



**WOMEN  
OF COLOR  
IN THE  
ACADEMY**

# **Hope As Practice: A Decade of Empowerment, Creativity, and Connection**

**Friday, May 8, 2026 | 9:30 am – 5:15 pm Eastern Time**  
**Cabral Center at the John D. O'Bryant African American Institute (AAI)**

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**Hosted By**  
**Northeastern University**

“

*When day comes, we step out of the shade  
aflame and unafraid. The new dawn  
blossoms as we free it. For there is always  
light, if only we're brave enough to see it.  
If only we're brave enough to be it.*

Amanda Gorman, The Hill We Climb, 2021

”

# welcome

**“Surround yourself with people whose eyes light up when they see you coming.” André DeShields, Tony Award-winning actor for Hermes in Hadestown.**

This quote speaks to the healing power of being seen by others who take delight in us, of being welcomed for our whole selves. Being in good community sustains us.

Thank you for coming, for making your way here today. We welcome you with glad hearts and open arms. To you we say, you safely belong. Your unmuted voices, your scholarship steeped in power to the people, explorations of human identities: race, gender, sexuality, class, ability, age, ethnicity, and size. We welcome you, the skin you are in, your first language, your place of birth, who you love. We are delighted that you have come amid the forces that endeavor to keep us out and down.

We celebrate our dedication to truth telling, to speaking up, to knowledge, to discoveries, curiosity, science, literature.

We live in times now that for too many of us feel eerily unrecognizable from what we have previously known. Within our bodies, we feel the uncertainty, fear, and confusion that rises within us as we bear witness to power that is misaligned with civility, out of step with respect for people’s dignity, that ignores basic human rights, and that attempts to poison our collective pursuit of happiness.

We come from people who have navigated treacherous terrain. Our ancestors’ stories of getting to higher ground, making a way out of no way, wading through the water, overcoming, have been gifted to us. Their struggle, persistence, and triumph are ours. Their propensity for survival is now encoded in our own DNA. Let us drink from their wells of wisdom, listen to what they need us to remember, and share their poems, songs of unity, and unbreakable code emblazoned in love. With this foundational knowledge, let us continue to take emboldened steps toward freedom, life, and joy.

A dear friend sent words of elevation on New Year’s Eve, which inspired these words:

May this conference, our time gathered here, breathe hope into places that grew tired of waiting. May our hearts honor the need to rest without intimidation. With intentionality, may we trust, especially when it feels fragile to do so, that we are well, will continue to be well, and that the love and hope we cultivate are seeds of liberation.

**In Solidarity,**

*Nicole, Mary Jo, Toyoko, & Tracy*

**Nicole N. Aljoe, Mary Jo Ondrechen, Toyoko Orimoto, and Tracy Robinson-Wood**



*We dedicate the 2026 Women of Color in the Academy Conference to all of us.*

We who have been directly and adversely impacted by the current anti-diversity, equity, inclusion climate. We the Justice, Equity, Diversity, Inclusion, and Belonging (JEDI-B) scholars who have faced erasure of our livelihoods and scholarship. We the immigrants and indigenous communities who have been targeted. We the LGBTQIA2S+ community members, and others whose very existence has been questioned. We hope that this conference will inspire hope among these communities to continue their impactful efforts toward a more diverse, equitable, and inclusive world. For as we know, diverse perspectives lead to better solutions, better outcomes, and greater creativity.

# Connect

## Attending the Conference

Attendees may join in-person in Boston, MA, in-person at Northeastern University's Oakland, CA campus, or virtually. Virtual attendees can livestream the opening ceremony, plenary sessions, and closing ceremony. Oakland attendees will enjoy select recorded content and a live-streamed second plenary session featuring two speakers in Boston and two in Oakland, connecting both campuses in real time.

