



**WOMEN  
OF COLOR  
IN THE  
ACADEMY**

# **Diversity & Truth in the Academy: Preserving Courage, Persistence, & Resilience**

**Friday, May 2, 2025 | 9:30 am – 6:00 pm Eastern Time  
John A. and Marcia E. Curry Ballroom, Boston, Massachusetts**

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**Hosted By  
Northeastern University**



“

*We're here for a reason. I believe a bit of the reason is to throw little torches out to lead people through the dark.*

Whoopi Goldberg

”

# welcome

**We extend our warmest welcome to you, the attendees of the Women of Color in the Academy Conference (WOCIA). In these difficult times, our scholarship, camaraderie, mutual support, and activism are more important than ever.**

Women, People of Color, and members of the academy are currently under attack and we at WOCIA stand at the confluence of all three waves of assault; those of us who are LGBTQ+ face a four-fold onslaught. Here, right now, in this moment, we assert that we are not afraid. We are righteously angry and are committed to our scholarship, resistance, resilience, and community.

The theme for this year's conference is "Diversity and Truth in the Academy: Preserving Courage, Persistence, and Resilience." As we care for and strengthen ourselves and each other, we build a mighty force for bending the arc of history toward truth and justice.

This conference is dedicated to the memory of Dr. Marilyn Minus, whose life was the embodiment of excellence in her field and in compassion and caring for others. May her memory inspire you to uphold these values in your own work and life.

Intentionally designed to facilitate community building, networking, and hands-on workshop sessions, we hope that this year's conference will inspire you and uplift your spirits and that your journey in your academic career will be enhanced. It is our further hope that WOCIA will strengthen old friendships and collaborations while catalyzing new ones. We also hope that our workshop sessions will motivate you to take the necessary time to care for yourself, as you are so important and valuable. This conference aims to underscore the importance of your scholarship and teaching, as well as to strengthen your resolve to continue, even in the face of misguided policy roadblocks and retrograde attitudes. Together we bring much needed light, fresh ideas, innovation, care, and a human touch into the ivy-covered walls.

Welcome to a day of hope, courage, community, and commitment to carry on in our research, scholarship, teaching, and facilitating Good Trouble.

**In Solidarity,**

*Mary Jo, Nicole, & Patricia*

**Mary Jo Ondrechen, Nicole N. Aljoe, and Patricia Davis**



*We dedicate this conference to  
the loving memory of our dear  
colleague and sister,  
Dr. Marilyn Lillith Minus.*

**An outstanding scientist and exceptional human being, Marilyn embodied courage, resilience, compassion, and excellence.**

These qualities shone through in all her endeavors as a teacher, mentor, researcher, leader, and friend. Originally from Freeport, Bahamas, she earned the PhD degree in Polymer Engineering from Georgia Tech and was recruited by the College of Engineering at Northeastern University. She joined the faculty here in 2010 as an Assistant Professor of Mechanical and Industrial Engineering (MIE). An expert in polymers and nanomaterials, she quickly rose to the rank of full Professor and became chair of the MIE department. She was known as kind, caring, and loving to all and was adored and revered by her students. As a department chair she led with compassion and vision, generously giving her time, energy, and support to her colleagues and students. A talented designer, she used her iPad to design parts of her lab space and also designed her home in Berkley, Massachusetts. Marilyn actively supported and contributed to WOCIA, serving as a panelist. With her courageous resilience and faith, she fought back cancer multiple times before it finally took her from us at age 46.\* We hope that her loving and compassionate spirit will shine over this conference and in the hearts of all of us.

