

ANNUAL THEME: EDUCATIONAL LEADERS

MAY 14, 2024 (IN PERSON)
MAY 16, 2024 (VIRTUAL)

CONFERENCE AGENDA

UNDERREPRESENTED LEADERS IN PUBLIC ORGANIZATIONS CONFERENCE

Tuesday, May 14, 2024

John Jay College, 524 West 59th Street, New York, NY 10019

Conference: 1:30PM- 5:00PM

UNDERREPRESENTED LEADERS IN PUBLIC ORGANIZATIONS CONFERENCE (VIRTUAL)

Thursday, May 16, 2024 (Virtual)

It will be broadcasted @ www.facebook.com/publicadministration.jjay

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JJAY Initiative on Gender Equity in the Public Sector (IGEPS) (Dr. Maria D'Agostino) 5

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Our Sponsors

Our annual conference seeks to provide some answers and explore the processes, actions, challenges, and outcomes of underrepresented leaders. Our goal is to offer a worldwide connection among leaders to be able to navigate these challenges whereas opening opportunities and providing access to others, initiating changes to our workforce where leaders feel accepted

ORGANIZED BY

Department of Public Administration

Conference Chair: Dr. Elsa-Sofia Morote

SPONSORS:

The Office for Advancement of Research (OAR) at John Jay College

International Journal of Faculty and Leadership Development sponsored by Dowling International Academy
http://dia-ny.org

JJAY Initiative on Gender Equity in the Public Sector (IGEPS)
https://igeps.org/

Initiative for Gender Equity in the Public Sector

igeps.org

Conference Goals

The goals of the annual conference call for "Underrepresented Leaders in Public Organizations" with the theme of education aim to:

- Foster a supportive and inclusive environment for underrepresented leaders in public organizations within the education sector.
- Provide a platform for sharing experiences, insights, and best practices among underrepresented leaders to promote professional development and advancement.
- Explore strategies and solutions to address challenges faced by underrepresented leaders in education, including issues related to diversity, equity, and inclusion.
- Highlight the importance of diverse leadership in driving innovation, fostering collaboration, and achieving organizational excellence in educational institutions.
- Facilitate networking opportunities for underrepresented leaders to build connections, alliances, and partnerships for collective impact and advocacy.
- Promote awareness and understanding of the unique perspectives, contributions, and needs of underrepresented leaders in public organizations within the education sector.
- Inspire and empower underrepresented leaders to take on leadership roles, pursue career advancement opportunities, and make meaningful contributions to the field of education.
- Encourage ongoing dialogue, collaboration, and action to create more equitable and inclusive environments for underrepresented leaders and stakeholders in education.

Overall, the conference aims to empower, support, and elevate underrepresented leaders in public organizations, with a specific focus on advancing education-related initiatives and promoting positive change within the sector.

OPENING CEREMONY

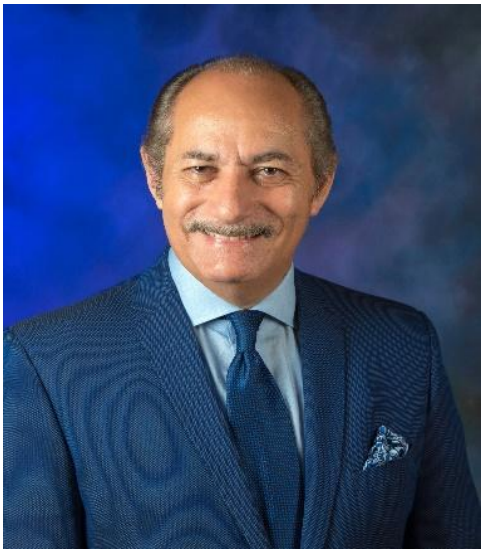
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JJAY Initiative on Gender Equity in the Public Sector (IGEPS) (Dr. Maria D'Agostino)

Keynote: **Underrepresented Leaders in Education**

Keynote: Dr. Linares Guillermo



Guillermo Linares, Ed.D. was appointed as President of the New York State Higher Education Services Corporation (HESC) in February 2017 and confirmed by the New York State Senate on May 30, 2019. Leading the State's student financial aid agency, Dr. Linares oversees one of the nation's top need-based grant programs – the Tuition Assistance Program (TAP), the first-in-the-nation program making public college tuition-free – the Excelsior Scholarship, the New York State Dream Act, providing access to higher education for thousands of undocumented students, and numerous other scholarship and award programs which total over $800M in aid and help more than 300,000 students achieve their college dreams each year.

