

Fall THE GRADUATE SCHOOL
OFFICE OF DIVERSITY & INCLUSION
SUCCESS
SYMPOSIUM
SEPTEMBER 16-17, 2020

schedule of events

Wednesday, September 16

10:00 - 10:30 AM

Opening Address

Kelly E. Mayo

Interim Dean of The Graduate School
and Interim Associate Provost of
Graduate Education

Damon L. Williams, Jr.

Assistant Dean of Diversity and Inclusion
The Graduate School

10:30 - 11:30 AM

Being Your Best Scholar-Colleague Self Today

Jeffrey Q. McCune Jr. '07 PhD

Associate Professor of Women, Gender, and Sexuality Studies and of African
and African-American Studies
Washington University in St. Louis

11:30 AM - 12:30 PM

Maintaining Curiosity in Graduate School: A Personal and Collective Journey

Steven M. Adams

Librarian for The Graduate School
Northwestern University Libraries

12:30 - 1:30 PM

Graduate Student and Postdoctoral Trainee Panel Discussion

Moderator: Rashaad Barnett

Program Coordinator
The Graduate School

2:30 - 3:00 PM

Closing Remarks

Thursday, September 17

10:00 - 10:30 AM

Welcome

Damon L. Williams, Jr.

Assistant Dean of Diversity and Inclusion
The Graduate School

10:30 - 11:30 AM

The Power of The Collective: Lessons from Studying Graduate Mentoring Groups

Veronica Y. Womack, PhD

Project Manager of Inclusive Learning
Searle Center for Advancing Learning and Teaching

1:30 - 2:30 PM

Faculty Panel Discussion

Patricia Beddows, PhD

Director
Environmental Sciences Program

Enectali Figuera-Feliciano, PhD

Associate Professor
Department of Physics and Astronomy

Patricia Loew, PhD

Professor, Medill School of Journalism
Director, Center for Native American &
Indigenous Research (CNAIR)

Miriam Petty, PhD

Associate Professor
Department of Radio/Television/Film

2:30 - 3:00 PM

Closing Remarks

meet the *speakers*



Steven M. Adams

**Librarian for The Graduate School
Northwestern University Libraries**

Steven M. Adams is the librarian for The Graduate School at Northwestern University. In this position, he coordinates outreach to graduate students and manages collection development, instruction, outreach, and reference to several departments in the biological and behavioral sciences. He has an additional appointment as the faculty mentor for Northwestern's seventh class of Posse Scholars. Steven is the board chair of the Black Metropolis Research Consortium, which provides support to Chicago-area institutions with archival collections related to African-American culture and history. His current research and workshop design project explores the role of curiosity in graduate student research and engagement. As an experienced speaker and workshop facilitator, he creates dynamic learning experiences that spark introspection and nurture group cohesion.

Before coming to Northwestern, Steven served as Princeton University's biological and life sciences and psychology librarian. Steven received his BA in biology and his MLS from Clark Atlanta University. He also holds a certificate in instructional design from Langevin Learning Services.



Rashaad Barnett

**Program Coordinator
The Graduate School**

Originally from Phoenix, AZ, Rashaad has studied and worked in many parts of the country. In 2012, Rashaad graduated with his BA in mathematics from Truman State University in Kirksville, MO. While at Truman, Rashaad played football in varsity athletics, was an active member Phi Beta Sigma Fraternity Incorporated, and worked in local community schools. After his undergraduate studies Rashaad went on to teach high school mathematics and coach football at Regis Jesuit High School in Aurora, Colorado from 2012–17. He then moved to Chicago to pursue his MEd in higher education from Loyola University Chicago and graduated in May 2019.

Rashaad has been with Northwestern since fall 2017, holding two graduate assistantship roles with Multicultural Student Affairs and Social Justice Education. Rashaad is now the program coordinator in the Office of Diversity & Inclusion in The Graduate School. His role focuses on the recruitment of students who are of underrepresented populations into Northwestern's graduate programs.