\* **The Marilyn L. Minus Scholarship** honors the legacy of Dr. Minus by supporting full-time undergraduate students in the College of Engineering at Northeastern University who embody her values of integrity, courage, and commitment to making the world a better place through their passion for science and engineering. *Candidates must be full-time undergraduate students at Northeastern and be a member of the Black Engineering Student Society (or any successor thereof). It is the donor's preference that students be majoring in Mechanical or Industrial Engineering, and/or have financial need. To learn more about this scholarship, please contact the ADVANCE Office of Faculty Development at [northeasternadvance@northeastern.edu](mailto:northeasternadvance@northeastern.edu).*

# Connect

## Attending the Conference

Conference attendees may choose to participate in-person in Boston, MA or Northeastern University's Oakland, CA campus, or virtually. Virtual attendees can livestream the opening ceremony, plenary sessions, and closing ceremony. In-person Oakland attendees will experience unique local programming, livestreamed sessions from Boston, and select recorded content.

## Career Advancement Opportunities

The members of the Women of Color in the Academy Planning Committee have compiled a list of resources to offer support to women of color academics in their career advancement. Search for grants, fellowships, and leadership development opportunities at [bit.ly/careeradvancementopportunities](https://bit.ly/careeradvancementopportunities).

## Professional Development Workbook

The WOCIA Conference Planning Committee invites you to explore this year's professional development workbook, *The Book of Resilience*. In an era marked by shifting narratives and deliberate efforts to undermine diversity, equity, and inclusion (DEI), women of color in academia stand at a critical crossroads. This workbook is designed to affirm our collective strength, providing space to reflect, strategize, and build resilience. The theme, "Diversity & Truth in the Academy: Preserving Courage, Persistence, & Resilience," calls us to reaffirm our place in academia—not as guests, but as architects of its future. Workbooks are available at check-in and online at [bit.ly/ResilienceWOCIA](https://bit.ly/ResilienceWOCIA). Find workbooks from previous years at [woc.northeastern.edu/about/annual-conference](https://woc.northeastern.edu/about/annual-conference).

Conference Wi-Fi Access  
Network : NUWave - guest  
Select One Day Conference Login  
Code: conf846790

## Photography and Video Consent

By attending the conference, you are entering an area where photography, audio, and video recording may occur. By entering the event premises, you consent to photography, audio recording, video recording, and its/their release, publication, exhibition, or reproduction to be used for news, promotional purposes, advertising, inclusion on websites, or any other purpose by the Women of Color in the Academy Conference, its affiliates, and representatives. You release the Women of Color in the Academy Conference and each and all persons involved from any liability connected with the taking, recording, digitizing, or publication of interviews, photographs, computer images, video, and/or sound recordings.

All videos and photos are the property of the Women of Color in the Academy Conference and Northeastern University and may be used in future promotional materials.

## WOCIA x Cohort Sistas: Post-Conference Meetup

Friday, May 2nd | 6:30–8:30 PM  
Time Out Market Boston

Unwind, connect, and celebrate community with Cohort Sistas at this special post-conference gathering. Open to all WOCIA attendees and local scholars, this event offers a space to reflect, recharge, and enjoy meaningful connection after a powerful day of learning and inspiration. Please RSVP at [bit.ly/WOCIAxCS25](https://bit.ly/WOCIAxCS25) or use the QR code.





### Conference Digital Materials

Access the conference's interactive program and the digital version of the professional development workbook.

**Boston:** [bit.ly/bostonwocia](https://bit.ly/bostonwocia)

**Oakland:** [bit.ly/oaklandwocia](https://bit.ly/oaklandwocia)



### Facebook

Follow Women of Color in the Academy at **Women of Color in the Academy Conference**.



### Slack Channels

**#2025-ConferenceChat** — Share videos, memes, and thoughts.

**#connect** — Provide social media handles, emails, and websites.

**#resources** — Broadcast opportunities.

Join the ongoing conversation with other women of color. Exchange ideas with conference attendees. [bit.ly/SlackWOCIA](https://bit.ly/SlackWOCIA)



### Instagram

Use [@woc\\_in\\_academy](https://www.instagram.com/woc_in_academy) to tag us in your posts and stories, or follow us [@woc\\_in\\_academy](https://www.instagram.com/woc_in_academy).



### Bluesky

Find us at [@nu-wocia.bsky.social](https://bsky.app/profile/nu-wocia.bsky.social).