Dr. Linares has enjoyed a multi-faceted career serving as a New York State Assembly member representing the 72nd District, Commissioner of the Mayor's Office of Immigrant Affairs, City Council member, local school board member, public school teacher, and in numerous other roles in the community, state, and nation. Throughout his life, Dr. Linares, a native of the Dominican Republic, has remained committed to improving public education and championing immigrant issues. Dr. Linares has earned a spot-on City & State's Higher Education Power 100 List for the past three consecutive years, 2021, 2022 and 2023, for his dedication to helping New York's students on their path toward a higher education.

Conference Chair

Elsa-Sofia Morote, Ed.D., Ph.D., is a Public Policy Professor at John Jay College of Criminal Justice and President of Dowling International Academy (DIA-NY), a non-profit dedicated to advancing leaders and scholars towards Inquiry, Innovation, and Impact for societal well-being. With dual doctoral degrees and senior post-doc experience at MIT, she boasts over 25 years in higher education, holding leadership roles from pre-college to doctoral levels. As Founder Director of the International & Diversity Institute at Dowling College, Dean at Farmingdale State College, and Dean of Graduate Studies at John Jay College, Morote drove enrollment, secured nearly $3.7 million in funding, and enhanced diversity. With 50+ publications and mentoring 200 dissertations, she's received 20+ honors for mentoring, research, and advocacy.

Discussants

Maria J. D'Agostino is a professor of public administration in the Department of Public Management at John Jay College of Criminal Justice, CUNY, and Founding Co-Director of the Initiative for Gender Equity in the Public Sector. Her expertise is applied in practice through various public sector partnerships including the NYC Gender Equity Commission and the United Nations Gender Equity in Public Administration group.

Nicole M. Elias is an Associate Professor in the Department of Public Management at John Jay College of Criminal Justice, CUNY and Founding Co-Director of the Initiative for Gender Equity in the Public Sector at John Jay College. Her research focuses on equity in public administration and policy, with an emphasis on the ethics of administration, management of human resources in public organizations, and public policy impacts on SOGIE populations. Dr. Elias is the author of numerous journal articles, book chapters, government reports, and practitioner training modules aiming to foster greater diversity, equity, and inclusion in public service. Her recent work appears in *Public Personnel Management, Journal of Social Equity & Public Administration, and State and Local Government Review.* Her recent book projects include two co-edited volumes: *Handbook of Gender and Public Administration (2022)* and *Ethics for Contemporary Bureaucrats: Navigating Constitutional Crossroads (2020).* She regularly collaborates with practitioners in government agencies and nonprofit organizations. Dr. Elias was a Research Partner with the New York City Commission on Gender Equity and held a Research Fellowship at the U.S. Equal Employment Opportunity Commission Office and U.S. Department of Defense's Equal Opportunity Management Institute (DEOMI). She was named a PoliticsNY Power Player in Diversity, Equity & Inclusion in 2023, and in 2022 she was included in *City & State's* Higher Education Power 100: Driving diversity on campus, which recognizes college and university officials for making their schools more inclusive in 2022.

Dr. Michelle Gantt, VP of Operations at Dowling International Academy (DIA), is also CEO and founder of Good Morning Parents, focusing on parenting and leadership. With 21+ years in the federal prison system, she rose from a correctional officer to a national supervisor, specializing in parenting, education, and leadership, particularly regarding parental incarceration effects. Gantt earned national recognition for pioneering policies and programs, enhancing staff and inmate development. Co-author of "Raising Scholars from Infancy to Adulthood," she serves on the NY Zero to Three Network board. Leveraging her authorship, educational, auditing, and supervisory roles, she aids leaders in fostering cultural growth. Dedicated to amplifying opportunities for underrepresented educators and leaders, Gantt champions education and professionalism.