Patricia Beddows, PhD

**Director
Environmental Sciences Program**

Patricia is an earth scientist focused on the hydrogeology of carbonate formations, which provide 25% of the world's drinking water supplies globally. She is an avid cave diver, and innovates low cost open-source instrumentation for remote deployments. She joined Northwestern University in 2008, as the assistant chair of the Department of Earth & Planetary Sciences, and has additional leadership as the director of the Environmental Science Program. Patricia is dedicated to breaking down barriers and establishing supportive institutional approaches to diversity and inclusion, especially in earth sciences that today has the lowest diversity representation across STEM fields nationally.

meet the *speakers*



Enectali Figueroa-Feliciano, PhD

Associate Professor
Department of Physics and Astronomy

Enectali Figueroa-Feliciano is interested in finding physics beyond the standard model. We know the standard model of particle physics is not the most fundamental description of nature: it fails to explain various phenomena such as the mass of neutrinos, dark matter, the expansion of the Universe, and gravity. We focus on dark matter and neutrinos as they are one of the most promising avenues for finding new physics in the next decade.

Our experimental technique uses cryogenic detectors operating near absolute zero. Particles interact with the detector, producing a small recoil that leaves tens of keV of energy in the detector. We sense these small energy depositions using Transition-Edge Sensors and SQUID electronics. We design, prototype, and build detectors in our lab, although the actual physics measurements are done in the field. We search for dark matter 2 km underground in deep mines as part of the SuperCDMS experiment and 300 km in space with the Micro-X sounding rocket. We are also developing these detectors to search for as-yet-undetected neutrino interactions using nuclear reactors and electron capture neutrino sources.

We are part of the SuperCDMS collaboration and work closely with the Fermilab SuperCDMS group. For the upcoming SuperCDMS SNOLAB experiment, we will play a leading role in the integration and testing of the experiment at Fermilab before taking it down to SNOLAB.

Figueroa-Feliciano is the Principal Investigator of the Micro-X Rocket, and we collaborate with NASA, NIST, and several universities in this rocket program.



Erica Knight

Senior Program Coordinator
The Graduate School

Erica L. Knight is a collegiate student advocate whose experience in higher education spans across enrollment management, student affairs and graduate admissions. A graduate of Clark Atlanta University, Erica has dedicated her career to diversifying advanced degree programs by establishing pipeline programs between minority serving institutions and top tier research institutions.

In The Office of Diversity and Inclusion at Northwestern University, Erica oversees the graduate peer-mentoring program, graduate student retention efforts and assists underrepresented populations throughout their scholastic graduate study journey. Erica formerly managed professional development and career advancement programming for the James T. Laney Graduate School at Emory University. In this capacity, Erica supported doctoral candidates in seeking careers beyond the professoriate. Previously the administrator of Graduate Relations at Spelman College, Erica assisted several hundred underrepresented women in being accepted to graduate or professional school, with the majority earning funding to attend. More notably, during her tenure in Career Planning and Development, she negotiated articulation agreements, memorandums of understanding, and feeder program agreements totaling beyond 10 million dollars in tuition assistance for Spelman women.

Erica is civically engaged and an active member of the American Civil Liberties Union, Sigma Tau Delta National English Honor Society Alumni Epsilon Chapter, The National Urban League, Clark Atlanta University Alumni Association, and Delta Sigma Theta Sorority Incorporated, Evanston North-Shore Alumni Chapter.

Erica has received several accolades for her humanitarian efforts and dedication to excellence, including; the Power 30 Under 30 Award for the state of Georgia, Atlanta Black Girls Rock Award, Outstanding Black Alumni of the Year, inclusion in Cambridge's and Montclair's Who's Who Among Professionals and Executives, Soror Service with a Heart Award, and finalist in the L'Oreal Woman of Worth Award.

meet the *speakers*



Patricia Loew, PhD

Professor, Medill School of Journalism

Director, Center for Native American & Indigenous Research (CNAIR)

Patty Loew is a professor at Medill and director of the Center for Native American & Indigenous Research (CNAIR) at Northwestern. A member of the Bad River Band of Lake Superior Ojibwe, Loew is a former broadcast journalist in public and commercial television.