### LinkedIn

Get event updates and more.

[linkedin.com/groups/12649011](https://www.linkedin.com/groups/12649011)



### Spotify Playlist

Listen to a curated conference playlist featuring music by artists of color.






[spoti.fi/4ITehgi](https://open.spotify.com/playlist/4ITehgi)



# Schedule

All times are in Eastern Time.

Speakers appear in alphabetical order.

-  **9:30 am | BREAKFAST**
-  **10:00 am | OPENING CEREMONY**
  - LAND ACKNOWLEDGMENT AND INVOCATION**  
Mary Jo Ondrechen
  - OPENING REMARKS**  
Mary Jo Ondrechen
-  **10:20 am | PLENARY SESSION I: KEYNOTE ADDRESS**
  - Introduction** | Janie Ward
  - Keynote Speaker** | Lynn Perry Wooten
-  **11:20 am | BREAK**
-  **11:40 am | CONCURRENT SESSION I**
  - IN-PERSON**
    - **13 Lived Experiences of Latino/a Faculty in New England** | Curry 318 | Jacqueline Rodriguez
    - **Are you sure, sweetheart, that you want to be well? A Quiet Ritual to Slow Down, Pause, and Rest** | Curry 340 | Dzidzor Azaglo
    - **Digital Hygiene: Balancing Visibility, Safety, Authenticity, and Community in Trying Times** | Curry 322 | Michael Ann DeVito, Andrea Stith, and Alexandra To
    - **Resisting Retrenchment: Strategies for Women of Color in the Academy to Preserve Equity, Truth, and Well-Being** | Curry 320 | Suha Ballout and Patricia Krueger-Henney
  - VIRTUAL**
    - **Divesting from Dysfunction: (Re)Defining Our Relationship to Work** | Hayley Haywood
    - **You, the Brand: Marketing Yourself as a Dynamic Academic** | Abigail Lindo

1:00 pm | **LUNCH & NETWORKING**

2:30 pm | **BREAK**

2:50 pm | **CONCURRENT SESSION II**

### **IN-PERSON**

- **The Integrated Power Flower Exercise: Mapping and Aligning Internal & External Power for Transformative Impact** | Curry 318 | Adrianna Boulin
- **STEM equity and decolonization: Where can I start?** | Curry 320 | Christina Smith
- **Trauma and Resilience: Working through Anti-DEI** | Curry 322 | Theresa Wilson Coney

### **HYBRID**

- **Academic Caregivers: Rising with Clarity and Community in Challenging Times** | Curry 333 | Katherine In-Young Lee and Diedra Wrighting

### **VIRTUAL**

- **Empowering Voices: Asian Women Scholars Navigating Academia** | Neha P. Gothe
- **Exploring Keys to M.E.N.T.O.R.ship** | Tanya Wilson
- **Inspire to Lead: Bridging Mind, Culture, and People** | Christie Chung

4:10 pm | **BREAK**

4:30 pm | **PLENARY SESSION II: ROUNDTABLE DISCUSSION ON PERSPECTIVES ON AND STRATEGIES FOR DIVERSITY AND TRUTH-TELLING IN THE ACADEMY**

**Moderator** | Régine Jean-Charles

**Panelists** | Kiana Pierre-Louis, Alexandra Piñeros Shields, and Kimberly Truong

5:30 pm | **CLOSING REMARKS, REFLECTIONS, AND GRATITUDE**

Nicole N. Aljoe

5:45 pm | **GROUP PHOTO**



# Concurrent Session I

11:40 am - 1:00 pm

## IN-PERSON

### **13 Lived Experiences of Latino/a Faculty in New England | Jacqueline Rodriguez | Curry 318**

In my 2023 study, I sought to answer the following questions: What motivational factors do Latina/o professors describe as contributing to their persistence to pursue teaching in higher education? What barriers and supports did Latina/o faculty describe for retention and promotion in higher education? The findings of this study assisted in understanding the motivation, barriers, and supports Latina/o professors experienced in their current jobs in New England institutions of higher education.