Dr. Hamid Ikram, Associate Professor at Boricua College, also a founder of Dowling International Academy (DIA), brings over a decade of higher education experience in New York and abroad. As Managing Editor of the International Journal of Faculty and Leadership Development, he's deeply engaged in scholarly pursuits. With a doctorate from Dowling College, he led international student affairs and was a US Exchange Scholar, reflecting his global outlook. Recognized with the 2018 Digital Inclusion Award for promoting technology access, Ikram champions diversity, drawing from his own immigrant and first-generation college experience. Committed to inclusivity, he fosters diversity in academia, aligning with broader efforts for an inclusive educational environment.

2:45-3:45 Gender and DEI

Moderator: Dr. Michelle Gantt

You won't break my soul: Mentoring for Women of Color in Higher Education – Dr. Katherine Aguirre & Maria DeLongoria

The impact of mentoring on and for Women of Color cannot be overstated as Women of Color continue to be seen as outsiders in the academy. Mentoring relationships have provided support and safe spaces for women to navigate often hostile environments. In this round table conversation, the discussants will share their experiences with mentoring as mentors, and mentees. The conversation will include road maps and strategies that have been successful for the panel and beneficial to participants.

Dr Katherine Aguirre bio

Dr. Katherine Aguirre is dedicated Assistant Dean with over 15 years of experience in Student Affairs. Dr. Aguirre's passion for fostering student success and well-being has been evident throughout her career. Dr. Aguirre's commitment to student development extends beyond the desk as she is actively mentors' students and junior professionals. Known for her approachability and empathy, she strives to ensure that every student feels valued and supported in their academic journey. Dr. Aguirre continues to make meaningful contributions to higher education, shaping the experiences of countless students along the way.

Dr. Maria DeLongoria bio

Maria DeLongoria is currently the interim Associate Provost for Academic & Faculty Affairs at Queens College of the City University of New York. She most recently served as Department Chair of the Department of Social & Behavioral Sciences, and associate Professor of History at Medgar Evers College as well as Executive Director of the Caribbean Research Center. In addition, Dr. DeLongoria has held various faculty and senior level administrative positions at both two-and four-year colleges in Maryland, New York, Virginia, and the SUNY system. These include that of Dean, Associate Vice President for Academic Affairs, and Executive Dean/Campus CEO.

Over the last fifteen+ years, DeLongoria has presented and published on racial & ethnic identity, race/gender discrimination in Higher Ed, and the lynching of Black women. She has been invited to speak on racial issues, leadership, and participate in diversity workshops. The development of curriculum and teaching of courses related to the experiences and advancement of people of African descent in the Diaspora, both past and present, reflect her commitment to supporting liberatory education.

Lastly, DeLongoria is a recurring panelist on the cable TV show Brooklyn Savvy which gives voice to social issues from a woman's perspective. Additionally, she has provided commentary related to historical topics and current affairs on Fox Five News (NY), News 12 (NY), WBLS NY Radio, WNYC News, Live With Sujay (Livestream TV) and The Hot Seat - ZJB Radio 664ConnectMNI (Monserrat & Antigua).

Navigating Leadership and Mentorship: Experiences and Insights from Male- Dr. James Brown

Speaker: Dr. James C. Brown, CEO of KEYS Coaching and Consulting, LLC and

Executive Director for A Better Tomorrow Services Corporation

In an increasingly diverse public sector, the pathways to leadership are fraught with challenges, particularly for those from underrepresented backgrounds. Dr. Brown delves into the nuances of male leadership within public organizations through the dual lens of current research and personal experience. As a seasoned leader himself, Dr. Brown provides a candid examination of the hurdles that male leaders face, especially in finding mentors and sponsors who can guide them toward impactful roles.
Despite strides toward diversity and inclusion, many emerging leaders still find themselves unprepared for the demands of leadership due to a lack of robust mentorship and sponsorship. Drawing from his own journey, Dr. Brown discusses how these gaps have influenced his career and leadership style, and how they shape the experiences of other male leaders within the sector.
The discussion will also touch on innovative research that highlights the disparities in mentorship opportunities and the critical need for structured support systems that cater to the unique needs of underrepresented leaders. By integrating empirical data with personal stories, this talk aims to shed light on the complexities of navigating public sector leadership and the urgent need for more inclusive mentoring networks.