She is the author of *Indian Nations of Wisconsin: Histories of Endurance and Renewal*, now in its second edition, which won the Wisconsin Library Association's 2002 Outstanding Book Award; *Native People of Wisconsin*, also newly revised and expanded, which is used by 20,000 Wisconsin school children as a social studies text; and *Teachers Guide to Native People of Wisconsin*. Her latest book, *Seventh Generation Earth Ethics*, won the 2014 Midwest Book Award for Culture.

Loew has produced many documentaries for public and commercial television, including the award-winning *Way of the Warrior*, which aired nationally on PBS in 2007 and 2011. For 20 years, she hosted news and public affairs programs, including *WeekEnd* and *In Wisconsin*, for Wisconsin Public Television.

Loew, a 2019 inductee of the American Academy of Arts and Sciences and recipient of Wisconsin's 2019 Martin Luther King Jr. Heritage Award, has written extensively about Ojibwe treaty rights, sovereignty and the role of Native media in communicating indigenous world views. Her documentaries have explored cultural expression through sports like baseball (*Tinkers to Evers to Chief*) and lacrosse (*Sacred Stick*) as well as contemporary resistance to environmental threats (*Protect Our Future*).

She works extensively with Native youth, teaching digital storytelling skills as a way to grow the next generation of Native storytellers and land stewards. She is a former member of the national board of directors for both UNITY: Journalists of Color and the Native American Journalists Association.



Kelly E. Mayo

Interim Dean of The Graduate School and

Interim Associate Provost of Graduate Education

Kelly E. Mayo joined The Graduate School in Spring 2020 as the Interim Dean and Interim Associate Provost for Graduate Education. He received his BS from the University of Wisconsin at Madison and his PhD from the University of Washington at Seattle, both in biochemistry. Mayo completed a postdoctoral fellowship at the Salk Institute for Biological Studies in San Diego and joined the faculty of Northwestern University in 1985.

Before becoming the Interim Dean of The Graduate School and Interim Associate Provost for Graduate Education, he served as Chair of the Department of Molecular Biosciences and as Associate Dean for Research and Graduate Studies in the Weinberg College of Arts and Sciences. His research laboratory investigates hormone action and signal transduction in the mammalian reproductive axis. He values collaborative and interdisciplinary research and has trained many postdoctoral trainees, graduate students, and undergraduate students.

meet the *speakers*



Jeffrey Q. McCune Jr. '07 PhD

Associate Professor of Women, Gender, and Sexuality Studies and of African and African-American Studies
Washington University in St. Louis

Jeffrey Q. McCune Jr. '07 PhD, is an associate professor of African & African American studies and women, gender, and sexuality studies at Washington University in St. Louis and is the author of the award-winning book *Sexual Discretion: Black Masculinity and the Politics of Passing*. He is currently completing two book projects, *Disobedient Reading: An Experiment in Seeing Black*, and the other on the “wildness” of Kanye West titled, *On Kanye*. He has published in a variety of journals and also serves on the editorial board of numerous journals. He is the co-editor of the University of California Press’s *New Sexual Worlds* book series. For his work at the intersections, of race gender, and sexuality, McCune has been featured on *Left of Black*, Sirius XM’s *Joe Madison Show*, *HuffPost Live*, NPR and as a guest expert on *Bill Nye Saves The World*. In June 2021, he will assume the role of director of the Frederick Douglass Institute of African & African American Studies at the University of Rochester.



