

2024

Faculty Women of Color in the Academy

NATIONAL CONFERENCE



April 11-14, 2024

Crystal Gateway Marriott
ARLINGTON, VIRGINIA



INCLUSION AND DIVERSITY
VIRGINIA TECH



Land Acknowledgement

Virginia Tech acknowledges that we live and work on the Tutelo/Monacan People's homeland and we recognize their continued relationships with their lands and waterways. We further acknowledge that legislation and practices like the Morrill Act (1862) enabled the commonwealth of Virginia to finance and found Virginia Tech through the forced removal of Native Nations from their lands, both locally and in western states and territories.

We understand that honoring Native Peoples without explicit material commitments falls short of our institutional responsibilities. Through sustained, transparent, and meaningful engagement with the Tutelo/Monacan Peoples, and other Native Nations, we commit to changing the trajectory of Virginia Tech's history by increasing Indigenous students, staff, and faculty recruitment and retention, diversifying course offerings, supporting Native American student organizations and events; and recognizing the growing needs of all Virginia tribes and supporting their sovereignty.

Labor Recognition

Virginia Tech acknowledges that its Blacksburg campus sits partly on land that was previously the site of the Smithfield and Solitude Plantations, owned by members of the Preston family. Between the 1770s and the 1860s, the Prestons and other local White families that owned parcels of what became Virginia Tech also enslaved hundreds of men, women, and children. We acknowledge that enslaved Black people generated wealth that financed the predecessor institution to Virginia Tech, the Preston and Olin Institute, and they also worked on construction of its building. We further acknowledge that Blacks in the local community played crucial roles in providing services and support to Virginia Tech students, faculty, and staff from its founding. Not until 1953, however, was the first Black student permitted to enroll. Through InclusiveVT, the institutional and individual commitment to Ut Prosim (that I may serve) in the spirit of community, diversity, and excellence, we commit to advancing a more diverse, equitable, and inclusive community.

Dear Colleagues,

I am delighted that Virginia Tech is hosting the **twelfth annual Faculty Women of Color in the Academy (FWCA) national conference**. Our mission is to create a space for women to connect and support one another and, when they leave, feel empowered to continue to succeed in the academy. Women of color need these opportunities to uplift one another and build lasting professional connections that will strengthen our communities, and we are honored to facilitate these experiences at FWCA.



The national and local planning committees have created a dynamic program focusing on **career development, leadership, personal wellbeing, scholar activism, and graduate student and emerging scholars**. I am excited to share lessons learned from my new book, *Blackwildgirl: A Writer's Journey to Take Back Her Superpower*. I am thrilled that our keynotes will include the incredible **Dr. Cherríe Moraga**, internationally renowned writer and professor in the Department of English at the University of California, Santa Barbara, and **Dr. Gabrielle Tayac**, associate professor of public history in the Department of History and Art History at George Mason University. The conference also continues its partnership with Inkwell Academic Writing Retreats. This retreat, facilitated by **Inkwell founder Michelle Boyd**, will give you the time you need to write and the strategy you need to make the most of your time.

We are also hosting a signature leadership panel moderated by **Rev. Dr. Courtney Buggs**, Director of the African American Preaching and Sacred Rhetoric Ph.D. Program and Assistant Professor of Homiletics at Christian Theological Seminary. The featured speakers on this panel include **Dr. Mariam Lam**, Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer at the University of California, Riverside; **Dr. Mari Castañeda**, Dean of the Commonwealth Honors College at the University of Massachusetts, Amherst; and **Dr. Javane Adams-Gaston**, President of Norfolk State University.

Finally, we are excited to feature two scholar-authors, **Dr. Stephanie G. Adams**, Dean of the Eric Jonsson School of Engineering and Computer Science at the University of Texas at Dallas, and **Dr. Victoria Reyes**, Associate Professor in the Department of Gender & Sexuality Studies at the University of California, Riverside. They will be discussing their respective books as well as signing at our beloved local partner, **Loyalty Books**.

Engaging **workshops** and **research posters** prepared and delivered by our community of scholars complement our keynote and signature speakers. I thank you all for trusting FWCA as a platform for your research, your experiences, and your scholarship.

We are also excited about this year's **virtual program**, presented again on the CVENT Crowd Compass platform. Asynchronous workshops and digital posters will be available on the **conference app** all weekend long to our virtual attendees. You will be able to access the keynote addresses in real time in addition to the virtual-only offerings.

The app has benefits for in-person attendees as well, so we hope you download and check out all the networking and conference organization features.

An event of this kind is not possible without the collaborative efforts of our **local and national committees**, as well as our **institutional and corporate sponsors**. I thank them for their continued support.

A handwritten signature in blue ink, appearing to read 'Menah Pratt-Clarke'.

Menah Pratt-Clarke
Vice President for Strategic Affairs and Diversity, Virginia Tech



IN PERSON

Conference Schedule



12:00pm - **Check in for Writing Retreat & Lunch**
 1:00pm (Registration Add-On) *Rosslyn Room*

1:00pm - **Writing Retreat presented by Inkwell Academic**
 4:00pm (Registration Add-On) *Rosslyn Room*

1:30pm - **Regular Conference Check-In**
 4:00pm *Outside of Rosslyn Room*

5:30pm - **Welcome Reception & Happy Hour**
 7:30pm *Salon J*

After 7:30pm **Explore D.C.!**
 You can find a selection of women and minority owned restaurants on the FWCA conference website.