Dr. James Brown Bio

Dr. James Curtis Brown is the retired Special Assistant to the Superintendent for the New York City Department of Education Queens South High Schools District. In this position he served as My Brother's and Sister's Keeper District Point for 29 high and secondary schools located in districts 27, 28, and 29 with over 20, 000 students. Dr. Brown led the district initiatives to eliminate disproportionate academic outcomes when Black, Brown and Latino males are compared to other gender, ethnic, and racial subgroups. Dr. Brown is a lifelong educator and is tirelessly devoted to creating partnerships to nurture our youth's belief in themselves and to teach the skills and knowledge necessary for any individual to realize their dreams if he/she works hard enough to attain them. Dr. Brown is also the CEO of K.E.Y.S. Coaching and Consulting LLC which offers career and life transition and harmony coaching, dissertation coaching and school improvement coaching. Dr. Brown is the co-author of Raising Scholars from Infancy to Adulthood: Preparing Our Children for College and Demolishing Prison Walls, a book on the effective parental practices that result in high academic achievement. Dr. Brown has authored three successful grants totaling nearly 1 million dollars.

Women Leadership in Education- Dr. Nalini Singh and Dr. Dionne Walker-Belgrave

Women have been dominating the teaching profession, and still, they have been extremely underrepresented in leadership roles that shape policy and direction (Cai & Kleiner, 1999).
At the start of 2022, women of color (WC) held 19% of entry-level positions. Managers (WC 14% / White Women (WW) 27%), Director/Senior Managers (WC 10%, WW 26), VP (WC 8%, WW 24%), SVP (WC 6%, WW 23%), and C –suite positions (WC 5%, WW 21%).
Women of Color face the visible and invisible barriers of racism, sexism, isolation, family issues, lack of mentorship, glass ceiling, and tokenism (American Council on Education, 2007). Therefore, studies must be conducted to improve the climate, implement professional development policies, and include crisis management at colleges and universities. This research will highlight the perspectives and voices of public education leaders during times of crisis through a study of how woman who are leaders perceive Organizational Support (resource distribution), Leadership Support and Crisis Management Competences. The goal is to propose how public organizations can support leaders of color to lead in times of crisis. Data driven conversations must be at the forefront of effective changes in our large educational system.

Dr. Nalini Singh bio

Dr. Nalini Singh is a retired Principal from the NYC Department of Education. With over 30 years of experience in the school system, Dr. Singh's has an extensive knowledge in leadership, pedagogy, diversity, equity, SEL and many other initiatives. Dr. Singh's goal is to continue in the field of education, to educate and empower. In her quest, Dr. Singh is an adjunct professor and consultant, continuing to make a positive impact in the field of education. Dr. Singh graduated from St. John's University with a degree in Doctor of Education, Administrative and Instructional Leadership, focus on Emotional Intelligence. Dr. Singh believes that students' achievement is ultimately affected by the emotional intelligence of the principal; the leader's disposition affects culture and teachers' self-efficacy, which directly impact student achievement. Ultimately, understanding that education is the great equalizer in our world today.

Dr. Dionne Walker-Belgrave bio

Dr. Dionne Walker-Belgrave is a multi-talented educator, administrator, DEIB specialist, consultant, and social justice advocate who has over 30 years of combined corporate and higher education experience. Dr. Walker-Belgrave currently serves as the Affirmative Action Officer/ Title IX Coordinator and serves as the Deputy to the Chief Diversity Officer at Suffolk County Community College. She also serves as the Director of StopBias for the Suffolk County Human Rights Commission and Court system. She desires to uplift and empower underrepresented groups. Dr. Walker-Belgrave received holds Ed.D. from Dowling College, a Management Development Certificate from Harvard University, and DEI certifications from Cornell University.

