><b>University of Texas at San Antonio (UTSA)</b></p> | Whitlock Auditorium |
| 3:15 P.M. - 5:15 P.M.  | <p><b>Building a 5-A Program for Inclusive Excellence</b></p> <p><i>Discover the strategies, based on the five A's: Acceptance, Access, Accountability, Adaptability, and Application, to assess the implementation and impact of inclusive excellence initiatives.</i></p> <p><b>Dr. Roger Cleveland,</b><br/><b>Eastern Kentucky University</b></p>   | Whitlock Auditorium |



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## SYMPOSIUM

November 14th Conference Sessions

| 8:00 – 8:45 A.M.        | REGISTRATION   | Whitlock Auditorium |
|-------------------------|--|---------------------|
| 8:45 A.M. - 9:45 A.M.   | <p><b>Opening Remarks</b></p> <p><i>Dr. Dannie Moore &amp; Dr. Dawn Offutt</i></p> <p><b>Panel Discussion: Cultivating a Commonwealth for All</b></p> <p><i>Explore with us as we learn from key college and workforce representatives the importance of workforce diversity, and how partnerships between higher education and employers can ensure Kentucky's students are equipped for career success.</i></p> <p><b>Facilitator:</b><br/><i>Dr. Leslie Sizemore</i></p> <p><b>Panelists:</b><br/><i>Lt. Col. Whitney Allen, Troy J. Broussard, Johnny W. Collett &amp; Angela Branford-Stevenson</i></p>   | Whitlock Auditorium |
| 10:00 A.M. - 11:00 A.M. | BREAKOUT SESSIONS I  |                     |
|                         | <p><b>How To Develop a Multi-Tiered Mentorship Model</b></p> <p><i>A major retention strategy to help sustain underrepresented populations in academia is to develop a mentorship program. The Start-to-Finish Mentorship program is a joint effort initiative facilitated through 3 departments at the University of Kentucky to help faculty, staff, postdocs, graduate students, and undergraduates network across all disciplines. Mentorship pairs are manually matched through tiers of weighted factors in order to identify the best fit. This model will be deconstructed in its presentation for how it has evolved into the flagship mentorship program for the University of Kentucky.</i></p> <p><b>Presenter:</b><br/><i>David Robinson</i></p>  | Powell Building 229 |
|                         | <p><b>Latinx Success On The Making of a Commonwealth For ALL: A Relationship Rich Approach</b></p> <p><i>This presentation will highlight how specifically identifiable spaces for underrepresented students foster a relationship rich education to support retention and graduation in higher education. According to the 2019 report from the American Council on Education, nearly half of undergraduates self-identified as students of color or multiracial. The report also highlighted low levels of post-secondary school completion. First generation and underserved students face different challenges on how to navigate college and the academics, especially at PWIs. By having identifiable spaces for underrepresented students, Eastern Kentucky University utilizes mentoring constellations to help students develop relationship-rich experiences. El Centro facilitates the implementation of intentional programming, including high impact service-learning opportunities, leadership development for Latinx Students, and community outreach to create a bridge (PUENTE) between institutions and communities.</i></p> <p><b>Presenters:</b><br/><i>Dr. José Gómez-Becerra, Dra. Abbey Poffenberger &amp; Dra. Socorro Zaragoza</i></p> | Powell Building 220 |



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November 14th Conference Sessions

| 10:00 A.M - 11:00 AM. BREAKOUT SESSIONS I CONTINUED |  |                     |
|---|--|---------------------|
|   | <p><b>Caption It: How to Add Captions to Multiple Platforms and Why You Should</b></p> <p><i>Universal design guides instructors to increase access of educational materials for a diverse range of students. This interactive presentation will explain why adding captions/subtitles to learning platforms is a necessary part of education, why inclusive teaching requires captions, and demonstrations of adding captions to multiple platforms.</i></p> <p><b>Presenter:</b><br/><b>Dr. Kristel Scoresby</b></p>   | Powell Building 224 |
|   | <p><b>Reappointment, Promotion, and Tenure: Strategies for Cultural Inclusivity in the Evaluation Process</b></p> <p><i>This session will include the following: 1. Overview of barriers to successful recruitment and retention of Black faculty at Predominately White Institutions of Higher Learning 2. Strategies for evaluation of reappointment, promotion and tenure policies and procedures 3. Recommendations for changes to reappointment, promotion, and tenure processes to promote successful promotion and tenure of Black faculty.</i></p> <p><b>Presenter:</b><br/><b>Dr. Vanessa Hunn</b></p>  | Powell Building 225 |
| 11:15 A.M - 12:15 P.M. BREAKOUT SESSIONS II         |  |                     |
|   | <p><b>Knitting a Stronger Safety Net for First-Year Students</b></p> <p><i>Through mixed methods, a research team analyzed a first-year experience to examine the sense of well-being and belonging of entering students. The team analyzed current practices for recruitment, orientation, onboarding, group/individual academic advising, mentoring, coaching, and coursework. This process included analysis of in-person interviews, surveys, an investigation of written and online communications strategies, social media engagement, and other points of contact with students as they matriculated and moved through their first-year experiences. The presenters will share the processes, outcomes, and recommendations as an opening for conversation.</i></p> <p><b>Presenters:</b><br/><b>Dr. Patrick Lee Lucas &amp; Aaron Vaught</b></p> | Powell Building 229 |