## 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

This professional development workbook is an affirmation of purpose, resilience, and readiness. Rooted in the conference theme "Hope As Practice: A Decade of Empowerment, Creativity, and Connection," it invites participants to draw strength from those who came before, trust in their own wisdom, and press forward with intention. As you move through these pages, be reminded: your work is vital, your voice is powerful, and your presence is divined.

Workbooks are available at check-in and online at [bit.ly/HopeWOCIA](https://bit.ly/HopeWOCIA). Find workbooks from previous years at [woc.northeastern.edu/about/annual-conference](https://woc.northeastern.edu/about/annual-conference).

## 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.





### 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/2026-oakland-interactive-conference-program](https://bit.ly/2026-oakland-interactive-conference-program)



### Facebook

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



### 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).



### Spotify Playlist

Listen to a curated conference playlist featuring music by artists of color. [bit.ly/DecadeofEmpowerment](https://bit.ly/DecadeofEmpowerment)



### Slack Channels

**#2026-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)



### LinkedIn

Get event updates and more.

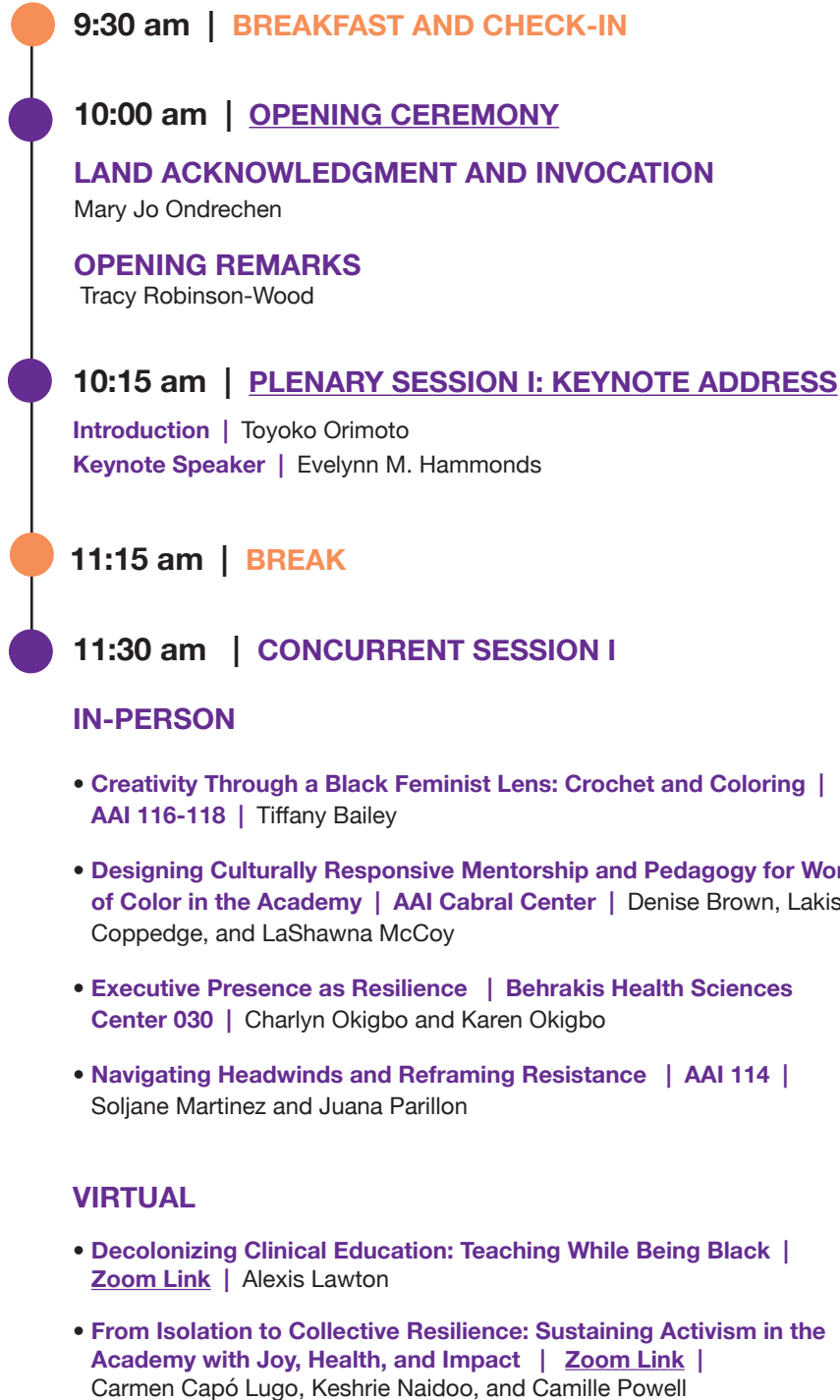
[linkedin.com/groups/12649011](https://linkedin.com/groups/12649011)



