

## 2024 Women of Color Conference - May 31, 2024

*Walking in Her Shoes: Understanding the Challenges of Women of Color in Higher Education and Creating Environments Where ALL Succeed*

### Concurrent Session 1, 9:15am – 10:00am

#### Belonging, Mentoring and Supervision: Creating Safe Spaces for Women of Color in Higher Education

**Monique N. Colclough, Kim Holmes and Lakeisha Cantey-Rawlinson**, *Belk Center for Community College Leadership*

Explore the experiences of women of color in academia and connect engagement and retention of diverse teams to outcomes. Learn from the experiences of the presenters about their strategies for creating belongingness for staff while honoring their diverse identities.

Footprints

**Location Salon A**  
**(Gateway Dining 2nd Fl)**

#### Balancing Act: Rethinking Work, Life, and Everything in Between

**Mitsue Shiokawa**, *Old Dominion University*

This session challenges the notion of work-life balance, acknowledging the constant juggling act inherent in modern life. This session offers practical strategies for navigating competing priorities, embracing flexibility, and setting boundaries. Participants will explore ways to foster inclusive environments where everyone can thrive, regardless of identity.

Balance & Harmony

**Location: Salon B**  
**(Gateway Dining 2nd Fl)**

#### Turning Rejection into Redirection

**Elizabeth Brown**, *Old Dominion University*

Learn how to connect with mentors, find opportunities for professional development, work on self-reflection and emotional intelligence, and leverage professional associations to navigate diverse spaces. Many times, women of color, particularly in predominately white spaces find it difficult to navigate PhD programs, faculty positions, etc. Dr. Brown will share how she learned to interact and be successful as a junior faculty member. In short, when you have a lot of challenges, sometimes you have a lot of opportunities.

Career Stroll

**Location: Salon C**  
**(Gateway Dining 2nd Fl)**

#### Equitable Compensation: Empowering Women of Color in Higher Education

**Nicole Hall**, *University of Virginia*

This session addresses wage equity challenges for women, particularly women of color, in higher education. Drawing on extensive experience, it provides strategies for advancing compensation through understanding value and strategic negotiation. Through interactive discussions and scenario-based exercises, participants will have the opportunity to evaluate their own worth in relation to market values within the higher education sector. This reflective process is designed to empower women to advocate for fair compensation aligned with their skills and contributions.

Career Stroll

**Location: Salon D**  
**(Gateway Dormitory, 1109)**

#### Experiences of Black Women Adjunct Faculty Teaching at Community Colleges

**Ashley Woodard**, *University of Virginia*.

While adjunct faculty are essential to educating community college students, extant literature reports that they are largely neglected by their institutions. The experience of marginalization is exacerbated at the intersection of race and gender. This presentation will cover the findings from a study on Black

Women in Academia

**Location: Salon E**  
**(Gateway Dormitory, 1209)**

women adjunct faculty teaching in a Mid-Atlantic community college system. Additionally, the presenter will provide recommendations for practice and future research.

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## Concurrent Session 2, 10:15am – 11:00am

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### Queens and Crowns

**Lisa Winn Bryan**, Virginia Commonwealth University

Career Stroll

January 2024 began with very public challenges for top female administrators at colleges and universities throughout the US, especially for women of color. These executive positions present unprecedented degrees of pressure and controversy. How can we overcome the professional obstacles, barriers, and double standards that pervade the academy? This session discusses and shares solutions.

**Location: Salon A**  
**(Gateway Dining 2nd Fl)**

### Sunday Brunch: Leadership Journeys and Insights from Executive Women of Color

**Karen Campbell**, Tidewater Community College w/**Tonya Byrd**, Dominion Energy, **Mavis McKenley**, AMG National Trust, **Season Roberts**, Charrette Agency, & **Michelle Ellis Young**, YWCA of South Hampton Roads

Leadership Strides

This session presents a variety of stories, insights, and strategies from a diverse group of women executive leaders across industries, including education, military, nonprofit, and entrepreneurship. It emphasizes the importance of connecting with women beyond one's immediate environment or career field and the transformative power of networking.

**Location: Salon B**  
**(Gateway Dining 2nd Fl)**

### My Power, My Power: Reflecting on our Intersectional Identities

**Kristen Moore Brown**, Virginia Commonwealth University

Empowerment Pathways

"The struggle against patriarchy and racism must be substantively robust and inextricably intertwined" - Kimberle Crenshaw. This session will be a reflective space for women of color higher education practitioners to gain intersectional approaches and strategies to best support other women of color in academia. We will have a robust conversation based on research topics including race, gender, class, power, and intersectional identities as both challenges and superpowers.