MICHELLE BOYD, PH.D.

Unstuck is facilitated by Michelle Boyd, Ph.D., Founder of InkWell Academic Writing Retreats. Michelle is an award-winning writer, scholar, and former tenured associate professor from the University of Illinois at Chicago (UIC). She has been leading retreats since 2012, when she co-founded and coached her first retreat at UIC. Three years later, she left faculty life to create InkWell, where she helps scholars who dread writing develop a sustainable, satisfying, productive writing practice.





- 7:00am - **Sunrise Soul Healing Yoga**
7:45am Led by Dr. Cre Dye | *Sky View Terrace*

- 7:30am - **Conference Registration Desk Open**
5:00pm *Arlington Desk*
Wellness Room Open
Pentagon A

- 8:00am - **Breakfast Buffet Available**
10:00am *Arlington Salons 1 & 2*

- 9:00am - **Official Conference Welcome**
9:15am Chatrice Barnes, FWCA 2024 Conference Director & Menah Pratt, FWCA Founder
Arlington Ballroom

- 9:15am - **Connecting, Supporting, and Empowering Ourselves**
12:00pm Angela's Pulse, Regina Dixon-Reeves, Shekila Melchior, Archana Pathak, Silvia Caraballo, Narketta Sparkman-Key, Rochonda L. Nenonene, and Kelly Collins
Arlington Ballroom

- 12:00pm - **Lunch on Your Own**
1:45pm Explore Poster Gallery, Vendors & Exhibit Hall, WOC Bookstore | *Foyer & Salons DEFGH*

- 1:45pm - **Reconvene in Arlington Ballroom (Optional)**
2:00pm

- 2:00pm - **Concurrent Workshops**
2:55pm *Breakout Rooms - Salons ABCJK*

- 3:10pm - **Concurrent Workshops**
4:05pm *Breakout Rooms - Salons ABCJK*

- 4:15pm - **Featured Scholar-Author: Dr. Stephanie G. Adams**
5:15pm PRESENTED BY JAMES MADISON UNIVERSITY
Arlington Ballroom

- 5:15pm - **Book Signing: Dr. Stephanie Adams**
6:15pm *Women of Color Bookstore powered by Loyalty Bookstores*

- 5:15pm - **Free Time**
6:30pm Explore Poster Gallery, Vendor & Exhibit Hall, WOC Bookstore | *Foyer & Salons DEFGH*

- 5:30pm - **Meet the Poster Scholars**
6:00pm *Salon FGH*

- 6:30pm - **Dinner**
7:30pm *Arlington Ballroom*

- 6:35pm - **Latina Sororities Group Photo**
6:45pm *Arlington Ballroom Main Stage*

- 7:30pm - **Opening Keynote Speaker: Cherríe Moraga**
8:30pm PRESENTED BY UNIVERSITY OF TENNESSEE KNOXVILLE
Arlington Ballroom

- 8:30pm - **Book Signing with Cherríe Moraga**
9:30pm *Women of Color Bookstore powered by Loyalty Bookstores*

See Workshops / Breakout Sessions on page 7



CHERRÍE MORAGA is an internationally recognized poet, essayist and playwright whose professional life

began in 1981 with her co-editorship of the groundbreaking feminist anthology, *This Bridge Called My Back: Writings by Radical Women of Color*. She is the author of several collections of her own writings, including: *A Xicana Codex of Changing Consciousness*, *Loving in The War Years*, and *Waiting in the Wings: Portrait of a Queer Motherhood*. In the fall of 2017, she began her tenure as a Professor in the Department of English at the University of California, Santa Barbara, where with her artistic partner, Celia Herrera Rodriguez, she has instituted Las Maestras Center: Xicana[x] Indigenous Thought, Art, and Social Praxis. Her most recent memoir, *Native Country of the Heart*, was published by Farrar, Straus and Giroux. In 2023, Haymarket Books published new, updated anniversary editions of *Waiting in the Wings* and *Loving in the War Years*.





MENAH PRATT is the Vice President for Strategic Affairs and Diversity at Virginia Tech. She has almost 25 years of leadership experience in higher education, with a focus on large-scale institutional transformation. Prior to joining Virginia Tech, she held senior leadership positions at the University of Illinois at Urbana-Champaign and Vanderbilt University. In addition to being the founder of FWCA, she also founded the Black College Institute, a summer leadership program for 600 rising junior and senior high school students, hosted at Virginia Tech.

Nationally and internationally recognized author of four books on issues of race, class, gender, culture, diversity, education, women's leadership, and critical race feminism, Dr. Pratt was named chair-elect for the Council on Diversity, Equity, and Inclusion for the American Public Land-Grant University Association in 2023, and to the board of the National Association of Diversity Officers in Higher Education in 2024.