# Schedule

Located at the Cabral Center at the John D. O’Bryant African American Institute (AAI)

All times are in Eastern Time. Speakers appear in alphabetical order.



12:45 pm | **BREAK**

1:00 pm | **LUNCH**

2:00 pm | **PLENARY SESSION II: ACTIVISM IN THE ACADEMY:  
VOICES, VISION, AND ACTION IN HIGHER EDUCATION**

**Moderator** | Nicole Aljoe

**Panelists** | Sabrina Kwist, Rachel Moo, Chinyere Oparah, and Tara L. Parker

3:00 pm | **BREAK**

3:15 pm | **CONCURRENT SESSION II**

#### **IN-PERSON**

- **Championing Your Work in a Shifting Landscape: Women of Color Reframing Value in Higher Ed** | AAI Cabral Center | Sabrina Debrosse and Alta Mauro
- **Revolutionary Joy: Drawing on Humor and Laughter as Forms of Resistance** AAI 114 | Pamela Zabala Ortiz
- **The Work Beneath the Work: RISE as a Practice of Leading While Whole** | AAI 116-118 | Stefany Breton and Ashley Sharpe-Porter
- **Women of Color as Agents of Critical Hope: Relational Mentoring and Community Building in STEM Graduate Education** | Behrakis Health Sciences Center 030 | Machienvée Lammey and Christina Silva

#### **VIRTUAL**

- **Hope Over Hustle: Reimagining Work Beyond Professionalism** | [Zoom Link](#) | Tori Bowser, Rhicka-Joyce Crudo, and Destini Hall
- **Transforming Mentorship: Creating a Sponsorship Culture for Women of Color in Higher Education** | [Zoom Link](#) | Monique Holsey- Hyman

4:30 pm | **BREAK**

4:45 pm | **CLOSING REMARKS, REFLECTIONS, AND GRATITUDE**

Nicole N. Aljoe

5:00 pm | **GROUP PHOTO**

# Concurrent Session I

11:30 am - 12:45 pm

## IN-PERSON

### **Creativity Through a Black Feminist Lens: Crochet and Coloring | Tiffany Bailey | AAI 116-118**

This workshop invites participants to engage with Black feminist texts while discussing and expressing creativity. We will start with an exercise in color association before reading excerpts from Ntozake Shange's choreopoem *for colored girls who have considered suicide / when the rainbow is enuf*. Thinking about their moods, intentions for the day, and favorite colors, participants will color a mandala, an homage to the choreopoem's first set design and to interconnectedness. Participants will choose colors and learn how to crochet a flower using only their hands, expressing themselves through creative process. This workshop is meant to be mindful, stress releasing, and fun, while potentially learning a new skill.

