

DEIB WELLNESS DAY

20
23

ELEVATING BELONGING FOR EVERYONE IN THE UNIVERSITY



Monday, November 6, 2023

8:45 a.m. - 6:30 p.m.

WPI Rubin Campus Center, 3rd Floor



Worcester Polytechnic Institute

For accommodation requests or questions about the
DEIB Wellness Day Symposium, contact Tony Laing, Ph.D.
at tlaing@wpi.edu or call 508-831-6382.



WPI

Dear WPI Community,

It is my pleasure to welcome you to the inaugural DEIB Wellness Day Symposium: Elevating Belonging for Everyone in the University.

This special event highlights two of our WPI priorities: self-care and community. As we continue to navigate the aftermath of COVID-19 and its profound impact, today offers us the opportunity to come together in support of building our inclusive community, as guided by our strategic plan. We will further advance these efforts, all while focusing on the important aspect of well-being.



Throughout the day, we will engage with and learn from two outstanding keynote speakers, Charmain Jackman, Ph.D., Founder and CEO of InnoPsych, and Beverly Daniel Tatum, Ph.D., President Emerita of Spelman College and renowned author of *Why Are All the Black Kids Sitting Together in the Cafeteria?* In addition, WPI faculty, staff, and Worcester community members will share their experiences and best practices during concurrent sessions on essential DEIB topics ranging from “Engaging in Critical Conversations on the Importance of Wellness, Diversity, Equity, Inclusion, and Belonging in the University” to “Increasing Access and Changing the Landscape for Women, People of Color, and LGBTQIAP+” and more.

And, of course, we will engage with one another. Thank you for joining us and strengthening our WPI community.

“Grace” Jintiu Wang, Ph.D.

President



Dear WPI Community,

Welcome to the inaugural DEIB Wellness Day Symposium: Elevating Belonging for Everyone in the University.

This symposium, intentionally coinciding with Wellness Day at WPI, offers a unique opportunity for all of us to unwind, center ourselves, and connect in person while engaging in meaningful discussions about diversity, equity, inclusion, and belonging. Additionally, attendees will have the chance to participate in wellness activities, such as Zentangle, potting plants, rock painting, and massage chairs.



Kicking off the morning will be Charmain Jackman, Ph.D., Founder and CEO of InnoPsych, who will deliver the morning keynote, sharing insights on mental health, healing, and workplace dynamics and illuminating our path to cultivate a more inclusive and compassionate community.

We are equally honored to host Beverly Daniel Tatum, Ph.D., President Emerita of Spelman College, for a fireside chat in the afternoon with WPI President, Grace Wang, Ph.D. This engaging dialogue will explore the synergistic relationship between wellness and DEIB efforts, harmonizing with WPI's strategic goals in fostering an inclusive community.

Concurrent sessions will provide a platform for faculty and staff to convene and connect over essential DEIB topics. These sessions will touch on exploring accessibility as an integral facet of inclusivity, supporting caregivers in the workplace, reshaping the landscape for women, people of color, and LGBTQIAP+, and creating affinity spaces to forge social bonds and build community. Throughout the day, our panelists will share their experiences, best practices, and insights to foster a more inclusive and supportive campus community. We encourage everyone to actively participate in the Q&A sessions to promote constructive conversations and idea exchanges.

DEIB Wellness Day will culminate with an Awards Celebration to express our appreciation to individuals who champion DEIB throughout the WPI community. My heartfelt gratitude goes to the planning committee, speakers, panelists, and conference attendees for making this event possible.

Tony Laing, Ph.D.

Assistant Vice President for Diversity, Equity, Inclusion, and Belonging
Chair, DEIB Wellness Day Symposium Committee