### **Are you sure, sweetheart, that you want to be well? A Quiet Ritual to Slow Down, Pause, and Rest | Dzidzor Azaglo | Curry 340**

Dzidzor's practice is an invitation to rest—to pause, reflect, and breathe. Through sound and guided meditation, she creates space for stillness, reminding us that rest is a vital rhythm in creation. Inspired by Black women writers, her work moves beyond performance into deep listening and embodiment. Like Audre Lorde's call for self-preservation as political warfare, Dzidzor reclaims rest as a necessary practice. Participants will leave with a renewed sense of presence, carrying forward clarity, intention, and a deeper connection to their creative and spiritual selves.

### **Digital Hygiene: Balancing Visibility, Safety, Authenticity, and Community in Trying Times | Michael Ann DeVito, Andrea Stith, and Alexandra To | Curry 322**

The academy requires scholars to maintain a public profile that chronicles our excellence in scholarship, service, and teaching and encourages us to openly promote our work and personal brand online. Moreover, visibility enables solidarity building and advocacy work with outsized value to marginalized scholars. Simultaneously, women of color and other marginalized peoples are uniquely vulnerable to attacks, scrutiny, threats, and harassment, often accelerated by an online presence. We will present numerous "digital hygiene" tactics to help academics make intentional, safe choices about online self-promotion, while maintaining our ability to be visibly, authentically ourselves and maintain connections to our (online) communities.

### **Resisting Retrenchment: Strategies for Women of Color in the Academy to Preserve Equity, Truth, and Well-Being | Suha Ballout and Patricia Krueger-Henney | Curry 320**

Women of color in academia experience the cumulative toll of systemic barriers, what scholars term weathering, as we navigate increasing challenges to diversity, equity, and belonging efforts. In this interactive workshop, we will reflect on our experiences leading cross-disciplinary initiatives, including our work with the Center for Innovative Teaching (CIT), to explore strategies for resisting systemic pushback, sustaining advocacy, and protecting well-being. Through facilitated discussions, case studies, and body mapping, participants will visualize the physical and emotional impact of institutional stressors while identifying strategies for healing, setting boundaries, and building networks of care. Together, we will reimagine persistence through collective resilience and self-preservation.



# Concurrent Session II

2:50 pm - 4:10 pm

## VIRTUAL

### **Divesting from Dysfunction: (Re)Defining Our Relationship to Work | Hayley Haywood**

Tired of being gaslit in a racially toxic workplace? In this session, we will disrupt the persistent tradition of white supremacy workplace cultures in academia, by naming harmful internalized beliefs and reframing them to make moves toward the soulfilling work and abundance you deserve. Systemic barriers can feel unsurmountable, but you have more power than you probably realize, and this session is designed to help you (re)claim it. Through presentation, reflection, and group discussion, we will examine the ways we have been socialized to view work, visualize new possibilities, and reframe the limiting beliefs that are rooted in internalized oppression (or what some refer to as the impostor syndrome). We will end with concrete strategies to help you seize the soulfillment you deserve, at work and beyond.

### **You, the Brand: Marketing Yourself as a Dynamic Academic | Abigail Lindo**

Elevating the importance of maintaining a multifaceted online presence for professional engagement, this workshop addresses different aspects of professional marketing to benefit academics as they continue with pursuits of academic freedom, networking and career development, and articulation of dynamic roles and identity. Beyond discussing the necessary aspects of a website or landing page, social media engagement, or printed/virtual marketing materials, I aim to share digital resources and an approach to considering holistic and maintainable engagement for academics of varying backgrounds, digital literacies, ages, and areas of expertise that are legible internationally.