**Location: Salon C**  
**(Gateway Dining 2nd Fl)**

### Leveraging our Liminality: Redefining Diversity Narratives for Asian American Women in Higher Education

**Sherrene DeLong**, Northern Virginia Community College

Global Perspectives

Explore the transformative power of liminality for Asian American women in higher education. In this session, we delve into the complex intersections of race, gender, and ethnicity, uncovering innovative strategies for navigating academic spaces. Through captivating storytelling and interactive discussions, attendees will discover how Asian American women leverage liminality to defy traditional.

**Location: Salon D**  
**(Gateway Dormitory, 1109)**

### Inclusion by Design: Creating Environments Where Women of Color Flourish in Higher Education

**Erica Cooper**, Virginia Tech

Footprints

This session explores strategies for creating environments where women of color flourish in higher education. Delving into challenges and opportunities, this session emphasizes intentional design and proactive measures to foster diversity, equity, and inclusion. Attendees will gain practical insights for

**Location: Salon E**  
**(Gateway Dormitory, 1209)**

cultivating supportive communities and empowering women of color to thrive academically and professionally. Join us to learn how inclusive environments are crafted, ensuring all individuals contribute meaningfully to the higher education landscape.

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**Master the Intersection of Life, Harmony, and Work Balance with a Purpose**

*Joyce Ellenwood, Virginia State University*

Balance & Harmony

This presentation offers practical strategies for women of color in academia to achieve work-life balance and well-being. It addresses challenges such as discrimination and systemic barriers, providing tips for time management, boundary setting, and self-care. Through interactive elements and reflection activities, participants engage with the content and learn to apply these strategies. The session embodies the conference theme of understanding and overcoming challenges in higher education for women of color, fostering empowerment and inclusivity.

**Location: Salon F  
(Gateway, Presidents  
Room 2nd FL)**

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**Concurrent Session 3, 11:30am – 12:15pm**

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**Navigating the Yellow Brick Road of Personal Development and Emotional Well-Being**

*Jamila B. Shipman, Christopher Newport University*

Balance & Harmony

University higher education can be a rewarding career path for many women. And while many women flourish others experience hostility, including racism that leaves them feeling empty and questioning their sanity. Journey with us as we follow the yellow brick road of self-care. In this workshop, we will discuss strategies to create action plans to ensure personal and emotional well-being. With a little fun and laughter, we will tackle the importance of finding the balance in our professional and personal lives with 8 practical steps that can be implemented immediately.

**Location: Salon A  
(Gateway Dining 2nd Fl)**

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**Thriving in the Mix: Navigating the Multigenerational Workplace as a Woman of Color**

*Ashelle Brown, University of Richmond*

Footprints

Are you feeling the pressure of being in a multigenerational workplace while navigating the nuances and challenges of being a woman of color? Want to learn to Thrive in the Mix? If so, this session equips you to bridge communication gaps, address bias and microaggressions, and leverage mentorship opportunities. Join us to gain actionable strategies to thrive in today's rapidly changing higher.

**Location: Salon B  
(Gateway Dining 2nd Fl)**

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**Academic Mobbing: Understanding, Recognizing, Protection and Healing for Women of Color**

*Narketta Sparkman-Key, James Madison University*

Global Perspectives

Women of color within higher education settings are suffering from the impact of academic mobbing. This presentation will provide participants with an understanding of what academic mobbing is and its impact on women of color. In addition, this presentation provides strategies for recognizing, protecting, and healing from academic mobbing.

**Location: Salon C  
(Gateway Dining 2nd Fl)**

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**Sis: Fill Your Cup**

*Challen Wellington, Virginia Commonwealth University*

Health & Wellness

This session will present and discuss a study that explored the mental and emotional well-being of Black women Student Affairs administrators by examining their experiences while working at historically White institutions. The study was grounded in critical narrative inquiry and Black Feminist

**Location: Salon D  
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Thought to understand the layers of race and gender on their well-being in an academic institution. Session participants will get to share their personal experiences and implications for practice and personal balance.

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**Addressing Women’s Holistic Health and Well-Being as Leaders in Higher Education**

*Brenda Norman, Norfolk State University and Shirley Brown, Fisk University*

Health & Wellness

Women health and wellness in higher education leadership positions have gained increased attention in recent years. Women in leadership roles, including university administrators and academic leaders, often face unique challenges and experiences that can impact their overall well-being. High stress work environment is closely associated to negative emotional and physical health outcomes of women in higher education. Given this information, there is a need to implement strategies to address and support women of color leaders’ health and wellness in academia.

**Location: Salon E  
(Gateway Dormitory, 1209)**

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**Neither the Head nor Tail: Leveraging the Power of Middle Management for Personal and Professional Growth**

*Erin Brown, Virginia Commonwealth University*

Career Stroll

Do you feel stuck in the middle in your current role? Are you stuck in the throes of middle management without a way to work yourself up within higher education? This session is for individuals who are looking for strategies to use their middle manager role to grow both personally and professionally. Find your voice as a leader, network with other middle managers, and plan for leading the charge for change from where you sit.