### **Designing Culturally Responsive Mentorship and Pedagogy for Women of Color in the Academy | Denise Brown, Lakisha Coppedge, and LaShawna McCoy | AAI Cabral Center**

Hope, when practiced intentionally, becomes a strategy for survival, connection, and advancement. In the current higher education climate, marked by rollbacks of civil rights and challenges to inclusion and belonging, women of color faculty often experience isolation and limited access to mentorship. This interactive workshop introduces a research-informed mentorship intervention designed as a practice of hope, community-building, and professional sustainability. Drawing from doctoral research in leadership and innovation and lived experience in higher education, participants will explore mentorship as an intentional infrastructure rather than an informal support. Attendees will engage with a practical framework for building mentoring communities that foster connection, resilience, and continued purpose in increasingly restrictive academic environments.

### **Executive Presence as Resilience | Charlyn Okigbo and Karen Okigbo | Behrakis Health Sciences Center 030**

These challenging times call for us to be intentional about how we show up. While many view executive presence as a strategy for leaders to demonstrate credibility, we redefine it as an active practice of authentic resilience. When individuals are anchored in this presence, they become less reactive and more resilient. The current chaos (i.e., the ongoing attacks on civil rights and the erosion of DEI in higher education) serves to distract us from our clarity and authority. In this workshop, participants will learn how cultivating executive presence helps them stay centered and true to themselves amid institutional, political, or even personal turbulence.

### **Navigating Headwinds and Reframing Resistance | Soljane Martinez and Juana Parillon | AAI 114**

In an era of systemic rollbacks, "Hope as Practice" is our most rigorous tool for institutional survival. This workshop reframes external opposition as a catalyst for innovation and deeper alignment with democratic values. Participants will learn to navigate political headwinds by shifting DEI narratives from partisan agendas to pillars of educational excellence through reframing resistance, navigating political headwinds, narrative shifts, and sustaining leaders and teams. Drawing on organizational resilience, we will explore practical methods to protect vulnerable communities and sustain leadership teams.



# Concurrent Session II

3:15 pm - 4:30 pm

## VIRTUAL

### **Decolonizing Clinical Education: Teaching While Being Black | Alexis Lawton | [Zoom Link](#)**

Speech-language pathology and other clinical disciplines are often framed as neutral or apolitical, despite deep roots in racialized norms of communication, professionalism, and assessment. This workshop invites participants—particularly Women of Color in clinical, health, and STEM-related fields—to critically examine how race shapes clinical education and teaching. Centering the experiences of Black faculty, the session will explore strategies for decolonizing curricula, challenging “standard” language ideologies, and navigating resistance from students and institutions. Through case studies and collaborative discussion, participants will identify pedagogical practices that advance justice while sustaining themselves within systems not designed for their survival.

### **From Isolation to Collective Resilience: Sustaining Activism in the Academy with Joy, Health, and Impact | Carmen Capó Lugo, Keshrie Naidoo, and Camille Powell | [Zoom Link](#)**

Activism burnout is not an individual failure, but an outcome of working in environments of misalignment and structural inequity. For women of color in the academy, burnout is intensified by invisible labor, professional isolation, and the tension between caring for students, communities, families, and ourselves. Activists must resist existential despair in the current climate while also avoiding toxic positivity. Sustainable activism is not about doing more. It is about doing what is possible, with intention, community, and joy. This interactive workshop will provide participants with the opportunity to design personalized strategies for sustainability with positive rituals grounded in reality.

## IN-PERSON

### **Championing Your Work in a Shifting Landscape: Women of Color Reframing Value in Higher Ed | Sabrina Debrosse and Alta Mauro | AAI Cabral Center**

In an era when DEIB and related efforts are under public, political, and institutional scrutiny, women of color in higher education find their work questioned, minimized, or strategically renamed. This interactive session—led by the Harvard College Associate Dean for Culture & Community and the Dean of Students Office Communications Lead—offers concrete strategies to take control of your narrative, frame your contributions as mission-critical, and leverage communications tools to advocate for yourself and your work. Participants will leave with a draft “value narrative,” language to reframe DEIB-aligned work in the current climate, and tactics to build visible, sustainable support for their roles.