Her most recent book, *Blackwildgirl: A Writer's Journey to Take Back her Superpower*, is a powerful and transformational autobiography of her life journey from Black girlhood to Black womanhood in America. A poet, public speaker, scholar-activist, and blogger at www.menahpratt.com, her life's work reflects a commitment to helping others actualize their potential to serve humanity.

- 7:00am - **Sunrise Soul Healing Yoga**
7:45am Led by Dr. Cre Dye | *Sky View Terrace*

- 7:30am - **Conference Registration Desk Open**
5:00pm *Arlington Desk*
- Wellness Room Open**
Pentagon A

- 8:30am - **Morning Welcome Featuring Angela's Pulse**
9:00am

- 9:00am - **Featured Scholar-Author: Dr. Victoria Reyes**
10:00am PRESENTED BY THE FULBRIGHT PROGRAM
Arlington Ballroom

- 10:00am - **Book Signing with Dr. Victoria Reyes**
11:00am *Women of Color Bookstore* powered by Loyalty Bookstores

- 10:00am - **Free Time**
11:00am Explore Poster Gallery, Vendors & Exhibit Hall, WOC Bookstore | *Foyer & Salons DEFGH*

- 11:00am - **Concurrent Workshops**
11:55am *Breakout Rooms - Salons ABCJK*

- 12:00pm - **Lunch Buffet Available**
1:00pm *Arlington Ballroom*

- 12:05pm - **NPHC Sororities Group Photo**
12:25pm *Arlington Ballroom Main Stage*

- 1:00pm - **Keynote Speaker Dr. Menah Pratt**
2:00pm PRESENTED BY INDIANA UNIVERSITY - PURDUE UNIVERSITY INDIANAPOLIS
Arlington Ballroom

- 2:00pm - **Book Signing with Dr. Menah Pratt**
3:00pm *Women of Color Bookstore* powered by Loyalty Bookstores

- 3:00pm - **Concurrent Workshops**
3:55pm *Breakout Rooms - Salons ABCJK*

- 4:10pm - **Concurrent Workshops**
5:05pm *Breakout Rooms - Salons ABCJK*

- 5:10pm - **Free Time**
6:00pm Explore Poster Gallery, Vendors & Exhibit Hall, WOC Bookstore | *Foyer & Salons DEFGH*

- 5:15pm - **Meet the Poster Scholars**
5:45pm *Salon FGH*

- 6:30pm - **Evening of Excellence: Plated Dinner, Awards, and Scholar Artist Performances**
8:00pm *Arlington Ballroom*

- 6:05pm - **NAPA APIDA Sororities Group Photo**
6:15pm *Arlington Ballroom Main Stage*

See Workshops / Breakout Sessions on page 8



DR. GABRIELLE TAYAC, a member of the Piscataway Indian Nation, is a public historian and community-

engaged curator committed to empowering Indigenous perspectives. Gabi earned her Ph.D. and M.A. in Sociology from Harvard University, and her B.S. in Social Work and American Indian Studies from Cornell University. For over thirty years, she has served on staff and boards of numerous human rights organizations centering energy on global indigenous movements. Gabi continuously mentors indigenous/Latinx youth and families through a culturally grounded tribal approach incorporating historic consciousness and land-based practices. Her scholarly research focuses on hemispheric American Indian identity, collective identity, indigenous religions, and social movements, maintaining a regional specialization in the Chesapeake Bay. Gabi served on MAI's staff for 18 years as first education director and then as a historian, curating major exhibitions and programs. Following a call to deepen commitments to knowledge legacies, Gabi took a two-year journey to uplift the voices of indigenous elder women leaders, sponsored by Rockefeller Philanthropy Advisors prior to settling back at home. She is now an Associate Professor of Public History at George Mason University, always striving to be a good relative and an honorable ancestor. Retention at Old Dominion University.

7:00am - 7:45am	Sunrise Soul Healing Yoga Led by Dr. Cre Dye <i>Sky View Terrace</i>
8:30am - 9:30am	Plated Breakfast Service Begins Optional: drop luggage off at the front desk before keynote <i>Arlington Ballroom</i>
8:35am - 8:45am	Indigenous Sororities Group Photo <i>Arlington Ballroom Main Stage</i>
9:00am - 10:00am	Closing Keynote Speaker: Dr. Gabrielle Tayac PRESENTED BY GEORGE MASON UNIVERSITY <i>Arlington Ballroom</i>
10:00am - 11:45am	Pathways to Leadership Panel PRESENTED BY UNIVERSITY OF MINNESOTA Featuring Dr. Mariam Lam, Dr. Javaune Adams-Gaston, Mari Casteñada, Moderated by Rev. Dr. Courtney Buggs <i>Arlington Ballroom</i>
11:45am - 12:00pm	Official Conference Closing <i>Arlington Ballroom</i>
12:00pm	Check Out Time for Crystal Gateway Marriott Guests
12:00pm - 1:00pm	Final Hour with Poster Presenters, Vendors, Exhibitors, and Bookstore <i>Foyer & Salons DEFGH</i>



FRIDAY WORKSHOPS

SALON A Leadership

2:00pm - 2:55pm Women Who Shift the Culture: Leadership Practice Through Transformational Leadership
Dr. Pauline Elwin, Ed.D. & Canena Adams, M.A., B.S.W.