3:45- 4:45 Panel Diversity Issues Panel

Moderator: Dr. Maria D'Agostino

Self-Care Is Not Selfish: Nurturing Public Servants for Sustainable Impact- - Dr. Richardeanea Theodore

Obesity, a much-researched area of study, has reached epidemic proportions in the United States with 4 out of 5 African American women, aged 20 and older, being overweight or obese, resulting in excessive morbidity and mortality. Policy interventions have been developed to address the issue, but without much success in this population. This study helps to better understand how reading nutrition labels and engaging in physical activity impact weight loss success in overweight and obese African American women. Informed and educated consumers coupled with community informed public policy interventions that improve access to healthy food options and incentivize weight loss efforts were identified as positive social change strategies. Education for all stakeholders may be the driver for population health.

Dr. Richardeanea Theodore bio

Dr. Theodore has held positions as network director of nursing operation for 2 large urban hospitals (totaling 650 beds). She held adjunct professor positions and associate dean of a school of nursing. Dr. Theodore's current position is director of nursing education, research, and retention. Dr. Theodore holds a PhD in public policy administration from Walden University (summa cum laude), master's degree from New York University, executive master's in public administration from Baruch College. She holds certification as a family therapist and is board certified as an advanced practice nurse to support her private practice in individual, group, and family therapy.

English Language Learner World and Leadership- Dr. Cynthia Orellana

As the World Languages Chairperson at Westbury School District, I have firsthand experience as both a former ENL student and an educator, recognizing the multifaceted challenges faced by those learning English as a new language. These hurdles encompass not only language acquisition but also sociocultural interactions, cultural awareness, and emotional trauma, significantly impacting academic experiences and outcomes.

Educational leaders are pivotal in preparing teachers to address these challenges effectively. One strategy involves implementing professional development programs focused on cultural competency and sensitivity training. Such initiatives foster teachers' understanding of their students' diverse backgrounds, enabling them to create inclusive and supportive learning environments.

Furthermore, leaders can offer ongoing support and resources for teachers working with ENL students, including access to tailored instructional materials, strategies for differentiated instruction, and opportunities for collaboration among educators. Personal experiences of educational leaders who were once ENL students themselves can provide invaluable insights into addressing these challenges and shaping policies and practices within schools and districts.

Research underscores the importance of diversity among school staff, as leaders from diverse backgrounds often hold higher expectations for students from similar backgrounds. By promoting diversity and representation among educators, educational leaders not only provide role models for students but also enrich the educational experience for all.

Advocacy for policies promoting cultural diversity and inclusion of ENL students in the curriculum is vital. Collaborating with stakeholders to develop inclusive practices that reflect students' diverse backgrounds, providing professional development on cultural competency and language acquisition strategies, and reorienting assessment measures to reflect holistic student needs are essential steps.

In conclusion, educational leaders are instrumental in championing cultural diversity and equitable opportunities for ENL students in public school systems. By embracing multiculturalism and challenging traditional norms, they can cultivate inclusive and supportive learning environments that celebrate the unique contributions of all students.

Dr. Cynthia Orellana

Dr. Cynthia Orellana was born in Los Angeles, California, to Salvadoran parents. With 25 years of experience in the field of education, Dr. Orellana currently serves as the Chairperson of the World Languages Department at Westbury Middle School. As a chairperson she leads language teachers and students as they embark in learning a second language and in building their skills as bilingual and bicultural students focusing on literacy skills in both languages. Additionally, focusing on the Home Language Arts program for Newcomer students, a program that supports literacy in their native language as the students learn English as a New Language. Dr. Orellana completed her dissertation research on Hispanic Newcomer Students' Lived Experiences: Social Adaptation, Integration and Academic Success.

Underrepresentation in Philanthropy – Dr. Althea Hicks

Philanthropic organizations have historically dedicated their funding efforts to specific focus areas or communities of interest. This decision has often been based on several factors including personal experience or relationships, geography, or even current affairs. By making charitable contributions towards the field of education and community growth, these organizations have taken the opportunity to support communities that are considered underrepresented and underserved. These communities may be identified based on income, race, ethnicity, gender, or other demographic factors.

Philanthropic organizations have also had to decide on the level of financial support given and the criteria used in decision-making for funding recipients. We will examine how philanthropic financial support in the United States has evolved through changing dynamics in education and communities over time. The increased diversity in education has drawn philanthropists to take special interest in the ethnicity and background of funding recipients, specifically, in the fields related to science, technology, education, and mathematics (STEM).