Miriam Petty, PhD

Associate Professor
Department of Radio/Television/Film

Miriam J. Petty earned her PhD from Emory University’s Graduate Institute of the Liberal Arts and previously taught at Rutgers University in Newark, N.J., and Princeton University in Princeton, N.J. Petty writes and teaches about race, stardom, performance, reception, adaptation, and genre and is especially interested in the history of African American representation in Hollywood film. Her first book, *Stealing the Show: African American Performers and Audiences in 1930s Hollywood* (University of California Press) explores the complex relationships between black audiences and black performers in the classical Hollywood era.

Stealing the Show has been awarded the Society for Cinema and Media Studies Best First Book Award for 2016–17. Petty’s other honors include a 2015–16 Alice Kaplan Institute Faculty Fellowship and a 2014–15 Junior Faculty Fellowship with the Woodrow Wilson Foundation. An academic with a longstanding commitment to public scholarship, Petty is also an avid producer of public programs: her recent projects include the 2012 symposium “*Madea’s Big Scholarly Roundtable: Perspectives on the Media of Tyler Perry*” at Northwestern University; the 2014 retrospective “*Mama and Papa Lala: 30 Years of Billops-Hatch Films*” at Emory University; and the 2015–16 film series “*Seeds of Disunion: Classics of African American Stereotype*” at the Black Cinema House of Chicago. She is currently at work on a book manuscript examining media mogul Tyler Perry’s productions and his African American audiences’ nostalgic investments in such cultural forms as folktales, music, literature, and religious practice.

meet the *speakers*



Damon L. Williams, Jr.

**Assistant Dean of Diversity and Inclusion
The Graduate School**

Damon Lewis Williams, Jr., joined The Graduate School in summer 2017 as the assistant dean for diversity and inclusion. In this role, he is responsible for diversity, equity, and inclusion strategic planning and implementation for faculty, postdoctoral trainees, and students under the supervision of The Graduate School and serves as a key member of the senior leadership team. Damon facilitates recruitment and retention efforts for domestic under-represented masters, PhD, and postdoctoral trainees, leads the Diversity and Inclusion Advisory Council, and works across units at the universities to ensure a culture of inclusivity for the graduate community. Williams joined Northwestern from Emory University, where he served as the inaugural director of diversity, community, and recruitment in the James T. Laney Graduate School and created the Emory Diversifying Graduate Education Office.

As a competent practitioner, Damon has worked in many roles supporting inclusivity for institutions and organizations including Xavier University of Louisiana, Georgia State University Trio programs, Phillip Morris USA (Altria), and Verizon Wireless. He has a strong history of developing partnerships and pipelines which serve to recruit and retain underrepresented minority students in the workforce or graduate education. His work has garnered him recognition by Black Enterprise Magazine, Diverse Issues in Higher Education, Xavier University's Top 40 under 40 Award, Northwestern University's Penny Warren Service Award, and a Norman C. Francis Fellow. Damon serves on several national boards including National Conference for Race and Ethnicity (NCORE), Medical Moguls, and Hill Harper's "Making Your Destiny", a non-profit targeted for at-risk youth and serves on advisory boards for the Social Sciences Research Council (SSRC), One Hope United, United Negro College Fund (UNCF) and Native Son to name a few. He is a member of the National Black MBA Association, National Urban League, National Association of Diversity Officers in Higher Education (NADOHE), and many other organizations.



Veronica Y. Womack, PhD

**Project Manager of Inclusive Learning
Searle Center for Advancing Learning and Teaching**

Veronica is the project manager for the Searle Center's Inclusive Teaching in STEM Education (IUSE) grant from the National Science Foundation. She received her PhD in social psychology from Howard University. She is an experienced facilitator and has implemented seminars on identifying and coping with racial microaggressions as well as reducing stereotype threat in learning environments. Her research has focused on mindfulness, 'safe space' development, and stress management among adults. For the past four years, she was as a research associate with the Scientific Careers and Research Development Group at Northwestern University Feinberg School of Medicine.