## IN-PERSON

### **The Integrated Power Flower Exercise: Mapping and Aligning Internal & External Power for Transformative Impact | Adrianna Boulin | Curry 318**

This innovative workshop adapts the classic Power Flower exercise from *Educating for a Change* (1991) to map both internal and external power. Participants first identify inner strengths such as self-awareness, resilience, and creativity, then assess their external social influence. Guided exercises help bridge personal power with social advantage and build strategies for responsible privilege awareness and transformative impact. Develop practical skills in networking, mentorship, and storytelling, fostering continuous growth and meaningful change in yourself and your community. Join us to unlock your potential and create lasting impact.

### **STEM Equity and Decolonization: Where can I Start | Christina Smith | Curry 320**

What is equity, and how do we put it into action? What types of knowledge(s) do we value in STEM, and how does colonization impact our values? What other ways of knowing can we incorporate into our classrooms? In this session, we explore these questions using an equity in action framework and reflect on how we can broaden ways of knowing in our classrooms. At the end of the session, participants will create a plan for implementing aspects of body and spirit into a learning environment.

### **Trauma and Resilience: Working through Anti-DEI | Theresa Wilson Coney | Curry 322**

In this workshop, participants will explore a deeper understanding of the impact of the identity of blackness while encountering the dominant narrative of anti-black racism in this political environment, in their personal and professional lives. After exploring a deeper understanding of these issues, participants will engage in self-exploration to gain insights and further capacity for self-care while facing these challenges.

By the end of this workshop participants should be able to:

1. Identify personal and interpersonal racial inequities and develop some tools to address them.
2. Reflect on and engage around the critical need for self-care while meeting the moment

## Concurrent Session II continued

2:50 pm - 4:10 pm

### HYBRID

#### **Academic Caregivers: Rising with Clarity and Community in Challenging Times | Katherine In-Young Lee and Diedra Wrighting | Curry 333**

Women of color in academia often shoulder immense caregiving responsibilities while also navigating increasing challenges in higher education. This interactive workshop provides space to share experiences, identify common struggles, and develop a personalized caregiving roadmap. Participants will (1) reflect on their caregiving journeys, (2) map key supports and obstacles, (3) explore strategies for resilience and self-care, and (4) leave with concrete action steps and resources. By centering community and clarity, this session empowers academic caregivers to persist with courage, balancing professional demands with personal well-being.

### VIRTUAL

#### **Empowering Voices: Asian Women Scholars Navigating Academia | Neha P. Gothe**

Asian women scholars face racial discrimination, stereotyping, and underrepresentation in academia, navigating complex socio-cultural, political, and professional challenges. This workshop creates a space to explore shared identities, histories, and experiences while fostering mentorship and community. Participants will engage in discussions on professional development, wellness, and strategies for thriving in academic environments that often differ sharply from the culture of their countries of origin. Attendees will have the opportunity to build connections and identify strategies to amplify their voices in higher education. Join us in celebrating resilience, empowerment, and scholarly excellence.

#### **Exploring Keys to M.E.N.T.O.R.ship | Tanya Wilson**

This session will explore essential components of effective mentorship within higher education, aligning with the theme of resilience and truth in the face of adversity. The presenter will introduce the M.E.N.T.O.R. framework—Motivate, Empower, Nurture, Transform, Observe, and Reflect—equipping participants with strategies to support historically marginalized students and colleagues. Through interactive discussions, participants will explore how mentorship can counteract systemic barriers, support marginalized communities, and sustain persistence in academia. Attendees will leave with actionable tools to strengthen mentorship and empower marginalized voices in academia through effective mentorship.

#### **Inspire to Lead: Bridging Mind, Culture, and People | Christie Chung**

This is a workshop to introduce the INSPIRE leadership model (Chung, 2025). In my new book “Inspire to Lead: Bridging Mind, Culture, and People,” I present the INSPIRE model, a transformative leadership framework built on seven key principles: Interest, Nurture, Safe Space, Personal, Invest, Respect, and Elevate. Drawing from cognitive psychology, cultural perspectives, and personal leadership experiences, I offer practical strategies for fostering trust, innovation, and belonging. The book blends research, real-world stories, and interactive exercises to help leaders at all levels cultivate meaningful connections, empower their teams, and create lasting impact. Inspire to Lead is an essential guide for purpose-driven leadership.