### **Revolutionary Joy: Drawing on Humor and Laughter as Forms of Resistance | Pamela Zabala Ortiz | AAI 114**

Joy is revolutionary. Laughter is medicine. Humor, Dr. Maya Angelou said, is needed to thrive. In this lively and interactive workshop, participants will dust off their funny bone and draw on strategies from improvisational and stand-up comedy to explore how women of color in academia can use humor and joy to recenter themselves in their purpose and as tools for healing and survival. Through guided comedic exercises, moments of play, and facilitated discussions and reflections, participants will leave with a renewed sense of self and another tool in their arsenal for confronting the adversities they face in academia and beyond.

## Concurrent Session II continued

3:15 pm - 4:30 pm

### **The Work Beneath the Work: RISE as a Practice of Leading While Whole** | Stefany Breton and Ashley Sharpe-Porter | AAI 116-118

This workshop centers the often unseen labor beneath leadership—the emotional, relational, and embodied work required to lead without losing oneself. Grounded in research and lived experience, this workshop introduces RISE (Radical Healing, Intersectional Leadership, Sisterhood, and Empowerment) as a leadership practice developed with and for Black women navigating complex institutions. Rather than focusing on strategies or performance, this session invites participants to slow down, reflect, and engage in collective meaning-making about how leadership is shaped by care, power, and context. Participants will leave with language, practices, and points of connection that support leading with clarity, integrity, and wholeness.

### **Women of Color as Agents of Critical Hope: Relational Mentoring and Community Building in STEM Graduate Education** | Machienvée Lammey and Christina Silva | Behrakis Health Sciences Center 030

This workshop introduces participants to Freire's concept of critical hope and shows how it can be leveraged to counter despair among women of color in STEM. As an action-oriented framework, critical hope empowers individuals to advance social justice and equity for themselves and others despite painful realities. Through guided reflections and small group discussions, participants will learn how to apply critical hope and be offered concrete relational mentoring and community-building strategies that cultivate its principles to foster agency and well-being in graduate education. This workshop aligns with the 2026 conference theme of hope as a praxis and source of empowerment.

## VIRTUAL

### **Hope Over Hustle: Reimagining Work Beyond Professionalism** | Tori Bowser, Rhicka-Joyce Crudo, and Destini Hall | [Zoom Link](#)

Hope Over Hustle invites higher-ed professionals to critically examine how norms of professionalism influenced by white supremacy culture demand perfection, urgency, and self-sacrifice at the expense of well-being, authenticity, and hope. Grounded in lived experience and collective storytelling, this interactive workshop reframes de-centering professionalism as a practice of care, self-preservation, and sustainability. Participants will identify how these norms show up at work, explore tools informed by Polyvagal Theory, and reconnect with their nervous systems. Attendees will also leave with tangible practices and tools to cultivate hope, protect energy, and foster more connected workplaces together.

### **Transforming Mentorship: Creating a Sponsorship Culture for Women of Color in Higher Education** | Monique Holsey-Hyman | [Zoom Link](#)

Women in higher education, especially women of color, often have limited resources for mentorship and reduced access to advancement opportunities within academic spaces. There is a need to explain the difference between mentorship and sponsorship and show why mentorship alone is not enough to close gaps in promotion, leadership opportunities, and professional visibility. McCrimmon (2022) found that mentorship and sponsorship partnerships support recruitment, retention, and leadership growth among women of color in higher education. Participants will engage in an interactive activity to recognize sponsorship, address barriers, and develop strategies to build a culture that supports women of color.





