

Walk a Mile in Our Awareness

Diversity, Equity, Inclusion,
and Belonging Conference



APRIL 14, 2023

**Sponsored by: The Dr. Maureen
Murphy Distinguished Professor
for Equity in Education Endowment**

**COLLEGE OF SOUTHERN MARYLAND
LA PLATA CAMPUS
10 A.M. - 2 P.M.**

 www.csmd.edu



APRIL 14, 2023

10 a.m.
WELCOME!

10:15 a.m.
WARM-UP
ACTIVITY

10:45 a.m.
GUEST
SPEAKER

12 p.m.
Q&A
ACTIVITY

12:45 p.m.
ENDING
ACTIVITY

1:30 p.m.
CLOSING
REMARKS



GUEST SPEAKER **JANIS LESLIE EVANS**

Janis Leslie Evans, the "Healing Author" has been writing since she was a child. Born in Buffalo, New York, she is a first-generation American born to Jamaican parents who emigrated from the Caribbean and Canada. Evans has been a resident of Washington, D.C., since 1982 when she entered Howard University as a graduate student and received her master's degree in counseling psychology. She received her bachelor's degree in psychology from SUNY Buffalo State College.

She is licensed to practice in the District of Columbia and is the sole owner of Evans Counseling & Consultation, PLLC providing individual and couples counseling services to her clients. Evans has always loved writing poetry throughout her life and was first published at the age of 11 in an annual book published by Buffalo Public Schools, which highlighted the creative writing of its students. As a teen, she continued to write for leisure and was chosen to participate in a two-week journalism summer workshop for minority students on the campus of Buffalo State College where she attended the following fall semester.

During her career in mental health, Evans continued to hone her writing skills. While establishing her private practice, she joined the HubPages writing site in 2012 where she continues to publish poetry and informational articles on various subjects such as relationships, grief, loss, trauma, and spirituality. She has also added Medium to her sites for posting her thoughts and poems.

As a debut author, Evans has written her first book, "Recollections About Race: Getting to the Roots and Healing," self-published in November of 2021. Emotionally gutted by a flood of memories after witnessing the video of the brutal murder of George Floyd, Evans began to write about events she experienced over her lifetime. The events she details are common and relatable to African Americans, particularly Black women, who were triggered by the cumulative effects of witnessing the racial upheaval and protests of the summer of 2020. Evans is currently working on a book of poetry along the same lines, illustrating the common experiences of growing up Black in America.



PANELIST **DR. SYBOL ANDERSON**

Dr. Sybol Anderson is the executive director of Leadership Southern Maryland, a nonprofit organization that fosters collaboration among executives and emerging leaders for the greater good of Calvert, Charles, and St. Mary's counties. A social and political philosopher by training, she brings to her work deep insight into the contemporary challenges of inclusive community development. This has been her passion and a central part of her career for nearly 20 years.

Anderson earned her Ph.D. in philosophy at Johns Hopkins University, becoming the 19th African-American woman to earn a doctorate in philosophy in the United States. As an associate professor of philosophy at St. Mary's College of Maryland, she taught courses in ethics, race, and 17th/18th-century philosophy. She also co-founded and directed the DeSousa-Brent Scholars Program, an academic and leadership program for first-generation, low-income, and other students from groups underrepresented in higher education. The DeSousa-Brent concept and design, rooted in Anderson's philosophical work on recognition, combines increased academic rigor, leadership development, and support to accelerate student success. Program alumni have earned advanced degrees from Oxford University, Columbia University, and other prestigious institutions, and are excelling in professions internationally. In 2013 the Maryland General Assembly voted unanimously to establish the state-funded DeSousa-Brent Scholars Completion Grant to increase program enrollment.

Anderson has served as executive director of equity & inclusive diversity at the College of Southern Maryland and as the inaugural chief diversity officer at Loyola University New Orleans. As director of diversity in research programs at National Medical Fellowships (NMF), she led innovative initiatives to promote equity in clinical research. Earlier, as senior program manager and senior consultant for the NMF Primary Care Leadership Program, she oversaw two national service-learning and research scholarship programs for medical, law, and graduate health professions students, designed to increase diversity in the health professions and to improve health outcomes for the medically underserved.

Anderson's publications include *"Hegel's Theory of Recognition: From Oppression to Ethical Liberal Modernity;"* with Robert Bernasconi, *"Race and Racism in Continental Philosophy;"* and with Ellen K. Feder and Karmen MacKendrick, *"A Passion for Wisdom: Readings in Western Philosophy on Love and Desire."* Her awards include the President's Lucille Clifton Award (St. Mary's College of Maryland), Homer L. Dodge Award for Excellence in Teaching, Henry C. Welcome Fellowship of the Maryland State Higher Education Commission, and Ford Foundation Pre-Doctoral Fellowship. Anderson is also a co-founder of The Spirit of Jazz & Democracy and The Spirit of Innovation & Freedom, ensembles of musicians, artists, and scholars who apply lessons from jazz and other arts to promote inclusive democracy and the mindset of innovation.