AGENDA

- 8:45 a.m. - 9:00 a.m. Breakfast & Opening Remarks**
Lauren Turner, Ph.D., Senior Vice President for Talent & Inclusion, Chief Diversity Officer
Tony Laing, Ph.D., Assistant Vice President for Diversity, Equity, Inclusion, and Belonging
Philip Clay, Senior Vice President for Student Affairs and Enrollment Management
Rubin Campus Center 341/342, Odeum A & B
- 9:00 a.m. - 10:00 a.m. Keynote Address: The New “Silent Killer”: Racial Trauma in the Workplace and the Impact on Mental Health & Emotional Well-being**
Charmain Jackman, Ph.D.
Rubin Campus Center 341/342, Odeum A & B
- 10:00 a.m. - 11:00 a.m. Concurrent Sessions:**
Engaging in Critical Conversations on the Importance of DEIB Wellness in the University
Rubin Campus Center 343, Odeum C
- DEIB+A: Accessibility is an Essential Element of Inclusivity**
Rubin Campus Center 301, Hagglund Conference Room
- 11:00 a.m. - 12:00 p.m. Concurrent Sessions:**
How to Support Caregivers in the Workplace for Transformation, Productivity, and Belonging
Rubin Campus Center 301, Hagglund Conference Room
- Affinity Spaces to Socialize and Build Community**
Rubin Campus Center 331, Mid-Century Room
- 12:00 p.m. - 1:30 p.m. Lunch & Networking**
Rubin Campus Center 341/342, Odeum A & B
- Wellness Activities: Nurture Your Well-being**
Rubin Campus Center 331, Mid-Century Room
- 1:30 p.m. - 2:30 p.m. Concurrent Sessions:**
Advancing Inclusivity: Increasing Access & Changing the Landscape for Underrepresented Faculty and Staff in the University
Rubin Campus Center 343, Odeum C
- Affinity Spaces to Socialize and Build Community**
Rubin Campus Center 331, Mid-Century Room
- 2:30 p.m. - 3:00 p.m. Break & Wellness Activities: Nurture Your Well-being**
Rubin Campus Center 331, Mid-Century Room
- 3:00 p.m. - 4:30 p.m. Fireside Chat: The Synergistic Relationship Between Wellness and DEIB Efforts with Beverly Daniel Tatum, Ph.D., and President Grace Wang, Ph.D.**
Rubin Campus Center 341/342, Odeum A & B
- 5:00 p.m. - 6:30 p.m. Awards Ceremony & Reception**
Rubin Campus Center 341/342, Odeum A & B

KEYNOTE

The New “Silent Killer”: Racial Trauma in the Workplace and the Impact on Mental Health & Emotional Well-being

Naomi Osaka and Simone Biles rocked the sports world by disclosing their mental health struggles and setting boundaries that prioritized their emotional well-being needs. Their stories, coupled with the pandemic, have raised attention to discussions about mental health at work. However, the backlash these women encountered highlighted generational differences in the workplace and how mental health and racial microaggressions that employees of color often endure at work are discussed.

Using historical and current events, Charmain Jackman, Ph.D., will present how racial trauma and the silence that surrounds it manifests in organizational policies and impacts workplace dynamics. She will discuss how systemic barriers contribute to cultural and workforce generational differences in accessing and utilizing mental health benefits, as well as how the emotional tax of racial trauma leads to poorer career, financial, social, and mental health outcomes for employees of color. This interactive keynote will provide tools to help attendees increase their understanding of racial stress and trauma, practice mindfulness strategies for releasing toxic emotions, and identify ways that allies can advocate for emotionally healthy workspaces.

Rubin Campus Center 341/342, Odeum A & B

Speaker

Charmain Jackman, Ph.D.

Founder, InnoPsych

Charmain Jackman, Ph.D., is a Harvard-trained psychologist with over 23 years of experience in the mental health field. She is the founder of InnoPsych, Inc., an organization dedicated to addressing racial disparities in mental health. Dr. Jackman collaborates with various organizations to implement strategic goals related to emotional wellness and diversity, equity, and inclusion. Her mission is to challenge negative perceptions of therapy and educate communities, particularly people of color, about the importance of prioritizing mental health and fostering healing and empowerment.



10:00-11:00AM

Engaging in Critical Conversations on the Importance of DEIB Wellness in the University

Panelists, representing different Wellness Centers in Worcester, will share their distinct approaches to integrating Diversity, Equity, Inclusion, and Belonging in the context of wellness. This session will highlight practices that higher education institutions can adopt to foster more inclusive and supportive wellness environments.

Panelists

- **Elizabeth Drexler-Hines, MPH MCHES**, Director, Student Wellness Education, College of the Holy Cross
- **Paula Fitzpatrick, Ph.D.**, Director, Center for Well-Being; Faculty Affiliate, Social Science and Policy Studies, Worcester Polytechnic Institute
- **Derrick Kiser**, Founder and Executive Director, Fresh Start

Moderator: Charles Morse, Dean of Student Wellness, Worcester Polytechnic Institute

Rubin Campus Center 343, Odeum C

DEIB+A: Accessibility is an Essential Element of Inclusivity

Topics related to disability are often overlooked in DEIB conversations due to stigma and ableism. It is crucial to recognize that disabled populations are valuable, necessary, and meaningful contributors to employers as much as any other community. This session will emphasize the importance of incorporating accessibility into DEIB conversations, as it is an essential aspect of fostering an inclusive environment. As attendees explore the vital link between accessibility and DEIB, we can collectively work towards providing appropriate support and a more inclusive workplace for all our university employees.