*“ I am no longer accepting  
the things I cannot change.  
I am changing the things  
I cannot accept. ”*

Angela Davis

# Conference Hosts & Special Guests



**Nicole N. Aljoe**

**Conference Co-Chair** | Professor, English & Africana Studies; Faculty Affiliate, Women's, Gender, and Sexuality Studies Program; Faculty Affiliate, NULab for Texts, Maps, and Networks; Dean's Leadership Fellow, Public Engagement, Diversity, and Research, College of Social Sciences and Humanities, Northeastern University



**Mary Jo Ondrechen**

**Conference Co-Chair** | Professor, Chemistry and Chemical Biology, College of Science, Northeastern University



**Patricia Davis**

**Conference Co-Chair** | Associate Professor, Communication Studies, College of Arts, Media and Design, Northeastern University



**Janie Ward**

Professor Emerita, Race, Gender, and Sexuality Studies, Simmons University

*“Break the mold! Have the biggest vision you can! If you can't dream it, it cannot occur!”*

Judy Baca

# Keynote Speaker



## Lynn Perry Wooten

### President, Simmons University

Lynn Perry Wooten, a seasoned academic and an expert on organizational development and transformation, is the ninth president of Simmons University. She is the first African American to lead the University.

Specializing in crisis leadership, diversity and inclusion, and positive leadership, Dr. Wooten is an innovative leader and prolific author and presenter. She came to Simmons from Cornell University, where she was the David J. Nolan Dean and Professor of Management and Organizations at the Dyson School of Applied Economics and Management. Prior to that, she served on the faculty of the University of Michigan Ross School of Business for nearly 20 years.

Dr. Wooten is the author of nearly 30 journal articles, more than 15 book chapters and four books. This includes *The Prepared Leader* and the Wall Street Journal best-selling book *Arrive and Thrive*. A resident of Brookline,

Dr. Wooten is actively involved in the Boston philanthropic and civic community. She currently serves on the Greater Boston Chamber of Commerce Board of Directors, the Boston Public Library Board of Trustees, the Beth Israel Deaconess Medical Center Trustee Advisory Board, the JFK Library Foundation Board of Advisors, the Fenway Alliance Board of Directors, The George School Board of Trustees, the MASCO Board of Directors, and the GBH Board of Trustees. In addition, Dr. Wooten is an active member of several national volunteer leadership organizations, and she serves on the Alumni Association of the University of Michigan Board of Directors and the North Carolina A&T University Board of Trustees.

Dr. Wooten holds a bachelor's degree from North Carolina A&T State University, where she was valedictorian; an MBA from Duke University's Fuqua School of Business; and a doctorate from the University of Michigan. In addition, she received a Certificate in Advanced Educational Leadership from the Harvard University Graduate School of Education.

# Plenary Session II: Roundtable Discussion

## Perspectives on and Strategies for Diversity and Truth-telling in the Academy

### MODERATOR



#### Régine Jean-Charles

**Dean's Professor of Culture & Social Justice; Professor, Africana Studies and Women's, Gender & Sexuality Studies; Director, Africana Studies, College of Social Sciences and Humanities, Northeastern University**

Régine Michelle Jean-Charles is a Black feminist literary scholar and cultural critic who works at the intersection of race, gender, and justice. Her scholarship and teaching in Africana Studies include expertise on Black France, Sub-Saharan Africa, Caribbean literature, Black girlhood, Haiti, and the diaspora. She is the author of *Conflict Bodies: The Politics of Rape Representation in the Francophone Imaginary* (Ohio State University Press, 2014), *The Trumpet of Conscience Today* (Orbis Press, 2021), and *Looking for Other Worlds: Black Feminism and Haitian Fiction* (University of Virginia Press, 2022). She is currently working on two book projects—one explores representations of Haitian girlhood, and the other is a co-authored interdisciplinary study of sexual violence entitled *The Rape Culture Syllabus*. Dr. Jean-Charles is a regular contributor to media outlets like *The Boston Globe*, *Ms. Magazine*, *WGBH*, *America Magazine*, and *Cognoscenti*, where she has weighed in on topics including #metoo, higher education, and issues affecting the Haitian diaspora.