*“ Even in dark times, we not only dream, we do. We not only see what has been, we see what can be. We shoot for the moon, and then we plant our flag on it. We are bold, fearless and ambitious. We are undaunted in our belief that we shall overcome; that we will rise up. ”*

Kamala Harris, Celebrating America, 2021

# Conference Hosts



**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



**Toyoko Orimoto**

**Conference Co-Chair** | Professor, Physics, College of Science, Northeastern University



**Mary Jo Ondrechen**

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



**Tracy Robinson-Wood**

**Conference Co-Chair** | Professor, Applied Psychology, Bouvé College of Health Sciences, Northeastern University

*“The more we pull together toward a new day, the less it matters what pushed us apart in the past.”*

Johnnetta B. Cole, *Conversations: Straight Talk*  
with America's Sister President, 2011

# Keynote Speaker



## Evelynn M. Hammonds

**The Barbara Gutmann Rosenkrantz Professor of the History of Science and Professor of African American Studies at Harvard University and former Dean of Harvard College**

Professor Evelyn Hammonds was the first Senior Vice Provost for Faculty Development and Diversity at Harvard University (2005-2008). From 2008 to 2013, she served as Dean of Harvard College, and served as Chair of the Department of History of Science from 2017 to 2022.

Professor Hammonds' areas of research include the histories of science, medicine, and public health in the United States; race, gender, and sexuality in science studies; feminist theory; and African American history. She has published articles on the history of disease, race and science, African American feminism, African American women and the epidemic of HIV/AIDS; analyses of gender and race in science, medicine and public health, and the history of health disparities in the U.S. Professor Hammonds' current work focuses on the history of the intersection of scientific, medical, and socio-political concepts of race in the United States. She is currently director of the Project on Race & Gender in Science & Medicine at the Hutchins Center for African and African American Research at Harvard.

Prof. Hammonds earned her PhD in the history of science from Harvard University and was a post-doctoral fellow at the Institute for Advanced Study in Princeton. She holds a BS in physics from Spelman College, a BEE in electrical engineering from Georgia Tech, and an SM in Physics from MIT. Hammonds was a member of the faculty at MIT from 1992 to 2002.

In 2010, she was appointed to President Barack Obama's Board of Advisors on Historically Black Colleges and Universities, and in 2014 to the President's Advisory Committee on Excellence in Higher Education for African Americans. She served as a member of the Committee on Equal Opportunity in Science and Engineering (CEOSE), the congressionally mandated oversight committee of the National Science Foundation (NSF), the Advisory Committee of the EHR directorate of the NSF, and the Advisory Committee on the Merit Review Process of the NSF. Professor Hammonds is the current vice president/president-elect of the History of Science Society. She currently serves on the Board of the Arcus Foundation and the Board of Trustees of Bates College.

At Harvard, she served on the President's Initiative on Harvard and the Legacy of Slavery, the Faculty Executive Committee of the Peabody Museum, and she chaired the University-wide Steering Committee on Human Remains in the Harvard Museum Collections. She also works on projects to increase the participation of men and women of color in STEM fields. Prof. Hammonds is the co-author of the National Academy of Sciences (NAS) 2021 report "Transforming Technologies: Women of Color in Tech." She is a member of the Committee on Women in Science, Engineering, and Medicine (CWSEM) of the NAS and the NAS Roundtable on Black Men and Black Women in Science, Engineering, and Medicine. She is an elected member of the National Academy of Medicine (NAM) and the American Academy of Arts and Sciences. She holds honorary degrees from Spelman College and Bates College.

# Plenary Session II: Roundtable Discussion

## Activism in the Academy: Voices, Vision, and Action in Higher Education.

MODERATOR: NICOLE N. ALJOE

### PANELISTS



#### Sabrina Kwist

**Associate Vice Provost for Antiracism, Diversity, Equity, and Inclusion, University of San Francisco**

Sabrina T. Kwist serves as the Associate Vice Provost for Antiracism, Diversity, Equity, and Inclusion at the University of San Francisco. She brings more than two decades of experience supporting equity, access, and student success across California higher-education institutions. Before joining USF, Sabrina held leadership roles at Los Medanos College and Mills College, where she developed campus-wide equity initiatives, expanded professional development for faculty and staff, and strengthened academic and retention pathways for first-generation, transfer, and undocumented students. A first-generation college graduate, Sabrina earned her BA in Sociology from UC Santa Barbara, her MEd from the University of Vermont, and her EdD in Educational Leadership from Mills College. Her work is grounded in building community, fostering trust, and centering healing and joy in educational spaces.



