Social Equity Leadership Conference
Conference Program

Partners:
University of Connecticut School of Public Policy
National Academy of Public Administration
University of Connecticut Stamford Campus

Stamford, CT
June 20-22, 2024

Co-Hosts:
National Academy of Public Administration Standing Panel on Social Equity in Governance
University of Massachusetts School of Public Policy
John Jay College of Criminal Justice, The City University of New York
Baruch College, Marxe School of Public & International Affairs
University of Kansas School of Public Affairs and Administration

Sponsors:
John Jay College of Criminal Justice, *Funds for the conference reception
were provided through a grant by the John Jay College Office for the Advancement of Research*
University of Connecticut School of Public Policy, Institute for Municipal & Regional Policy
The Ohio State University John Glenn College of Public Affairs
University of Missouri, Harry S. Truman School of Government & Public Affairs
Johns Hopkins University, Bloomberg Center for Government Excellence
Southern Connecticut State University, MPA Program
Evans School of Public Policy & Government, University of Washington
Kean University Department of Criminal Justice & Public Affairs
Baruch College, Marxe School of Public & International Affairs
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Carnegie Mellon University, Heinz College
Rice University, Master of Social Policy Evaluation
The Goldman School of Public Policy at the University of California – Berkeley
University of Arizona, College of Social & Behavioral Sciences
University of Colorado Denver, School of Public Affairs
West Chester University, Public Policy & Administration Department
IBM Center for The Business of Government
New York University, Robert F. Wagner Graduate School of Public Service
George Washington University, Trachtenberg School of Public Policy & Public Administration
Rutgers University, Newark School of Public Affairs & Administration
Indiana University, O'Neill School of Public & Environmental Affairs
Blue Wooldridge, Virginia Commonwealth University
Brian N. Williams, University of Virginia, Frank Batten School

Key for Tracks:

SEFR: Social Equity in the Face of Resistance
PPSE: Public Policy and Social Equity
EMSE: Emergency Management, Adaptation, and Social Equity
HESD: Health Equity and Social Drivers of Health
CJSE: Criminal Justice and Social Equity
WDEI: Workplace Diversity, Equity, Inclusion, Accessibility, and Social Justice

Conference Website: https://publicpolicy.uconn.edu/social-equity-leadership-conference/

Thursday, June 20th (Day 1)

Plenary – Opening Session – Room 109

8:45 am – 9:00 am: Welcome
9:00 am – 10:30 am: Social Equity in the Trenches: Collaboration Between the Public & Philanthropic Centers to Add Value to Communities

> Moderators: Emily Nwakpuda, University of Texas at Arlington; Mohamad Alkadry, University of Connecticut School of Public Policy
> Presenters: Dr. Mendi Blue-Paca, Fairfield County's Community Foundation

Morning Break/Transition (10:30 am – 10:45 am)

Concurrent Session I (10:45 am – 12:00 pm)

Social Equity Policy: From Agenda Setting to Implementation (PPSE) Room 108

Convener: Peter Federman, University of Massachusetts, Boston – Executive Orders, Race, and Political Pressure in the Federal Workforce
Presenters: Brittany Houston, University of Massachusetts – Circle of Trust: Factors Impacting Police Officer Trust Orientation; Rylyn Williams – Algorithmic Decision-Making Systems (ADMs) Within Government Structures and Social Welfare Programs

Social Equity in Emergency Management (EMSE) Room 131

Convener: Claire Knox, University of Central Florida – Who's that Knocking at My Door? Diversity in Emergency Management
Presenters: Jason Rivera, John Jay College of Criminal Justice – ("Who's that Knocking..."); DeeDee Bennett-Gayle, University at Albany SUNY – Troubling Equity Concerns: Artificial Intelligence in Emergency Management

Social Equity and Health (HESD) Room 133

Convener: Christal Hamilton, University of Connecticut
Presenters: Tyra Gravesande, Clarkson University, Mount Sinai Icahn School of Medicine – Gender and Health Perspectives: Sacrality of the Black Female Body and the Phenomenological Investigation of Black American Women with Reproductive Health Disparities; Alexa Molina & Beth Ginsberg, University of Connecticut – Understanding Healthcare Disparities Among Latino Youth: Differences Among Subgroups

Sex & Gender-based Violence (CJSE) Room 135

Convener: Andrew Clark, University of Connecticut
Presenters: Amanda Knapp, Florida International University – How Do Arrest Trends, the Legal Definition, and Plea Deals Influence the Human Trafficking Prosecution Process in Florida?; Jane Miller, University of New Haven – Denial of Sexual Offenses and its Role in Treatment Options

Advancing Racial Equity Work in Massachusetts Municipalities (WDEI) Room 109

Convener: Raúl González, Senior Planner, Metropolitan Area Planning Council
Presenters: Faustina Cuevas, DE&I Officer & Senior Advisor to Mayor, City of Lynn; Marsha Guthrie, Government Alliance of Race and Equity

Lunch 12:00 pm – 12:45 pm

Concurrent Session II (12:45 pm – 2:00 pm)