Panelists

- **Rachel Graddy, OTD, OTR/L**, Associate Director of Student Accessibility Services, Worcester State University
- **Neal Lipstiz, Ph.D.**, Associate Dean for Student Development, College of the Holy Cross
- **Andreana Pavlos, M.Ed.**, Associate Dean of Students, Massachusetts College of Pharmacy and Health Sciences
- **Taylor Rohena**, Associate Director, Office of Accessibility Services, Worcester Polytechnic Institute

Moderator: Stanley Horton, Ed.D., Director, Equal Opportunity & Outreach/Title IX Coordinator, Worcester Polytechnic Institute

Rubin Campus Center 301, Hagglund Conference Room

11:00AM-12:00PM

How to Support Caregivers in the Workplace for Transformation, Productivity, and Belonging

Employers who prioritize the wellbeing of their employees often implement generous parental leave policies, enhance paid time off allowances, and maximize health benefits and work flexibility. During this session, WPI's Division of Talent and Inclusion will highlight existing services and programs at the university that center around wellbeing. Moreover, panelists are eager to hear from the WPI community and idea storm innovative solutions to further broaden caregiver support. Join them for an insightful and constructive conversation.

Panelists

- **Kelly Draper**, Director, Talent Strategies - Academic Affairs, Talent & Inclusion, Worcester Polytechnic Institute
- **Kathryn Keyes**, Director, Talent Strategies, Talent & Inclusion, Worcester Polytechnic Institute
- **Leigh O'Connor**, Customer Success Manager, New Directions Employee Assistance Program

Moderator: Joellen Andrews, Director, Benefits and Wellness, Worcester Polytechnic Institute

Rubin Campus Center 301, Hagglund Conference Room

Affinity Spaces to Socialize and Build Community

Affinity spaces, as first defined by James Paul Gee in 2004, encompass physical, virtual, and blended environments that allow individuals to develop a shared affinity for specific topics or practices through group communications. These topics can range from media games (e.g., The Sims) and fandom (e.g., Star Trek) to practices such as knitting, car repairs, or gourmet cooking (Duncan & Hayes, 2012).

In this social activity, attendees will be able to engage in affinity themes, including but not limited to DEIB, STEM, caregiving, sports, and more. These themes are carefully curated to cater to diverse interests and create inclusive spaces for attendees to freely exchange ideas, experiences, and knowledge with others who share their enthusiasm. Whether you are passionate about specific subjects or keen to explore new areas, this session will foster meaningful interactions and connections among like-minded individuals.

Facilitator: **Bwann Gwann**, Director, Diversity, Equity, Inclusion, and Belonging, Worcester Polytechnic Institute

Rubin Campus Center 331, Mid-Century Room

* Lunch will be served at 12:00 noon.

Charmain Jackman, Ph.D.'s *My Time To Thrive Journal* and/or *My Time To Thrive: Feel. Grow. Heal™* card deck, stacked with powerful tools, activities, and quotes, will be available to purchase.

Rubin Campus Center 341/342, Odeum A & B

1:30-2:30PM

Advancing Inclusivity: Increasing Access & Changing the Landscape for Underrepresented Faculty and Staff in the University

Research has illuminated persistent challenges related to underrepresentation and less-than-welcoming workplace environments, particularly for marginalized groups. To promote inclusivity, this session will explore practical approaches that individuals, departments, schools, and units can adopt to address incidents of discrimination based on race, gender, ability, sexual orientation, and gender identity. A panel of WPI faculty and staff will engage in conversations aimed at creating safe spaces for open and honest dialogue on these challenging topics.