### PANELISTS



#### Kiana Pierre-Louis

**Associate Dean for Equity, Belonging & Student Affairs, Facilitator and Consultant for DEIB, Northeastern University**

Kiana Pierre-Louis, Esq., is the Associate Dean for Belonging & Student Affairs at Northeastern University School of Law. Previously, she was a Senior Law Lecturer at Bentley University, where she taught business law and DEI courses, co-created the DEI major, and received multiple awards for teaching and leadership. A practicing attorney in civil litigation, corporate law, and criminal defense, Kiana is also Chair of the Sharon Select Board and President of the Sharon Racial Equity Alliance. She serves on the MAPC, MMA, and Boston Bar Association DEI committees and has been recognized for her excellence and advocacy.



### **Alexandra Piñeros-Shields**

#### **Associate Professor, Practice of Racial Equity, Brandeis University**

Dr. Alexandra Piñeros Shields is an Associate Professor and directs the Master of Public Policy Program at the Heller School, Brandeis University where she teaches courses on immigration policy, racial and economic justice, and participatory action research. Over her 35-year career, Dr. Piñeros Shields has worked with Black and immigrant communities to dismantle mass incarceration in the criminal legal system and the immigrant detention system. Prior to joining the Heller faculty, she directed ECCO, a community organizing interfaith network of 40 congregations working on racial and economic justice issues. Dr. Piñeros Shields serves as President of the Board of the Massachusetts Budget and Policy Center and on the Boards of the ACLU of Massachusetts and Philanthropy Massachusetts.



### **Kimberly Truong**

#### **Chief Health Equity and Community Excellence Officer, Institute of Health Professions, Massachusetts General Hospital**

Kimberly A. Truong, PhD is the IHP Chief Health Equity and Community Excellence Officer. Dr. Truong is also an adjunct lecturer on education at the Harvard Graduate School of Education and a faculty affiliate of the MGH Center for Cross-Cultural Student Emotional Wellness. Prior to coming to the MGH Institute, Dr. Truong was the Director of Inclusion Programs at the Harvard T.H. Chan School of Public Health. In this role, Dr. Truong worked closely with Dr. John Silvanus Wilson, Senior Advisor and Strategist to the President at Harvard University, as a member of the senior leadership team on diversity, inclusion, and belonging to implement policies, programs, and practices across the university. Before joining the Harvard Chan School, Dr. Truong was an Administrative Fellow through the Harvard Office of the Assistant to the President.

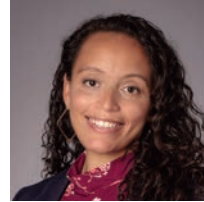
# Workshop Leaders

Workshop leader bios are available in the online program.



## Dzidzor Azaglo

Performing Artist, Community Liaison, Community Partnerships Coordinator of the Reckonings Project, Northeastern University



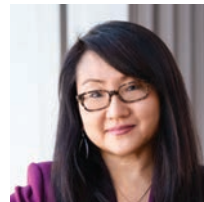
## Hayley Haywood

Chief Equity Officer & Principal Consultant, Elevating Access



## Suha Ballout

Associate Professor, Nursing, University of Massachusetts Boston



## Katherine In-Young Lee

Founder, Higher Ed Coach, and Career Strategist, Rise with Clarity



## Adrianna Boulin

Director of Racial Equity, Social Justice, and Community Engagement, Fenway Health; Part-Time Lecturer, Health Sciences, Bouvé College of Health Sciences, Northeastern University



## Patricia Krueger-Henney

Associate Professor, Urban Education Leadership and Policy Studies, University of Massachusetts Boston