3:10pm - 4:05pm Personal Style and Agency as a Tool of Resistance to Systemic Oppression in the Academy: Considering the Role of Enclotted-Cognition
Marquitta Dorsey, Ph.D.

SALON B Career Development

2:00pm - 2:55pm Empowering Women of Color Educators: Integrating AI Tools for Enhanced Teaching and Learning
Maurine Kwende, Ph.D.

3:10pm - 4:05pm The Other “Black, Latina, Caribbean” Girl: Manipulation, Competition & Sisterhood in the academy (Panel Discussion)
Rochonda L. Nenonene, Ph.D., Novea McIntosh, Ed.D., Annette Beauchamp, Ph.D., Migdalia Garcia, M.A., Tiffany R. Taylor, M.S.Ed., & Donna M. Cox, Ph.D.

SALON C Personal Well Being

2:00pm - 2:55pm On My Mama, On My Hood: Addressing the Impact of Ancestral Trauma on Women of Color
Rest Stephanie Burns, Ph.D.

3:10pm - 4:05pm Nourishing My(Self): Using Joyful Reflexive Writing Practices to Guide Personal and Professional Wellness in Academia
Rhemma Payne, PhD, LMHC, NCC, ACS, BC-TMH

SALON J Scholar Activism

2:00pm - 2:55pm Prohibited: Navigating a DEI Ban as Women Faculty of Color in a Red State
Elena Venegas, Ph.D. & Jacqueline Koonce, Ph.D.

3:10pm - 4:05pm Teaching & Leading From the Soul: Owning Our Identities as Faculty Women of Color
Brittany Lynch, DSW, LCSW, RYT, Nancy Vidal-Finnerty Ph.D., CCC-SLP & Sharon Kimberly Williams, D.Litt

SALON K Graduate Student & Emerging Scholars

2:00pm - 2:55pm Thriving in Graduate School: Networking 101
Anayah Walker, M.A.

3:10pm - 4:05pm “Cohort Sistas” Women in Pursuit
Sharalynn Keju, Janine Holmes, Ph.D. & Johnetha Lindsey, Ph.D.

SATURDAY WORKSHOPS

SALON A Leadership

- 11:00am - 12:00pm Women of Color Leading with Emotional Intelligence (EI)
De`Anna Bond, Ph.D.
-
- 3:00pm - 3:55pm Estructura con Cultura: Approaching a Career in Academia with a Cultural Enrichment Lens
Essy Barroso-Ramirez, MLIS
-
- 4:10pm - 5:05pm From Scholar to Creator – Following Your Passions
Donnetrice Allison, Ph.D.

SALON B Career Development

- 11:00am - 12:00pm From PHD to CEO: A Guide to Entrepreneurship for Women of Color Faculty
Jasmine Abrams, Ph.D.
-
- 3:00pm - 3:55pm Publish NEVER Perish! : P.O.W.E.R Writing to Strengthen & Sustain Research and Publications Beyond Tenure
Bahiyyah Muhammad, Ph.D.
-
- 4:10pm - 5:05pm Side Hustle Sisterhood: Elevate and Excel
Laura Moore, M.A.

SALON C Personal Well Being

- 11:00am - 12:00pm Crafting an Empowering Journey in Academia: Navigating Work and (Self) Caregiving
Cerise Glenn, Ph.D.
-
- 3:00pm - 3:55pm Sisterhood as a Surthrival Mechanism for Women of Color at a Rural PWI: A Panel Discussion
Nuchelle L. Chance, Ph.D., Claudia Da Silva Carvalho, Ph.D., Medhavi Ambardar, Ph.D. & Heather P. VanDyne, MLS
-
- 4:10pm - 5:05pm Embracing and Honing Your Voice as an Emerging Scholar in the Academy and Beyond
Loron Benton, Ph.D., M.A.

SALON J Scholar Activism

- 11:00am - 12:00pm Leveraging AI to Reclaim Our Time and Launch an Intersectional Technofeminist Resistance
Nicole West, Ph.D., Marjorie C. Shavers, Ph.D., Ximena Uribe-Zarain, Ph.D. & Sharnnia Artis, Ph.D.
-
- 3:00pm - 3:55pm We are Not Impostors: Disrupting the White Patriarchal Impostor Syndrome Narrative as an Act of Resistance for Women of Color
Nicole Pulliam, Ph.D.
-
- 4:10pm - 5:05pm Scholar Activist: Defining Your Own Success—Unbought and Unbos
Cassandra 'Cassie' Simon, Ph.D., M.S.W.

SALON K Graduate Student & Emerging Scholars

- 11:00am - 12:00pm Centering Women of Color in Citation Practices
Sherri Williams, Ph.D., Breea Willingham, Ph.D., & Dani Parker Moore, Ph.D.
-
- 3:00pm - 3:55pm Mentorship is Reciprocal: Developing a Mentor-Mentee Compact to Align your Efforts and Expectations
Mysha Clarke, PhD
-
- 4:10pm - 5:05pm The Art of Alignment: Crafting a Stellar Scholarly Profile
Ashley N. Watson, Ph.D. & Leah Ward, M.Ed.