#### Rachel Moo

**Assistant Dean of Engagement & Impact, College of Arts, Media and Design, Northeastern University**

A career athlete turned educator, Rachel Moo combines her passion for sports and peace education to empower young people toward social justice. She developed a peace studies curriculum rooted in the principles of Gandhi and Martin Luther King Jr. and holds a master's degree in Sports Leadership and an MBA, both from Northeastern University. With experience in curriculum design, high school athletics administration, and nonprofit work supporting underserved youth, Moo is committed to redefining education's role in restoring and empowering communities.



## Chinyere Oparah

**Founder and CEO of the Center for Liberated Leadership and Professor, Sociology and Leadership Studies, University of San Francisco**

Dr. Chinyere Oparah is Founder and CEO of the Center for Liberated Leadership (C4LL), where she supports leaders navigating complexity, pressure, and rapid institutional change. A scholar-activist with over two decades as a professor of Ethnic Studies and Sociology & Leadership Studies, she has held senior leadership roles, including Provost, Dean, and Vice President for Academic Affairs. She is co-founder of both Black Women Birthing Justice and Critical Resistance, and author and editor of numerous books, including *Activist Scholarship: Antiracism, Feminism, and Social Change*. Her work bridges scholarship, organizing, and leadership practice, advancing equity and collective transformation in higher education and beyond. Through her Liberated Leadership framework, she helps leaders align strategy, courage, and sustainability in challenging times.



## Tara L. Parker

**Dean of College of Education and Human Development; Professor of Higher Education, University of Massachusetts Boston**

Tara L. Parker's research focuses on race, equity, and success in higher education, including three interrelated areas: the application of critical race theory to higher education; the experiences and contributions of faculty of color; and the influence of public policy on developmental education.

Dr. Parker's scholarship has been published in the *Review of Higher Education*, *Teachers College Record*, the *Journal of College Student Development*, and the *Community College Journal of Research and Practice*. Dr. Parker is co-author of *The State of Developmental Education: Higher Education and Public Policy Priorities*. As well as co-author of *Racism and Racial Equity in Higher Education* and co-author of *The Community's Colleges: The Pursuit of Democracy, Economic Development, and Success*.

Dr. Parker was awarded Honorable Mention for the 2020 Presidential Medal by the Association for the Study of Higher Education (ASHE) for her influence as a local change agent. She currently serves on the editorial board for the *Review of Higher Education* and the *American Educational Research Journal*.

Prior to joining the faculty at the University of Massachusetts Boston, Dr. Parker earned her PhD in Higher Education from New York University, her MA in Higher Education Administration from the University of Minnesota, and her BA in Communications from Marist College.

# Workshop Leaders

Workshop leader bios are available in the online program. Speakers appear in alphabetical order by last name.



## Tiffany Bailey

Postdoctoral Research Fellow in Black Feminism, Africana Studies, Northeastern University



## Sabrina Debrosse

Director of Digital Strategy & Communications, Dean of Students Office, Harvard College



## Tori Bowser

Graduate Student Services Coordinator, Khoury College, Northeastern University



## Destini Hall

Tobacco and Youth Program Supervisor, Larimer County Department of Health and Environment



## Stefany Breton

Adjunct Professor, Education, Northeastern University



## Monique Holsey-Hyman

Associate Professor and Director of TSTM Mentorship Program, North Carolina Central University



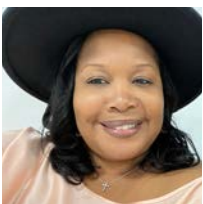
## Denise Brown

Founder and Executive Director of The Brown Academy of Educational Equity and Innovation, LLC