Philanthropists have also experienced the impact of changing legal guidelines related to giving, including a Supreme Court Ruling on Affirmative Action that focused on the funding recipients. By examining the evolution of philanthropic giving in the field of education, we expect that some of these changes and considerations have been ongoing for many years, however with the current climate that gives attention to racial profiling and representation, these changes are just gaining more attention.

Dr. Althea Hicks bio

Dr. Hicks has worked in the field of philanthropy and research funding for over 20 years. As the Director of Foundation Relations, at Stony Brook University, she operates as a liaison for faculty and students in building relationships and identifying potential funding opportunities with philanthropic organizations, to support research and community programs within the university. During her career, Dr. Hicks has worked with all levels of government and private non-profit organizations to secure funding for improving medical, educational, and programmatic outcomes. Dr. Hicks completed her dissertation research on Medical Students' Response to Myers-Briggs Type Indicator, Persistence Level, and Academic Self-Concept, examining the impact of students' personality traits and persistence on their perception of their academic performance.

Dr. Dionne Walker-Belgrave bio

Dr. Dionne Walker-Belgrave is a multi-talented educator, administrator, DEIB specialist, consultant, and social justice advocate who has over 30 years of combined corporate and higher education experience. Dr. Walker-Belgrave currently serves as the Affirmative Action Officer/ Title IX Coordinator and serves as the Deputy to the Chief Diversity Officer at Suffolk County Community College. She also serves as the Director of StopBias for the Suffolk County Human Rights Commission and Court system. She desires to uplift and empower underrepresented groups. Dr. Walker-Belgrave received holds Ed.D. from Dowling College, a Management Development Certificate from Harvard University, and DEI certifications from Cornell University.

Leadership, Mentoring in Athletics & DEI - Denise Thompson

Serving as the DEI designee for Manhattan College Athletics and having over ten years of experience at three different organizations across the nation. Charged with educating coaches, staff, and student-athletes on the importance of DEI and Belonging, with year-round programming and activities designed to grow everyone as individuals and in a team environment. I created a nationally funded D&I Fellowship program in partnership with the Knight Commission on Intercollegiate Athletics and CoSIDA. The yearlong programming focused on DEI in the workplace, leadership, mentorship, and empowerment. In the end, the fellows became Champions of Diversity and were able to evaluate organizations for transparency and accountability, remove barriers, and create opportunities to build a more inclusive and equitable culture.

Denise Thompson bio

Ms. Thompson is a top professional in communications and marketing with an external approach to DEIB and Title IX. Her experience stretches nationally with stints at the University of Memphis, Texas State University, and Big Sky Conference. An administrator of college athletics for over 18 years; incorporating her background/experience to elevate and educate coaches, staff, and students on the importance of DEI and Belonging. Featured in several magazines and awarded the 2021 Presidents' Award by College Sports Communicators (formerly CoSIDA) as Chair of the Racial & Social Justice Working Group.
Education: Master's in sport management and a bachelor's in communications

Virtual May 16, 6-8 PM – Underrepresented Leadership

Moderator Dr. Nicole Elias

It will be broadcasted @ www.facebook.com/publicadministration.jjay

Correctional Leadership and Wellness – Dr. DeWayne Hendrix

Overview: In the high-stress environment of correctional leadership, prioritizing self-care often takes a backseat to the demands of the job. However, neglecting one's own well-being can lead to burnout, decreased productivity, and compromised decision-making abilities. This presentation aims to shift the perspective on self-care from a luxury to a necessity for effective leadership in public service. We will emphasize the importance of self-care and providing practical strategies, participants will be empowered to prioritize their own wellness, leading to improved personal and professional outcomes.

Dr. DeWayne Hendrix bio

Dr. DeWayne Hendrix, is a retired senior federal law enforcement executive with the Federal Bureau of Prisons. During his 26 years of public service, he cultivated his areas of strength which includes program activations, change and performance management, regulatory compliance, classroom instruction and budget administration. DeWayne has served in several senior leadership roles and was Chief Executive Officer of three correctional facilities.

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