Panelists

- **Kalvin Cummings**, Assistant Director, Religion and Spiritual Life, Worcester Polytechnic Institute
- **Chrysanthe Demetry, Ph.D.**, Professor, Mechanical & Materials Engineering; Director, Morgan Teaching and Learning Center, Worcester Polytechnic Institute
- **Reeta Rao, Ph.D.**, Chair, Biology and Biotechnology, Worcester Polytechnic Institute

Moderator: Lindsay Davis, Ph.D., Assistant Professor, Teaching, Humanities & Arts, Worcester Polytechnic Institute

Rubin Campus Center 343, Odeum C

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Facilitator: **Bwann Gwann**, Director, Diversity, Equity, Inclusion, and Belonging, Worcester Polytechnic Institute

Rubin Campus Center 331, Mid-Century Room

FIRESIDE CHAT

The Synergistic Relationship Between Wellness and DEIB Efforts with Beverly Daniel Tatum, Ph.D., and President Grace Wang, Ph.D.

This fireside chat, guided by Grace Wang, Ph.D., President of Worcester Polytechnic Institute, will delve into the intricate relationship between wellness and DEIB efforts. Beverly Daniel Tatum, Ph.D.'s insights will illuminate how these two crucial aspects intertwine to create a thriving and cohesive community. Attendees are encouraged to join this enlightening discourse, as we all explore ways in which well-being and DEIB initiatives synergize to enrich our community.

Rubin Campus Center 341/342, Odeum A & B

Speaker

Beverly Daniel Tatum, Ph.D.

President Emerita, Spelman College

Beverly Tatum, Ph.D., is a clinical psychologist widely known for both her expertise on race relations and being a thought leader in higher education. Her 13 years as the president of Spelman College (2002-2015) were marked by innovation and growth, and her visionary leadership was recognized in 2013 with the Carnegie Academic Leadership Award. The author of several books, including *Can We Talk About Race? And Other Conversations in an Era of School Resegregation* (2007), Tatum is a sought-after speaker on the topics of racial identity development, race and education, strategies for creating inclusive campus environments, and higher education leadership. In 2005, Dr. Tatum was awarded the prestigious Brock International Prize in Education for her innovative leadership in the field. A Fellow of the American Psychological Association, she was the 2014 recipient of the APA Award for Outstanding Lifetime Contributions to Psychology.



A civic leader in the Atlanta community, Dr. Tatum is engaged in initiatives designed to expand educational opportunities for underserved students and their families. She serves on the governing boards of the Westside Future Fund, Achieve Atlanta, Morehouse College, and the Tull Charitable Foundation, as well as Smith College, TIAA Charitable, and the Educational Testing Service.

Tatum holds a B.A. in Psychology from Wesleyan University and an M.A. and Ph.D. in Clinical Psychology from the University of Michigan, as well as an M.A. in Religious Studies from Hartford Seminary. Over the course of her career, she has served as a faculty member at the University of California, Santa Barbara, Westfield State University, and Mount Holyoke College. Prior to her 2002 appointment as president of Spelman, she served as dean and acting president at Mount Holyoke College. In Spring 2017 she was the Mimi and Peter E. Haas Distinguished Visitor at Stanford University. She is married to Dr. Travis Tatum, and they are the parents of two adult sons.

RECEPTION

Awards Ceremony & Reception

The Awards Ceremony is an opportunity for the WPI community to come together and show appreciation to individuals who have made invaluable contributions through events or committee work to foster Diversity, Equity, Inclusion, and Belonging at WPI. Their efforts have led to positive change on our campus, and this event serves to recognize and celebrate their impactful contributions.

Facilitators

- **Tony Laing, Ph.D.**, Assistant Vice President, Diversity, Equity, Inclusion, and Belonging, Worcester Polytechnic Institute
- **Roxanne Gardner**, Director, Talent Acquisition, Worcester Polytechnic Institute
- **Bwann Gwann**, Director, Diversity, Equity, Inclusion, and Belonging, Worcester Polytechnic Institute

Rubin Campus Center 341/342, Odeum A & B

Acknowledgements

Sincere thanks to the Symposium Planning Committee:

Tony Laing, Ph.D. (Chair)
Lindsay Davis, Ph.D.
Paula Fitzpatrick, Ph.D.

Roxanne Gardner
Riky Hanlan
Stanley Horton, Ed.D.

Ellen Piccioli
Taylor Rohena
Bwann Gwann

We also extend special thanks to the following individuals who helped shape the logistics of the symposium:

Joellen Andrews
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Alison Duffy

Diana Fiorentino
Mary Hatfield
Charles Morse
Suzette Santiago

Lauren Turner, Ph.D.
Grace Wang, Ph.D.

Thank you for the generosity of our sponsors.

We appreciate their commitment to supporting DEIB initiatives at WPI.



**Worcester Polytechnic Institute
Diversity Equity, Inclusion, and Belonging
Division of Talent & Inclusion**

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