



## *Protecting Diversity, Equity, and Inclusion in Higher Education and the Workforce: A Workshop*

*May 1 and 2, 2023*

DAY ONE

May 1, 2023 – 12:10 PM– 4:00 PM ET

[Click here to register](#)

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**12:10 PM – 12:30 PM    Opening Remarks and Introductions**

**Cato T. Laurencin, MD, PhD**

Chair of the Roundtable on Black Men and Black Women in Science, Engineering, and Medicine

**Lynne M. Holden, MD, Co-Chair of the Planning Committee** – Albert Einstein College of Medicine

**Lamont Terrell, PhD, Co-Chair of Planning Committee** – GSK plc

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**SESSION I:  
THE HISTORY OF DIVERSITY, EQUITY, AND INCLUSION**

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The first session of day 1 will provide an overview of historical movements in diversity, equity, and inclusion in the U.S. Panelists are tasked with exploring how DEI policies, programs, and laws have been created and implemented, how DEI initiatives have impacted science, engineering, and medicine, and what the current landscape for DEI is/will be in the face of political movements and Supreme Court challenges.

**12:30 PM– 1:30 PM**

Moderator:     **William Owen, Jr., MD** – Former President, University of Medicine and Dentistry of New Jersey

Panelists:

- **William McDade, MD, PhD** – Accreditation Council of Graduate Medical Education
- **Louis W. Sullivan, MD** – Sullivan Alliance to Transform America’s Health

Professions

- **Johnathan Feingold, Esq** – Boston University, School of Law

**1:30 pm – 1:40 PM Break**

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**SESSION II:  
STRATEGIES FOR A DIVERSE UNDERGRADUATE STUDENT POPULATION**

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The second session of day 1 will spotlight strategies used by officials in charge of undergraduate admissions at higher education institutions to increase the representation of underrepresented and historically marginalized groups in incoming undergraduate student populations. Each panelist will highlight best practices used within their department/institution to increase the number of admitted students from underrepresented groups through shifts in policies and procedures that do not use race-based criteria.

**1:40 PM – 2:40 PM**

Panelists:

- **Emily Roper-Doten** – Franklin W. Olin College of Engineering
- **Phillip S. Dunston, PhD** – Purdue University (**invited**)
- **Gary Clark, Jr., PhD** – University of California, Los Angeles (**invited**)

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**SESSION III:  
TACKLING INCLUSION IN GRADUATE ADMISSIONS**

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The third session of day 1 will spotlight strategies used by officials in charge of graduate school admissions at higher education institutions to increase the representation of underrepresented and historically marginalized groups in incoming graduate student populations. Each panelist will highlight best practices used within their department/institution to increase the number of admitted students from underrepresented groups through shifts in policies and procedures that do not use race-based criteria.

**2:40 PM – 3:40 PM**

Moderator: **Ian Henry, PhD** – Procter & Gamble

Panelists:

- **Scott Barolo, PhD** – University of Michigan
- **Linda Sealy, PhD** – Vanderbilt University, School of Medicine
- **Emily Miller, PhD** – Association of American University
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**3:40 PM – 4:00 PM Day 2 Reflections**

**4:00 Adjournal**

**DAY TWO**  
May 2, 2023 – 10:00 AM – 1:45 PM ET

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**10:00 AM – 10:05 AM Opening and Welcome for Day Two**

**Lynne M. Holden, MD, Co-Chair of the Planning Committee** – Albert Einstein College of Medicine

**Lamont Terrell, PhD, Co-Chair of Planning Committee** – GSK plc

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**SESSION IV:  
APPROACHES IN PROFESSIONAL SCHOOL ADMISSIONS**

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The first session of day 2 will spotlight strategies used by officials in charge of admissions at professional schools (medical school, pharmacy school, etc.) to increase the representation of underrepresented and historically marginalized groups in incoming student populations. Each panelist will highlight best practices used within their institution to increase the number of admitted students from underrepresented groups through shifts in policies and procedures that do not use race-based criteria.

**10:05 AM – 11:05 AM**

Moderator: **Cedric Bright, MD** – East Carolina University

Panelists:

- **Marja Hurley, MD, FASBMR** – University of Connecticut
- **Karen Cox, PhD, RN, FACHE, FAAN** – Chamberlin University
- **Lisa Greenhill, EdD** – American Association of Veterinary Medical Colleges
- **Roderic Pettigrew, MD** – Texas A and M University
- **Steve Gay, MD** - University of Michigan, Medical School

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**SESSION V:  
ADDRESSING DIVERSITY IN PATHWAY PROGRAMS**

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The second session of day 2 seeks to explore best practices used by science, engineering, and medicine pathway program personnel in academia and industry to facilitate an increase in the representation of individuals from underrepresented and historically marginalized groups. Each panelist will highlight best practices used by their programs to increase the number of individuals from underrepresented groups that matriculate into STEM programs at the undergraduate, graduate, professional, and career levels without using race-based criteria.

**11:05 AM – 12:05 PM**

Moderator: **Bonzo Reddick, MD, MPH, FAAFP** – Georgia Department of Public Health/Mercer University School of Medicine

Panelists:

- **Rosalind C. Gregory-Bass, MD, MS** – Spelman College
- **Eric Olson** – Genentech (**invited**)
- **Eric D. Hart, Ed** – Thurgood Marshall College Fund (**invited**)

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**12:05 PM – 12:15 PM Break**

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**SESSION VI:  
THE ECONOMICS OF REVERSING DE&I INITIATIVES**

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The third session of day 2 will highlight experts in the economics of DE&I and workforce policies in science, engineering, and medicine. Panelists will be tasked with providing an investigation of the historical impact of maintaining a homogeneous SEM workforce on a nation’s productivity and the potential impact of reversing diversity initiatives on future innovation and national outcomes.

**12:15 PM – 1:15 PM**

Moderator: **Stacy Hawkins, Esq** – Rutgers Law School

Panelists:

- **Tamara Dunn, MD** – Stanford University, School of Medicine
- **Scott Page, PhD** – University of Michigan, Ross School of Business
- **Charlene Le Fauve, PhD** – National Institutes of Health (**invited**)
- **Trevor Logan, PhD** – The Ohio State University (**invited**)

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**CLOSING REFLECTIONS**

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**1:15 PM – 1:45 PM**

**Final Thoughts:** **Lynne M. Holden, MD, Co-Chair of the Planning Committee** – Albert Einstein College of Medicine

**Lamont Terrell, PhD, Co-Chair of Planning Committee** – GSK plc

**Olujimi Ajijola, MD, PhD** – University of California, Los Angeles

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**1:45 PM**            **Workshop Adjourns**