

DIVERSITY AND INCLUSION HIGHLIGHTS 2019-20

Listening, Learning, and Taking Action

The Center for Diversity and Inclusion at Adler University provides quality programs, trainings, services, and resources that support the success of students, staff, and faculty across all three campuses. The Center is dedicated to creating an equitable, diverse, and inclusive environment that helps community members excel individually and collectively.

The University launched the Office for Diversity and Inclusion in July 2019 with the hiring of Tamara Johnson, Ph.D., and Melissa Moore, M.S.Ed. The University later expanded the Office to become the Center for Diversity and Inclusion, with additional staffing, resources, and plans for a designated space on the Chicago Campus.

FALL 2019

The Diversity and Inclusion team started the academic year with a fall listening tour that included 175+ meetings with students, staff, faculty, and administrators across the University, to better understand the Adler culture and campus-specific needs. This listening tour included Dr. Johnson's week-long visit to Vancouver and provided valuable information that served as a strong foundation for the team to determine initial programs, trainings, and resources to implement during the academic year.

Additionally, Diversity and Inclusion hosted "Meet the Vice President of Diversity and Inclusion" sessions on the Chicago, Online, and Vancouver campuses specifically for students.



Chicago students at a "Meet the Vice President of Diversity and Inclusion" session



Dexter Voisin, Ph.D.,
Professor and Dean of Social
Work, University of Toronto

JANUARY 2020

The spring term kicked off with the [Black Author Series](#) for the Chicago Campus to a standing-room-only audience and provided free books to the first 20 attendees.

FEBRUARY 2020

The Vancouver Campus, with the support of Diversity and Inclusion, welcomed its first [Elder in Residence](#), from the Hupacasath First Nation in Port Alberni, B.C.



Elder Reanna Erasmus

MARCH 2020

Diversity and Inclusion co-sponsored the Multifaceted Themes of Diversity Conference featuring student research.

APRIL 2020

Diversity and Inclusion presented a three-year strategic plan that included specific initiatives under three overarching strategies: fostering an inclusive climate, enhancing training and educational opportunities, and recruiting and retaining a diverse student body and workforce.

SUMMER 2020

Dr. Johnson and Dr. Charles Davis co-facilitated a Black Community Gathering that included more than 70 faculty, staff, and students from all three campuses. Dr. Johnson then facilitated a series of additional meetings that culminated in the production of the Black Community Demands and Expectations.

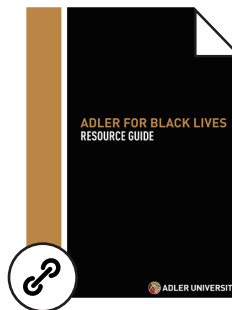


Johannil Napoleón and
Treshae Dimes, Psy.D. students

Accomplishments and Collaborations

#AdlerforBlackLives

Melissa Moore led the process of creating a [resource guide](#) in collaboration with Susanne Milner to support the #AdlerforBlackLives campaign launched by Vancouver students Celeste Lundy, Yasmin Bailey, and Itzia Vriend.



Equity, Diversity, and Inclusion Trainings

Diversity and Inclusion delivered 18 trainings during the 2019-20 academic year, including specialized trainings for senior management. Trainings included topics such as Inclusive Language, Generational Diversity, Implicit Bias, Race and Majoritarian Narratives, Anti-Blackness, Safe Space, and Managing Difficult Conversations in the Classroom.

COVID-19 Sessions

The Chicago Campus Diversity and Inclusion Committee and the Office for Diversity and Inclusion co-sponsored [three programs](#) exploring the impact of COVID-19 on Chicago's Black community.

The events featured speakers from Adler University and community partners, with more than 300 attendees participating.



Pictured from left to right: Monica Boyd-Layne, Ph.D., Assistant Professor, Adler University; Nataka Moore, Psy.D., Professor, Adler University; Crystal Glover, Ph.D., Assistant Professor, Rush University; Lauren Melamed, Ph.D., Assistant Professor, Adler University; Janna Henning, Psy.D., Professor, Adler University; and Cadmona Hall, Ph.D., Associate Professor, Adler University

Women of Color Lunches

Diversity and Inclusion co-sponsored two sessions for Online Campus staff who identify as women of color to discuss a range of professional development topics specific to their experiences.

Preferred Name Policy

Diversity and Inclusion spearheaded the process for creating a preferred name policy, in collaboration with Information Technology, Admissions, and the Registrar's Office. This policy gives students and employees the option to use an alternate name and gender pronouns to support how they wish to be identified.

Allyship Groups

The University's senior management team, in consultation with Diversity and Inclusion, launched allyship groups for community members who identify as white, and people of color who do not identify as Black, to reflect on racism and determine actions they could take to become better allies.

Upcoming Initiatives

The Center for Diversity and Inclusion has a long list of initiatives for the upcoming academic year, including the following:

Inclusive Climate

- Prioritizing the implementation of the items identified in the Black Community Demands and Expectations
- Supporting the creation of the Adler Black Caucus
- Supporting the newly formed Inclusion and Anti-Racism Committee of the Board of Trustees
- Conducting a curriculum audit across all three campuses
- Planning for a spring comprehensive climate survey

Training and Education

- Delivering 25 diversity training sessions

Diverse Student Body and Workforce

- Launching a Diversity Faculty Fellows program
- Piloting a master's-level diversity peer leadership program for students of color on the Chicago Campus
- Hiring new staff to join the Diversity and Inclusion team

Center for Diversity and Inclusion Leaders



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Vice President



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Center for Diversity & Inclusion

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