**Location: Salon F  
(Gateway, Presidents  
Room 2nd FL)**

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**Concurrent Session 4, 2:30pm – 3:15pm**

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**Exploring Ways to Champion Women’s Leadership Opportunities and Create Pathways for Women to Thrive Across all levels of Academia**

*Holly L. Cline, Laura Turk, Jenene Lewis, and Jaimi Evans, Radford University*

Empowerment Pathways

How can we foster an environment of support and advocacy for women at our institutions? In this session, we will delve into the transformative power of women empowering women in academia. We will tap into the powerful experiences and insight of women leaders to understand what it means to align ourselves with strong women on our campuses and how we can mentor, promote, encourage and support each other in a variety of ways. Participants will engage in interactive discussions to cultivate actionable strategies to strengthen support networks, champion women’s leadership and create pathways for women to thrive across all levels of academia.

**Location: Salon A  
(Gateway Dining 2nd  
Fl)**

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**Striding into Hiring Success: Navigating Recruitment, Interviewing, and Onboarding**

*Tiffany Broadbent Beker, College of William & Mary*

Leadership Strides

This presentation will share lessons learned from seven years of managing other humans in higher education, while constantly adapting to the ever-changing hiring landscape. It will offer actionable strategies and steps to: 1. Attract top diverse talent; 2. Streamline the screening and interview process; 3. Craft insightful interview questions; 4. Navigate timelines and expectations to ensure you don’t lose top candidates; and 5. Effectively onboard new hires, create a welcoming and productive environment and set them up for success. Strategic recruitment and nurturing talent early on are essential to both build a strong team to help your organization succeed and for your own development as a leader.

**Location: Salon B  
(Gateway Dining 2nd  
Fl)**

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**Birkenstocks & Stilettos: Navigating the Terrain of Work & Home While Maintaining Balance**

*Dawn Breen and Deborah Roundtree, Christopher Newport University*

Balance & Harmony

Execute strategically in order to 'Walk Out' successful victories for you and your colleagues as we explore techniques to create a paradigm shift that promotes success for all. Identify specific ways to enhance harmony holistically in various areas of your life creating a "Win - Win" for you, your colleagues, and family so that you can be a gamechanger that positively shapes environments while providing opportunities for success to all. Whether your terrain requires a sprint, a long walk through hilly grounds, or a kick up your legs and strut your stuff in stilettos - we can "Walk It Out" together successfully!

**Location: Salon C  
(Gateway Dining 2nd  
Fl)**

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**Her Permission**

**Sandra Williamson-Ashe**, *Norfolk State University*

This session will provide a positive lens of the Black woman that begins with the controlling images identified in the research of Patricia Collins. The Jezebels, Mammies, Matriarchs, and Welfare Mothers will be challenged by using the re-imagined characteristics of these toxic identifiers to ignite positive reframing with intent and a strengths-based perspective. These traumas are reinforced and retained in a society that disables the Black woman's ability to be valued as a leader. Her permission, her lens.

**Footprints**

**Location: Salon D  
(Gateway Dormitory,  
1109)**

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**Empowering Women in Higher Education; Strategies for Navigating Inequities, Advancing Careers, and Leveraging Institutional Programs**

**Lisa Abrams, Susan Coombes, Archana Pathak, and Mangala Subramaniam**, *Virginia Commonwealth University*

This session highlights the current career trajectory landscape of women, and women of color in higher education. We present strategies institutions can adopt to address known barriers to career progression. Less than 34% of full professors are women, and of these less than 5% are Black, Hispanic, Latina, or multiracial. Women faculty spend more time devoted to service responsibilities and invisible labor efforts compared to their male colleagues. These gaps are especially pronounced for women of color.

**Career Stroll**

**Location: Salon E  
(Gateway Dormitory,  
1209)**

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**Spirituality Matters: The Role of Faith in Women Leaders in Higher Education**

**Kenyetta Galiote**, *Tidewater Community College*

This session will explore and embrace the role that spirituality and faith play in the leadership styles of women, and in particular women of color in higher education. In a society where there exists gender bias, men are associated with being leaders because they more commonly demonstrate assertive masculine traits that connote leadership, such as dominance, whereas women are less apt to be perceived as leaders because they are more likely to demonstrate communal qualities such as compassion. Let's "walk in her shoes" and understand how spirituality matters as she journeys through leadership in higher education.

**Women in Academia**

**Location: Salon F  
(Gateway, Presidents  
Room 2nd FL)**

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**Cultivating Calm: Strategies for Self-Control in Addressing Classroom Challenges**

**Alexandria Palacio**, *Education Advocate*

Discover techniques for maintaining composure and responding positively to student challenges. Learn to uphold a constructive instructional climate amidst diverse classroom conditions, ensuring continued curriculum delivery.

**Balance & Harmony**

**Location: Salon G  
(Gateway Dining-Main)**

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