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November 14th Conference Sessions

| 11:15 A.M - 12:15 P.M. | BREAKOUT SESSIONS II CONTINUED  |                     |
|------------------------|---|---------------------|
|                        | <p><b>Designing Inclusive Communities: How Accessibility Leads to Belonging</b></p> <p><i>Diversity, equity, and inclusion (DEI) are vital to our work in higher education, but too often accessibility and belonging are omitted from the conversation. "Designing Inclusive Communities: How Accessibility Leads to Belonging" explores how implementing universal design and access leads to developing a profound sense of belonging for all individuals. This presentation dives into the dynamics of universal design principles, sharing ways to intentionally create environments that foster a sense of belonging for all individuals, including their diverse identities. In this insightful presentation, attendees will gain the knowledge to eliminate barriers and create environments for all people to feel valued. Join this presentation to learn ways to establish a sense of belonging by intentionally designing inclusive communities that prioritize accessibility, leading to increased retention, problem-solving, and overall well-being.</i></p> <p><b>Presenter:</b><br/><b>Dr. Nicholas Wright</b></p> | Powell Building 220 |
|                        | <p><b>Deconstructing Paginated Spaces: The Power of Proximity &amp; Community in Knowledge Production</b></p> <p><i>In this panel session, the presenters share their experiences creating scholarly communities in their EdD program. The presenters reflect on their processes of building community across racial and generational identities, cohorts, and space; the norms that helped them construct their communities; and the practices they engaged in to strengthen and maintain their relationships. The presenters address how showing up and supporting each other - and receiving support from others - meaningfully shaped their learning and outcomes and contributed to their own scholarly voices. Finally, the presenters offer how they deconstructed educational spaces by centering community, relationship, and collaboration and how this is reflected in their ongoing scholarship.</i></p> <p><b>Presenters:</b><br/><b>Dr. Rae Loftis, Dr. Tynisha Worthy, Dr. Courtney Walton &amp; Dr. Lisa Mauthe</b></p>   | Powell Building 224 |
|                        | <p><b>Cultivating a Culturally Competent Commonwealth</b></p> <p><i>Societies are becoming more globalized causing demographic shifts and an increasingly diverse population. In order to have a well-equipped workforce, it is crucial that postsecondary institutions be intentional about implementing equitable policies and inclusive practices that create environments that will produce culturally competent graduates. The Kentucky Council on Postsecondary Education has developed a Cultural Competency Credential Certification Process for certifying a micro-credential for institutions who recognize the benefits of a culturally competent campus, want to increase the effectiveness of their faculty and staff in relating across cultural differences and want to prepare students for life in increasingly diverse environments. This session will discuss the A4 Model for Cultural Competence, showcase the micro-credential certification process, and provide examples from institutions whose programs have been certified.</i></p> <p><b>Presenter:</b><br/><b>Dr. Dawn Offutt</b></p>                  | Powell Building 225 |





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November 14th Conference Sessions

|                        |   |                     |
|------------------------|---|---------------------|
| 12:15 P.M. - 1:30 P.M. | <b>NETWORKING LUNCHEON</b>  |                     |
| 1:30 P.M. - 2:30 P.M.  | <b>KEYNOTE PRESENTATION</b>   |                     |
|                        | <b>Future Dreaming and The Concepts of Servingness: Why The Power of Possibilities Matter More Than Ever</b><br><br><i>Keynote Speaker:</i><br><br><i>Dr. Vanessa Sansone</i> | Whitlock Auditorium |
| 2:30 P.M. - 3:00 P.M.  | <b>CLOSING SESSION &amp; AWARDS PRESENTATION</b>  |                     |
|                        | <i>Presenter:</i><br><br><i>Dr. Dawn Offutt</i>   | Whitlock Auditorium |
|                        |   |                     |