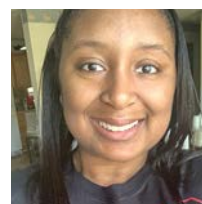
## Machienvée Lamme

Senior Researcher, TERC



## Lakisha Coppedge

Founder & Principal, Coppedge Consulting, LLC



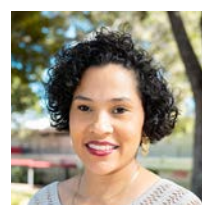
## Alexis Lawton

Speech-Language Pathologist, Doctoral Student and Adjunct Professor, Clemson University



## Rhicka-Joyce Crudo

Director of People, Culture, and Belonging, Boys & Girls Clubs of San Francisco



## Carmen Capó Lugo

Associate Professor, Physical Therapy, Universidad Ana G. Méndez



**Soljane Martinez**

Director of Library Diversity, Equity, and Inclusion, Brown University



**Pamela Zabala Ortiz**

Assistant Professor of Sociology, Boston University



**Alta Mauro**

Associate Dean of Students for Culture & Community, Dean of Students Office, Harvard College



**Juana Parillon**

Assistant Vice President of Campus and Community Engagement, Brown University



**LaShawna McCoy**

Assistant Director for Education, Nonprofit & Social Impact, Smith College



**Camille Powell**

Assistant Clinical Professor and Director of Clinical Education, Bouvé College of Health Sciences, Northeastern University



**Keshrie Naidoo**

Associate Professor and Department Chair, Physical Therapy, MGH Institute of Health Professions



**Ashley Sharpe-Porter**

Educational Consultant and Researcher, Massachusetts Department of Elementary and Secondary Education



**Charlyn Okigbo**

Chief Marketing Officer, Bolden Beauty



**Christina Silva**

STEM Education Researcher, TERC



**Karen Okigbo**

Assistant Professor, Sociology, University of Massachusetts-Boston



# 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

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**Toyoko Orimoto**, Professor, Physics, College of Science, Northeastern University

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**Sheila Winborne**, Teaching Professor, Religion, College of Social Sciences and Humanities, Northeastern University

**Diedra M. Wrighting**, Executive Director, ADVANCE Office of Faculty Development, Northeastern University

“*I can be changed by what happens to me. But I refuse to be reduced by it.*”

Maya Angelou, Letter to My Daughter, 1987

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**Jennifer Arthur**, Executive Assistant to the Interim Executive Director, The Mills Institute

**Inés Barbosa**, Assistant Vice President, Experiential Learning & Career Design, Mills College at Northeastern University

**Karimah Omer**, Associate Director, Experiential Learning, Mills College at Northeastern University

**Sylvia Ruiz**, Director, Student Academic Support Services, Mills College at Northeastern University

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**Karoline Evans**, Assistant Professor, Manning School of Business

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**Robbin Chapman**, Strategic Consultant and Executive Advisor

“America, we are not going back.  
And we are charting a new way forward.”

Kamala Harris, Democratic National Convention, 2024

# Thank You

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

**We also extend our heartfelt thanks to the Boston-wide Women of Color Advisory Committee for their valuable contributions to WOCIA's events and initiatives.** They specifically help in planning year-round initiatives which include this annual conference, soirees/gatherings, and exploration of an online space to connect WOC faculty. The Committee is composed of faculty and staff from a variety of universities in the greater Boston area. Thank you for everything you do!

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The Women of Color in the Academy Conference Planning Committee would like to extend our sincere gratitude and appreciation to our campus partners and hosts. Thank you to individuals who generously donated on Giving Day and throughout the year.

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“

*I leave you love. I leave you hope. I leave you the challenge of developing confidence in one another. I leave you respect for the use of power. I leave you faith. I leave you racial dignity.*

Mary McLeod Bethune, My Last Will and Testament, 1955

”



**WOMEN  
OF COLOR  
IN THE  
ACADEMY**