Where You Stand Depends on Where You Sit: Do Black Lives Matter? (SEFR) Room 109

Convener: RaJade Berry-James, Virginia Commonwealth University, L. Douglas Wilder School of Government and Public Affairs - Examining the State of Hopelessness for Blacks in Higher Education
Presenters: Cryshanna Jackson Leftwich, Youngstown State – Social Support for Mitigating Academic Stress; Emily Nwakpuda, University of Texas, Arlington – Shaping Communities by Crucial Conversations

AI in Emergency Management (EMSE) Room 131

Convener: Jason Rivera
Presenters: Christin Salley, University of Michigan – Deploying AI for Emergency Dispatch Services: Challenges and Ethical Integration; Patrick Roberts, Virginia Tech

Planning in Emergency Management (EMSE) Room 133

Convener: Renzo de la Riva Aguero
Presenters: Michael Brown, One World Way, Inc. – Failure to Embrace Social Equity in Emergency Management Inhibits Building and Resiliency in Communities of Color; Amber Spears, Jackson State University - Master Planning for Inclusion Diversity Excellence and Advancement in Infrastructure using Vetiver Grass; Cornelia Posch, University of Delaware, Disaster Research Center - How Can We Help? - Public Libraries and Their Role(s) in Disaster Preparedness, Response and Recovery

Moving Beyond Good Intentions: Normalizing and Operationalizing Equity in Teams and Projects (WDEI) Room 135

Convener: Unlisted
Presenters (Metropolitan Area Planning Council): Ben Faust, Senior Strategist, Learning and Evaluation; Marah Holland, Senior Transportation Planner; Brooks Winner, Senior Clean Energy Specialist

Break/Transition (2:00 pm – 2:15 pm)

Concurrent Session III (2:15 pm – 3:30 pm)

Promoting Epistemic Justice in Collaborations: Insights from Systematic Reviews and a Collaborative Autoethnography (SEFR) Room 133

Convener: Mir Ali, University of Maryland Baltimore County
Presenters (University of Maryland Baltimore County): Alexander Getachew, Jo-Ann Kriebel, Kristina Kyles-Smith, Shannon Lichtinger

Policy Narratives as Instruments for Social Equity for the Most Vulnerable (PPSE) Room 109

Convener: Emily Nwakpuda, University of Texas at Arlington – Implementation in Homeless Services to Address Racial Disparities
Presenters: Hyokyung Kwak, College of Charleston – Implementation in Homeless Services to Address Racial Disparities; Savannah Sipos, University of Texas at Dallas, Sean McCandless, University of Texas at Dallas - Disability Equity and Public Administration: A Systematic Literature Review and Conceptual Framework; Hannah Lebovits, University of Texas at Arlington – Policy Narratives as Instruments for Social Equity for the Most Vulnerable

Social Equity & Resistance (SEFR) Room 108

Convener: Domonic Bearfield, George Washington University
Presenters: Anika Thrower, Borough of Manhattan Community College – A Black Scholar's Trek to Higher Ground: The Dance; Hung-Yi Hsu, Rutgers University – Same-Sex Marriage Legalization and Attitudes Toward Gays and Lesbians: A Difference-in-Difference Analysis; Malcolm Oliver, Thomas Edison State University – Lessons from Mahatma, Martin, and Mandela for Those Fighting DEI Today

Social Equity Beyond the Borders (PPSE) Room 135

Convener: Mary Guy, University of Colorado, Denver
Presenters: Aishah Winter, Brandeis University – Restructuring Singapore's Race-Based Welfare Financing for True Economic Prosperity; Kaddour Mehiriz, Doha Institute for Graduate Studies - The effects of an NGO Preschool Education Program on Academic Achievements of Students Living in Poor and Rural Areas of Morocco

Break/Transition (3:30 pm – 3:45 pm)

Award Ceremony and Plenary

3:45 pm – 4:00 pm: Philip J. Rutledge Award – Room 109
4:00 pm – 5:00 pm: George H. Fredrickson Lecture in Social Equity

Presenter: john a. powell, University of California at Berkeley

Welcome Reception (5:30 pm – 7:30 pm)

Location: Whittingham Discovery Center, 17 West Park Place, Stamford, CT (in the Mill River Park)

Friday, June 21st (Day 2)

Concurrent Session IV (9:00 am – 10:15 am)

Public Policies to Redress Disparate Impacts Across Communities: A Comprehensive Approach (PPSE) Room 109

Discussant: Nicole Elias, John Jay College
Moderator: Jason Rivera, John Jay College
Presenters: Maria Cedeño, John Jay College - Childcare Deserts and Impending Childcare Crisis; Erin Sullivan, John Jay College of Criminal Justice - Nutrient Pollution: An Analysis of The Issue and Its Policy Proposals; Meghan Scarlott, John Jay College of Criminal Justice - Gender Equity in the Public Sector: Historical Themes and Lessons Learned; Marta Nicita, John Jay College of Criminal Justice - Understanding Financial Abuse in the Context of Domestic Violence Relationships; Maria D'Agostino, John Jay College CUNY