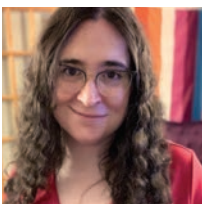
## Christie Chung

Executive Director, The Mills Institute; Professor, Psychology, The Mills Institute



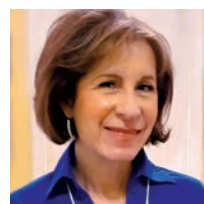
## Abigail C. Lindo

Assistant Professor, Comparative Studies and African American & African Studies, The Ohio State University



## Michael Ann DeVito

Assistant Professor, Computer Science and Communication Studies, Khoury College of Computer Sciences and College of Arts, Media and Design, Northeastern University



## Jacqueline Rodriguez

School Psychologist, Boston Public Schools



## Neha P. Gothe

Associate Professor, School of Clinical Rehab Sciences; Assistant Director of the PhD in Human Movement and Rehabilitation Sciences, Bouvé College of Health Sciences, Northeastern University



**Christina Smith**

Associate Director for Undergraduate STEM Development, Chemical Engineering, Brown University



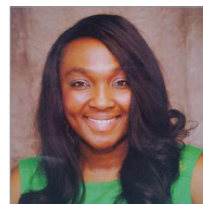
**Tanya Wilson**

Assistant Clinical Professor, Communication Sciences and Disorders, Bouvé College of Health Sciences, Northeastern University



**Andrea Stith**

Director of Research Development, Khoury College of Computer Sciences, Northeastern University



**Theresa Wilson Coney**

Adjunct Professor, School of Law, Northeastern University



**Alexandra To**

Assistant Professor, Art+Design, College of Arts, Media, and Design, Northeastern University



**Diedra M. Wrighting**

Executive Director, ADVANCE Office of Faculty Development, Northeastern University



*“ The heart of justice is truth telling, seeing ourselves and the world the way it is rather than the way we want to be. ”*

bell hooks

# Acknowledgments

## CONFERENCE FOUNDERS

**Nicole N. Aljoe**, Professor, English & Africana Studies; Faculty Affiliate, Women's, Gender, and Sexuality Studies Program; Faculty Affiliate, NULab for Texts, Maps, and Networks; Dean's Leadership Fellow, Public Engagement, Diversity, and Research, College of Social Sciences and Humanities, Northeastern University

**Barbara Guthrie**, Professor Emeritus of Nursing and Senior Research Scientist, Public Health (Social and Behavioral Sciences); Associate Dean, Academic Affairs, Yale University

## NORTHEASTERN CONFERENCE PLANNING COMMITTEE

### *Chairs*

**Nicole N. Aljoe**, Professor, English and Africana Studies, College of Social Sciences and Humanities

**Patricia Davis**, Associate Professor, Communications Studies, College of Arts, Media and Design

**Mary Jo Ondrechen**, Professor, Chemistry and Chemical Biology, College of Science

### *Members*

**Cecilia Akuffo**, Director, Communications, Office of Belonging

**Noor Ali**, Assistant Teaching Professor, Graduate School of Education, College of Professional Studies

**Oyeronke Ayansola**, Assistant Teaching Professor, Bioinformatics, College of Science

**Sarah Banning**, Assistant Director, ADVANCE Office of Faculty Development

**Jennifer Barrymore**, Vice President, Advancement Resources and Campaign Resources, University Advancement

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“*Now that I knew fear, I also knew it was not permanent. As powerful as it was, its grip on me would loosen. It would pass.*”

Louise Erdrich

# Thank You

**Thank you to the Conference Planning Committee, including the founders, chairs, and members who bring their creative energy and ideas together to create an experience that is unique from previous years.** The three sub-committees—participant engagement, program and materials, and speakers and sessions—continuously create new ways to connect and improve.

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## Thank You to Our Boston-wide Sponsors

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“

*You may not control all the events  
that happen to you, but you can  
decide not to be reduced by them.*

Maya Angelou

”



**WOMEN  
OF COLOR  
IN THE  
ACADEMY**