VIRTUAL Conference Schedule



-
- 1:00pm - **The RESET, with Dra. Aurora Chang**
Live Virtual Session

 - 5:30pm - **Virtual Happy Hour**
Meet other FWCA virtual participants during this facilitated conversation.
Live Virtual Session



DR. AURORA CHANG is the founder of Academic Life Simplified, an academic editing and consulting business that focuses on helping academics write and live with compassion, authenticity, and power. Dra. Chang is also a sought-after social entrepreneur, public storyteller, and professional editor. She has given invited talks at over 50 universities worldwide including Stanford University and The University of Seville in Spain. She has supported and mentored hundreds of doctoral students and faculty members at all levels and stages of their career trajectories.



-
- 9:00am - **Conference Opening Session**
Livestream through Conference App

 - 12:00pm - **View Virtual Workshops & Posters***
Conference App

 - 4:15pm - **Featured Scholar - Author: Dr. Stephanie Adams**
PRESENTED BY JAMES MADISON UNIVERSITY
Livestream through Conference App

 - 7:30pm - **Opening Keynote Speaker: Cherríe Moraga**
PRESENTED BY UNIVERSITY OF TENNESSEE KNOXVILLE
Livestream through Conference App

 - 8:30pm - **Keynote Reflection - Facilitated conversation**
Live Virtual Session

*Virtual Workshops and Posters will be available through May 2024.



9:00am - **Featured Scholar Author: Dr. Victoria Reyes**
 10:00am PRESENTED BY THE FULBRIGHT PROGRAM
Livestream through Conference App

10:30am - **Break**
 11:00am

11:00am - **Networking Session**
 12:00pm *Live Virtual Session*

12:00pm - **Break**
 1:00pm

1:00pm - **Keynote Speaker Dr. Menah Pratt**
 2:00pm PRESENTED BY INDIANA UNIVERSITY –
 PURDUE UNIVERSITY INDIANAPOLIS
Livestream through Conference App

2:00pm - **Keynote Reflection - Facilitated conversation**
 2:30pm *Live Virtual Session*

3:00pm - **View Virtual Workshops & Posters***
 7:00pm *Conference App*

7:15pm - **Evening of Excellence**
 8:15pm *Livestream through Conference App*



9:00am - **Closing Keynote: Dr. Gabrielle Tayac**
 10:00am PRESENTED BY GEORGE MASON UNIVERSITY
Livestream through Conference App

10:00am - **Pathways to Leadership Panel**
 11:30am PRESENTED BY UNIVERSITY OF MINNESOTA
 Featuring Dr. Mariam Lam, Dr. Javaune
 Adams-Gaston, Mari Casteñada,
 Moderated by Rev. Dr. Courtney Buggs
Livestream through Conference App

11:30am - **Official Conference Closing**
 12:00pm *Livestream through Conference App*

Live Virtual Session **Conference Reflection - Facilitated conversation**
Live Virtual Session

1:00pm - **View Virtual Workshops & Posters***
 5:00pm *Conference App*

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2024 KEYNOTE SPEAKER BIOS



CHERRÍE MORAGA

Cherríe Moraga is an internationally recognized poet, essayist and playwright whose professional life began in 1981 with her co-editorship of the groundbreaking feminist anthology, “This Bridge Called My Back: Writings by Radical Women of Color.” The Author of several collections of her own writings, including: “A Xicana Codex of Changing Consciousness,” “Loving in The War Years,” and “Waiting in the Wings: Portrait of a Queer Motherhood,” Moraga is the recipient of the United States Artists Rockefeller Fellowship for Literature and the American Studies Association Lifetime Achievement Award, among numerous other honors. As a dramatist, her awards include a National Endowment for the Arts award, two Fund for New American Plays Awards, and the PEN West Award. Moraga’s most recent play, “The Mathematics of Love,” premiered at Brava Theater Center in San Francisco.

In 2017, she began her tenure as a Professor in the Department of English at the University of California, Santa Barbara, where with her artistic partner, Celia Herrera Rodriguez, she has instituted Las Maestras Center: Xicana[x]Indigenous Thought, Art, and Social Praxis. Her most recent memoir, “Native Country of the Heart,” was published by Farrar, Straus and Giroux. In 2023, Haymarket Books published new, updated anniversary editions of “Waiting in the Wings” and “Loving in the War Years.”



DR. GABRIELLE TAYAC

Gabrielle Tayac, a member of the Piscataway Indian Nation, is a public historian and community-engaged curator committed to empowering Indigenous perspectives. She earned her Ph.D. and M.A. in Sociology from Harvard University, and her B.S. in Social Work and American Indian Studies from Cornell University.

For over thirty years, she has served on staff and boards of numerous human rights organizations centering energy on global indigenous movements. Tayac continuously mentors indigenous/Latinx youth and families through a culturally grounded tribal approach incorporating historic consciousness and land-based practices. Her scholarly research focuses on hemispheric American Indian identity, collective identity, indigenous religions, and social movements, maintaining a regional specialization in the Chesapeake Bay.