PANELIST **KELSEY RODERIC MOFFATT BUSH**

Kelsey R.M. Bush is a native of Lexington Park in St. Mary's County, Maryland, where he attended county public schools, graduating from Great Mills High School. He earned a Bachelor of Arts degree from St. Mary's College of Maryland with dual majors in political science and sociology/anthropology.

He also earned a Juris Doctorate from the University of Maryland Francis King Carey School of Law. Currently, Bush is the community affairs liaison for St. Mary's College of Maryland.

Before this appointment, Bush was the interim chief diversity officer at St. Mary's College of Maryland. For 20 years, Bush worked for St. Mary's County Government as the Local Management Board (LMB) and youth coordinator in the Department of Aging and Human Services. In that capacity, he developed youth-related initiatives and programs, monitored grants, and collaborated with other agencies and citizens on youth, family, and children-related issues. Additionally, Bush worked on equity, feeding, homelessness, and other quality-of-life issues. He served on multiple committees and collaborations through this position.

Governor Hogan appointed Bush to the Historic St. Mary's City Commission where he has served for the past six years. Additionally, he is a member of the alumni council for St. Mary's College of Maryland. Bush was appointed a commissioner on the Maryland Commission for African American History and Culture in 2007 and served for 10 ½ years. Recently, Bush joined the board of trustees of Historic Sotterley. He has served as president of the board of directors for Alternatives for Youth and Families, Inc. and the Kiwanis Club of St. Mary's County. He is also a former member of the Tri-County Youth and Families board of directors, the Unified Committee for Afro-American Contributions, and the St. Mary's Teen Court Oversight Committee. Bush lives in California, Maryland, with his wife Catherine, their two children, and two cats.

DR. MAUREEN MURPHY DISTINGUISHED PROFESSORSHIP FOR EQUITY IN EDUCATION

The goal of the distinguished professor program is to recognize and promote faculty excellence. It requires a minimum of a \$75,000 endowment, and the distinguished professorship is awarded to exemplary faculty who have achieved the rank of full professor.

Murphy, who is nationally known for a career marked by her deep commitment to equity in education, was CSM's fifth. "CSM is social justice through education," Murphy explained of her gift. "We exist solely to provide programs and services that support the social and economic mobility of people in the Southern Maryland region. We put equity in action, and the root of that action is in the classroom – irrespective of discipline – between professors and students. This work requires the continual commitment and professional development of excellent and committed faculty."

VISION

To purposefully work towards an ideal College of Southern Maryland, where faculty members are challenged to engage differences as strengths in an environment that constantly strives for equity of access, opportunity, resources, representation, and participation.

SLOGAN

Culture of Belonging

MISSION

CSM Strategic Goal #4 Foster and sustain a high-performing employee culture.

DEIB: Faculty Goal

- We commit to continue engaging in purposeful conversations and actions where we challenge ourselves and our faculty to examine our individual habits.
- We commit to supporting initiatives and offices within the larger college community that advance diversity, equity, and inclusion. We will promote justice and denounce what is unjust.

DR. MAUREEN MURPHY DISTINGUISHED PROFESSORSHIP FOR EQUITY IN EDUCATION (CONTINUED)

Strategy 4.3

Strengthen a culture that incorporates our institutional values in all we do.

Strategy 4.4

Ensure a workplace environment that is inclusive, participatory, and encourages employee engagement at all levels.

THREE YEAR PLAN

Year One: Awareness

Diversity, Equity, Inclusion, and Belonging [DEIB] aims to get the conversation started by creating a shared vocabulary and concepts through awareness, which will help improve faculty comprehension.

Year Two: Implementation

Diversity, Equity, Inclusion, and Belonging [DEIB] aims to provide thought-provoking sessions to start to build a culture of belonging. Course development and design will be of value.

Year Three: Assessment

Diversity, Equity, Inclusion, and Belonging (DEIB) aims to establish benchmarks, as well as pre-and post-initiative surveys to provide real data to develop future planning.

DEIB LEADERSHIP TEAM

Distinguished Professor: Daphne Powell

Margaret Bolton

Lisa Colavito

Brent Ferguson

Christina Greer Ellis

Monica Grove

Erich Hintze

Jeffrey Hunt

Shaneeza Kazim

John Kulikowski

Sheila Levings

Valerie Shelton

Donna Sperry

Suzette Wright