

- 9 a.m.** **Welcome—David M. Dooley, Ph.D.**
URI president
- Introduction—Donald H. DeHayes, Ph.D.**
Provost and vice president for academic affairs
- Program Moderator—Ann Morrissey**
Office of the Provost
- 9:20 a.m.** **In Conversation with Ibram X. Kendi, Ph.D.—How to Be an Antiracist**
Ibram X. Kendi is the National Book Award-winning author of *Stamped From The Beginning: A Definitive History of Racist Ideas in America* and *How to Be an Antiracist*. His relentless and passionate research puts into question the notion of a post-racial society and opens readers' and audiences' eyes to the reality of racism in America today. *For more information on this speaker, please visit prhspeakers.com
- Share questions with the moderator during the conversation. See below.*
- Live Q&A**
Go to the summit website (digimentorsevents.com/uriacademicsummit) and enter the password: [uriacademicsummit](https://digimentorsevents.com/uriacademicsummit). Click on the Slido button at the top of the summit website to submit a question. Click on Q&A and give a “thumbs up” to your favorite questions of those being posted. The questions will be addressed by the moderator in order of popularity as time allows.
- 10:15 a.m.** **Thought Leaders' Panel Discussion**
Moderator:
Joanna N. Ravello, Ph.D., director, Community and Organizational Development, Community, Equity and Diversity
- Panelists:**
Bryan Dewsbury, Ph.D., principal investigator, URI Maximizing Access to Research Careers (MARC) program, CELS, associate professor, biology
Joshua Segui, interim director, URI Multicultural Student Services Center
Brendan Skip Mark, Ph.D., Arts and Sciences, assistant professor, political science
Cherie Rowe, graduate assistant, National Student Exchange coordinator, Education Abroad Programs
- Live Q&A**
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- 11:15 a.m.** **Perspectives from Students—Video and Word Cloud Presentation**
Introduction: Lynne Derbyshire, Ph.D., associate professor, communication studies, Honors Program director, member of Academic Affairs Diversity Task Force

Reactions and Comments

Go to the summit website (digitortorisevents.com/uriacademicsummit). Click on the Slido button at the top of the summit website to participate in the word clouds. Answer the questions and add your responses to our word clouds. The word clouds will be visible on the livestream.

11:30 a.m. Break (Lunch)

Take a lunch break on your own. Come back to this site to be directed to the afternoon individual meeting discussion topics and workshops.

12:15 p.m. Workshops and Discussions

Sign up for the workshops and discussions on the summit website: digitortorisevents.com/uriacademicsummit. The password is: uriacademicsummit. Choose one of the following workshops or discussions:

Faculty workshops on topics and strategies to engage in this work in a meaningful way (culture, curriculum, advising, scholarship/research, etc.) to include interactive participation segment

Workshop A—Modeling (Y)our Way: From Safe to Brave Spaces

The purpose of this workshop is to support scholar practitioners interested in activating brave pedagogies. The workshop will provide a “3 P” framework within which participants can consider justice, equity, diversity, and inclusion (JEDI) classroom practices that reflect a movement from safe to brave spaces—and that support anti-racism. There will be an opportunity for faculty to receive feedback from colleagues on equity-focused practices they are already engaging in.

Facilitators:

Bryan Dewsbury, Ph.D., principal investigator, URI MARC program, CELS, associate professor, biology
Kayon Murray-Johnson, Ph.D., assistant professor, School of Education

Workshop B—From Challenges to Actions: Conversations among Faculty of Color at URI to Create a More Inclusive and Supporting Institution

This workshop aims to create a space where faculty of color (FOC) at URI come together in conversation to discuss the unique challenges and issues that FOC face at URI. FOC attending this session will have the opportunity to (i) openly and anonymously share in what ways they feel supported by the University and (ii) identify areas where URI can do more to support them. We propose that as a collective, we develop an initial list of recommended campus-wide actions that can address the issues and challenges that FOC face as well as increase the recruitment, retention, and success of FOC at our institution.

Facilitators:

Melva Trevino Pena, Ph.D., assistant professor, CELS, marine affairs
Bohyun Kim, Ph.D., associate professor librarian

Workshop C—Interrogating Whiteness in Academe: Progressing through Tensions

Along with three white women at very different academic ranks, participants will interrogate whiteness and white privilege in the quest to become anti-racist educators. Participants will engage in self-reflection and develop actionable strategies to wrestle with and progress through the tensions inherent in this work.

Facilitators:

Danielle Dennis, Ph.D., professor and director, School of Education
Kristina Perrelli, Ph.D., director of new student programs, part-time instructor
Annemarie Vaccaro, Ph.D., professor, School of Education, College Student Personnel Program director

Workshop D—Diversity and Inclusion Syllabus Statements: Road Map to Inclusion on Day 1

A framework for drafting syllabus statements on inclusivity, equity, and diversity, and presenting this topic on the first day of class

Facilitator:

Janelle Couret, Ph.D., assistant professor, biological sciences, member of Academic Affairs Diversity Task Force

Workshop E—Anti-Racism and Communication

This workshop will examine anti-racism from the perspective of a person of color and the primary role of communication in developing and implementing anti-racism in discourse (institutional focus) and dialogue (conversational focus).