She served on NMAI’s staff for 18 years as first education director and then as a historian, curating major exhibitions and programs. Following a call to deepen commitments to knowledge legacies, Tayac took a two-year journey to uplift the voices of indigenous elder women leaders, sponsored by Rockefeller Philanthropy Advisors prior to settling back at home. She is now an Associate Professor of Public History at George Mason University, always striving to be a good relative and an honorable ancestor.



MENAH PRATT, J.D., PH.D.

Menah Pratt is the Vice President for Strategic Affairs and Diversity and Professor of Education at Virginia Tech. She has almost 25 years of leadership experience in higher education, with a focus on large-scale institutional transformation. Prior to joining Virginia Tech, she held senior leadership positions at the University of Illinois at Urbana-Champaign and Vanderbilt University. She is the founder of the Faculty Women of Color in the Academy National Conference, now in its twelfth year and hosted by Virginia Tech, focuses on supporting, empowering, and connecting women of color faculty, administrators, and graduate students to help them succeed in higher education. She also founded the Black College Institute, a summer leadership program for 600 rising junior and senior high school students, also hosted at Virginia Tech.

Nationally and internationally recognized as a leader, scholar, and author of four books on issues of race, class, gender, culture, diversity, education, women's leadership, and critical race feminism, Dr. Pratt was named chair-elect for the Council on Diversity, Equity, and Inclusion for the American Public Land-Grant University Association in 2023, and to the board of the National Association of Diversity Officers in Higher Education in 2024. She has also received several national awards including the 2023-2024 American Council on Education Fellowship, 2024 and 2023 Top 50 Women We Admire in Virginia, and 2023 Individual Winds of Change award by the Forum on Workplace Inclusion.

She has a bachelor's degree from the University of Iowa and two master's degrees – one in Literary Studies from the University of Iowa and one in Sociology from Vanderbilt University. She also earned her Ph.D. and J.D. from Vanderbilt University. A former federal court of appeals law clerk, Dr. Pratt is licensed to practice law in Illinois and Tennessee, with expertise in real estate, construction law, affirmative action, equal employment opportunity, disability, and governance.

Her most recent book, *Blackwildgirl: A Writer's Journey to Take Back her Superpower*, is a powerful and transformational autobiography of her life journey from Black girlhood to Black womanhood in America. A poet, public speaker, scholar-activist, and blogger at www.menahpratt.com, her life's work reflects a commitment to helping others actualize their potential to serve humanity.

2024 FEATURED SCHOLAR-AUTHOR BIOS



DR. STEPHANIE G. ADAMS

Dr. Stephanie G. Adams is the fifth Dean of the Eric Jonsson School of Engineering and Computer Science at the University of Texas at Dallas. Previously, Dr. Adams served as the Dean of the Frank Batten College of Engineering and Technology at Old Dominion University (2016–2019), Department Head and Professor of Engineering Education at Virginia Tech (2011–2016) and held faculty and administrative positions at Virginia Commonwealth University (2008–2011) and the University of Nebraska-Lincoln (1998–2008).

Her research interests include Broadening Participation, Faculty and Graduate Student Development, Team Effectiveness, and Quality Control and Management. In 2003, she received the CAREER award from the Engineering Education and Centers Division of the National Science Foundation. Dr. Adams is a leader in the advancement and inclusion of all in science, technology, engineering, and mathematics (STEM) education. She has worked with a number of colleges and universities, government agencies and non-profit organizations on topics related to graduate education, mentoring, faculty development and diversifying STEM.

Dr. Adams is an honor graduate of North Carolina A&T State University, where she earned her BS in Mechanical Engineering in 1988. In 1991, she received the Master of Engineering degree in Systems Engineering from the University of Virginia and Ph.D. in Interdisciplinary Engineering from Texas A&M University where she concentrated in Industrial Engineering and Management. Dr. Adams is a Fellow and a Past President of the American Society for Engineering Education.



DR. VICTORIA REYES

Victoria Reyes is Associate Professor in the Department of Gender & Sexuality Studies at University of California, Riverside. She studies culture, borders, and empire, and is author of two multi-award-winning books, *Global Borderlands: Fantasy, Violence and Empire* (2019) and *Academic Outsider: Stories of Exclusion and Hope* (2022). Her work has been published in *Social Forces*, *Theory and Society*, and *Ethnography*, among others and she's written for the *LA Times*, *Washington Post*, *The Conversation*, and *Inside Higher Ed*. She's received support from National Science Foundation, Institute for Citizens & Scholars, American Association of University Women and has been a Fulbright Scholar to the Philippines, among others.

2024 LEADERSHIP PANEL PARTICIPANT BIOS



MODERATOR
REV. DR. COURTNEY BUGGS

Rev. Dr. Courtney V. Buggs is Director of the PhD Program in African American Preaching and Sacred Rhetoric and Assistant Professor of Homiletics at Christian Theological Seminary (CTS), in Indianapolis, Indiana. She earned a PhD in Religion from Emory University, focused on Homiletics; a Master of Divinity from Candler School of Theology, with a Certificate in Women in Ministry; a Master of Public Administration from University of Oklahoma; and a Bachelor of Science in Electrical Engineering Technology from Louisiana Tech University. Dr. Buggs' research interests center on ecumenical practices of sacred proclamation, both inside and outside the pulpit; womanism; and liberative teaching practices. Prior to entering higher education, Dr. Buggs was an Air Force officer, retiring from active duty after almost 22 years of service. She has been at CTS for almost five years.



PANELIST
DR. MARI CASTAÑEDA

Dr. Mari Castañeda is Dean of the Commonwealth Honors College and Professor of Communication at the University of Massachusetts, Amherst. She received her Ph.D. in 2000 from the University of California, San Diego and her B.A. from UCLA in 1993. Her fields of study include Latina/e/x/Chicana studies, academic cultures of care, and digital media. Her engaged scholarship has appeared in various journals/monographs and she is the co-editor of *Mothers in Academia*; *Civic Engagement in Diverse Latinx Communities: Learning from Social Justice Partnerships in Action*; and *Telenovelas and Soap Operas in the Digital Age: Global Industries and New Audiences*.



PANELIST
DR. MARIAM LAM

Mariam Lam is Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer, and Associate Professor of Comparative Literature and Southeast Asian Studies in the Department of Comparative Literature and Languages with a Cooperating Faculty appointment in the Department of Ethnic Studies at UC Riverside. In her administrative capacity, Lam heads a wide range of initiatives and committees that address DEI, partners with campus and community stakeholders to advance UCR's diversity mission, and represents UCR at the systemwide, state and national levels.

Lam joined the UCR faculty in 2002 and is trained in comparative Asian and diasporic literatures, arts and cultures, postcolonial criticism, critical race and ethnic studies, globalization, gender and sexuality, translation, tourism, community politics, media and educational development, trauma and affect, minoritization and multiculturalism, la Francophonie, and academic disciplinarity. She was founding co-editor-in-chief of the *Journal of Vietnamese Studies* for the University of California Press from 2005-2016, served as Director of Graduate Studies and Admissions Advisor for both Comparative Literature and the Southeast Asian Studies Interdisciplinary Research Program, and later stepped into the position of Director of the Southeast Asian Studies Program from 2011-2016.



PANELIST
DR. JAVAUNE ADAMS-GASTON

Dr. Javaune Adams-Gaston has served as the seventh President of Norfolk State University since 2019. A nationally recognized higher education leader, President Adams-Gaston has been asked to regularly serve on multiple boards. Her appointments include President Biden's Board of Advisors on Historically Black Colleges and Universities, the NCAA Board of Governors, and Board of Directors for Association of Public Land Grant Universities (APLU), among many others.

President Adams-Gaston is a higher education professional and scholar with more than 35 years of experience at nationally known research one universities. Prior to joining Norfolk State University, Dr. Adams-Gaston served as senior vice president at The Ohio State University, becoming The Ohio State's first female African American Vice President for Student Life in 2009. Trained as a psychologist, Dr. Adams-Gaston spent more than 25 years as a licensed psychologist in private practice. She also served as a member of the graduate faculty at the University of Maryland and Johns Hopkins University. She was an affiliate assistant professor at The Ohio State University.



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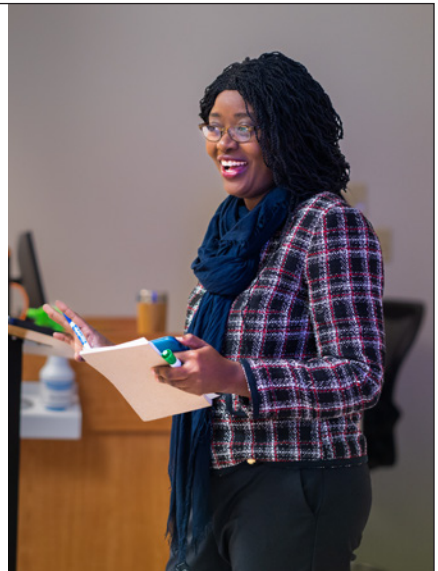
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ABOUT US

The Office of Equity, Diversity and Inclusion (EDI) coordinates university-wide EDI and anti-racism efforts and collaborates with university leaders to create, implement, and evaluate programs designed to ensure every single community member can grow and thrive together.

We partner with campus schools and non-academic units to craft a vision for EDI and anti-racism that is unique to the Tulane community, and accountable to our place in New Orleans, the Gulf Region, and the world. In doing so, we engage our Tulane community in crucial, brave conversations about the most challenging issues of our times - including the impacts of racism, sexism, heterosexism, ableism, classism, antisemitism, Islamophobia, Xenophobia, and other intersectional societal inequities – to identify social change efforts we can make now and in the future.

SIGNATURE INITIATIVES

1. Strategy for Tomorrow

The Tulane Strategy for Tomorrow is a university-wide strategic planning process to guide our equity, diversity, and inclusion (EDI) and anti-racism initiatives and track our progress from July 1, 2022 through July 1, 2027.