Facilitator:

Vanessa Quainoo, Ph.D., associate professor, communication studies

Workshop F—Lightning Talks on three topics below

+Evidence-Based Strategies for Achieving Organizational Equity, Diversity, and Inclusion Success

Sean Edmund Rogers, Ph.D., director, associate professor, business instruction, Society for Human Resource Management Senior Certified Professional, Spachman Professor of HR and Labor Relations, executive director of inclusive excellence, Healthcare Management Graduate Program director, and member of Academic Affairs Diversity Task Force

+Building Skills and Community Among Graduate Students through the Diversity and Inclusion Badge Program

The benefits of a co-curricular microcredential for graduate students that prepares them to be inclusive leaders while increasing their sense of belonging

Alycia Mosley Austin, Ph.D., associate director, Interdisciplinary Neuroscience Program, and associate dean, Graduate Recruitment and Diversity Initiatives, Graduate School, member of Academic Affairs Diversity Task Force

+Changing Culture across the Curriculum: The New Minor in Social Justice and Civic Responsibilities

Overview of the new interdisciplinary minor at URI in social justice and civic responsibilities. The formation and development of an advisory committee for students and to share opportunities for experiential learning. An example of how URI is changing culture across the curriculum

Facilitator:

Judy A. Van Wyk, Ph.D., associate professor, sociology and anthropology

Facilitated Conversations on Particular Anti-Racism Topics

Each discussion is a distinct meeting.

Discussion X—Learning to Identify, Navigate, and Dismantle Supremacist University Culture

Developed within a national crucible of supremacy (patriarchy, anti-Black and Brown racism, colonialism, heteronormativity, etc.), American universities were never designed to be equitable and inclusive spaces. American academics and university staff live with the historical legacy of systemic institutional supremacy today, although the shape that legacy takes within our own institutions has often been erased or hidden from us. This informal conversation will offer some examples of structural and systemic supremacy in the American university (including URI). We will then share expe-

periences and the effects of these conditions on our own and others' academic careers, and we will brainstorm potential strategies for navigating and eventually dismantling these structures within our own institution and universities in general.

Facilitator:

Amelia Moore, Ph.D., associate professor, marine affairs

Discussion Y—Resisting ‘Success’ and Failing Together: What’s Power Got to do with It?

What roles do the concepts of “failure” and “success” play in our development as anti-racist educators? With power dynamics constantly informing our ability to engage in authentic dialogue, what actionable steps can we take toward increasing our willingness to take risks, embrace discomfort, learn from our failures, and grow together? Participants will share anonymously their reflections on the questions above and engage in discussion and brainstorm possible ways to apply this critical self-work into our teaching practice.

Facilitator:

Anna Santucci, Ph.D., faculty development specialist, Office for the Advancement of Teaching and Learning

Discussion Z—Anti-Black Racism at URI: An Academic Affairs Agenda for Change

A preliminary facilitated discussion on the draft proposed action plan for URI that will be a topic of discussion with all participants in the afternoon (See document posted on the summit website at digimentorsevents.com/uriacademicsummit)

Facilitators:

Donald H. DeHayes, Ph.D., provost and vice president for academic affairs, co-chair of Academic Affairs Diversity Task Force

Mary Grace Almandrez, Ed.D., associate vice president, chief diversity officer, member of Academic Affairs Diversity Task Force

David Fastovsky, Ph.D., professor, geosciences, member of Academic Affairs Diversity Task Force

Vinka Craver, Ph.D., professor, civil and environmental engineering, member of Academic Affairs Diversity Task Force

Return to the main summit site at: digimentorsevents.com/uriacademicsummit

1:40 p.m. Immediate Action Plan for an Anti-Racist Institution

A facilitated discussion on the draft proposed action plan for URI to include your feedback (See document posted on the summit website at digimentorsevents.com/uriacademicsummit)

Facilitators

Donald H. DeHayes, Ph.D., provost and vice president for academic affairs

Mary Grace Almandrez, Ed.D., chief diversity officer, associate vice president

Furong Xu, Ph.D., professor of education and Academic Affairs Diversity Task Force member

Megan Echevarria, Ph.D., president of Faculty Senate, associate professor, Spanish

Reactions and Comments

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2:30 p.m. Summit Closing

Provost Donald H. DeHayes and Mary Grace Almandrez, associate vice president and chief diversity officer

Follow-Up Options: Register your interests in any/all of the following for spring 2021

Book groups—Want to read a book on inclusive excellence, diversity, racism together with other faculty and staff and participate in a facilitated discussion?

Click on this link for book club sign-up form to register your interests in any of these URI peer book clubs.

How to Be an Antiracist, by Ibram X. Kendi (continued discussion)

How to Be Less Stupid about Race, by Crystal Marie Fleming

Me and White Supremacy, by Layla F. Saad

Toxic Ivory Towers

Colleague network discussion—**Click this link** if you are interested in participating in the topic below.

URI Anti-Racist and Anti-Colonial Curriculum Planning and Exploring

CED Initiatives—Register with links below

Diversity, Equity, and Inclusion (DE&I) 365 Symposium

Social Justice and Inclusion (SJ&I) Microcredential

Planning Committee for the 13th annual Academic Summit

Janelle Couret, biological sciences

Amelia Moore, marine affairs

Mary Greaney, health studies

Chris Hunter, civil and environmental engineering

Peter Larsen, Kingston Library

Lynne Derbyshire, communication studies, Honors Program

Joanna Ravello, Community, Equity and Diversity

Mary Grace Almandrez, co-convener of the summit, Office of Community, Equity and Diversity

Ann Morrissey, co-convener of the summit, Office of the Provost

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