2. EDI Professional Development Program

The Equity, Diversity, and Inclusion Faculty/Staff Professional Development Program (EDI-PDP) engages Tulane faculty and staff in building capacity to contribute to and sustain EDI across Tulane campuses. The program is delivered in partnership with the Human Resources Office of Institutional Equity (HR-OIE) and other EDI-related offices and programs across the university.

3. Anti-Racism Leadership Program

This 9-month program is a collaboration between the Office of Equity, Diversity, and Inclusion and the Tulane Leadership Institute. It focuses on developing the skills and understanding necessary to contribute to institutional anti-racism initiatives at all levels.

4. Anti-Racism and EDI Teach-In

An annual event where Tulane faculty and staff come together to learn and grow with one another and develop awareness, knowledge, skills, and action steps in our anti-racism and EDI competency.

AREAS OF FOCUS

- Driving Cultural Change
- Sustaining Racial Equity
- Promoting EDI Excellence
- Inclusive Environments
- Equity Minded Research
- Community Partnership



CONTACT US

- **Anneliese Singh, Ph.D.**, Associate Provost for Diversity and Faculty Development/Chief Diversity Officer
- **Danette C. Saylor, PhD**, Director, Office of Equity, Diversity, and Inclusion
- **Shelby Norman, MA**, Associate Director, Professional Development and Outreach
- **Eva Silvestre, Ph.D.**, EDI Office Data Strategist

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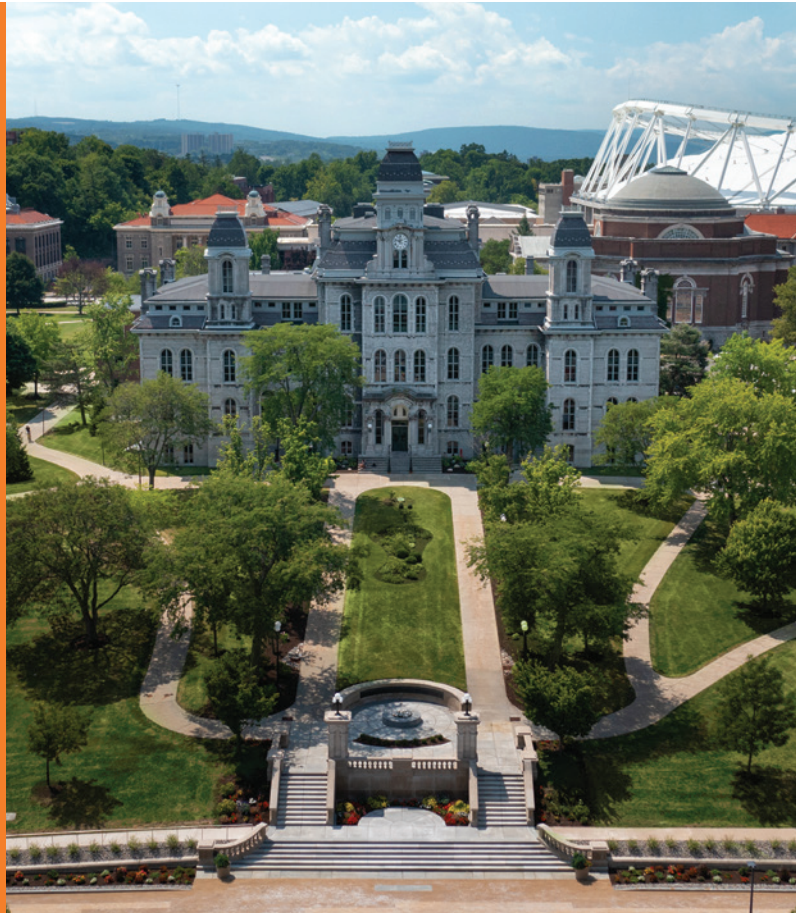
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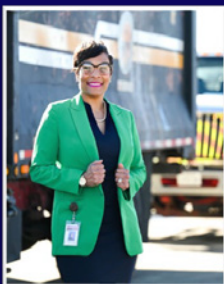
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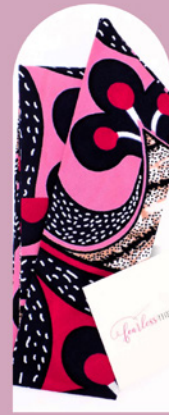
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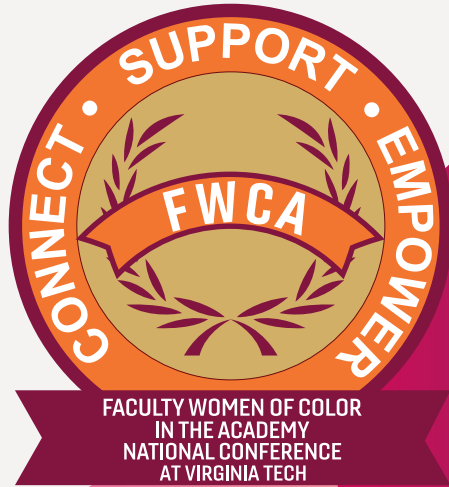
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