The Role of AI in Promoting Social Equity (WDEI) Room 135

Convener: Daniel Chenok, IBM Center for The Business of Government
Presenters: Quran Karriem, Duke University; Aurora Zheng, Massachusetts Institute of Technology; Fey Antonioli, IBM

The DEI Training Ladder in Action: How to Evaluate and Advance Social Equity in the Face of Resistance (SEFR) Room 131

Convener: Vickie Carnegie, School of Public Service, Old Dominion University - Using Grounded Theory to Evaluate the Performance of DEI Programs
Presenters: Meagan Jordan, School of Public Service, Old Dominion University – Establishing Performance Metrics to Evaluate the Effectiveness of DEI Programs; Ron Carlee, School of Public Service, Old Dominion University – Institutionalization of DEI Principles in Local Government

Equity in Budgeting: More than Just Lip Service (PPSE) Room 108

Convener: Mary Guy, University of Colorado at Denver
Presenters: Luke Jones, U.S. Environmental Protection Agency; Merlene-Patrice Quispe, University of Minnesota; Marilyn Rubin, Rutgers School of Public Affairs and Administration

The Power of Cash – The Role of Basic Income in Advancing Health Equity (HESD) Room 133

Convener: Cesar Aleman, CT Urban Opportunity Collaborative
Presenters: Jessica Ridge, UpTogether; Katie Rosa Moher, 4CT; Tegan Lecheler, The Bridge Project

Morning Break/Transition (10:15 am – 10:30 am)

Plenary – Day 2 (10:30am – 12:00 pm)

Social Equity in State Government: Navigating a Changing Landscape (Room 109)
New Jersey leaders share transformative equity initiatives that are moving the needle in the Garden State

Moderator: Dr. Marilyn Rubin, Distinguished Research Fellow, Rutgers University - Newark, School of Public Affairs and Administration
Panelists:
Jayné Johnson, Senior Staff, Director of the Office Equity, New Jersey Governor's Office
Lisa Asare, President and Chief Executive Officer, New Jersey Maternal and Infant Health Innovation Authority
Joe Forte, Deputy Chief of Staff and Chief Diversity Officer, New Jersey Department of State
Michelle Bodden, Chief Diversity and Inclusion Officer, New Jersey Economic Development Authority

Lunch (12:00 pm – 12: 45 pm)

Concurrent Session V (12:45 pm – 2:00 pm)

Social Equity and Accountability: Innovations, Shifting Norms, and Urgent Needs (SEFR) Room 131

Discussant: Noelle Broughton, University of Kansas
Presenters: Christopher Koliba, University of Kansas - Illiberal Populism's Impact on Pluralistic Accountability Standards; Inoru Morris, University of Kansas – E-Governance, Accessibility and LGBTQIA Engagement: A Look at Police Liaisons and Other Outreach Models; Benoy Jacobs, University of Wisconsin – Equity Audits, Best Practices and Challenges; D'Arlyn Bell, University of Kansas – Decentralization in the Disarticulated State: How Native American Nonprofits are Ensuring Democratic Representation and Accountability at the Local Level Through Political Advocacy and Mobilization

Policing & Justice (CJSE) Room 109

Convener: Andrew Clark, University of Connecticut
Presenters: Inoru Yamamoto, University of Kansas - E-Governance, Accessibility, and LGBTQIA Engagement: A Look at Police Liaisons and Other Outreach Models; Aaron Rollins, University of Louisville – Exploring Ethical Considerations: Leveraging Social Media for Enhanced Reputation in Police Agencies; David Mitre Becerril, University of Connecticut - The Long-term Effects of Structural Discrimination on Public Safety: The 1930s Redlining Maps

Disparate Risk and the Role of Public Policy, Economic Mobility, and the Consideration of Place (PPSE) Room 108

Convener: Ashley Orr, Carnegie Mellon University – Origin Location as a Qualification: An Understudied Structural Barrier to Worker Mobility
Presenters: Regina Lewis, University of Kentucky Martin School of Public Policy – Disparate Risk and Burden in the Student Loan System; Christina Quintanilla-Muñoz, University of Texas at San Antonio – Examining the Consequences of Gentrification on Low-Income Residents' Socioeconomic Opportunity in San Antonio, Texas

DEI, Employment, and Education (SEFR) Room 135

Convener: Deneen Hatmaker, University of Connecticut
Presenters: Bianca Shinn-Desras, Sacred Heart University - Dismantling Anti-Black Racism in Schools through Professional Learning Communities; Roseanne Mirabella & Michael Taylor, Seton Hall University - Abandoning Their Nonprofit Mission: How Corporatized Universities are Underfunding Africana (and Other Ethnic) Studies; Todd Pooser, The Virtual Commonwealth - Mitigating the Impact of Artificial Intelligence on Employment to Bridge the Political Divide and Establish Social Equity

Poster Session: Spline

Presenters: Dashauna Ballard (University of Alabama, Birmingham) – Improving Social Determinants of Health (SDOH) Barriers and Diabetes Outcomes in the Magic City: Results from a Culturally-Tailored Community Improvement Program; Shadin Nimery, University of Texas Arlington - The Social and Economic Equity Implications of the 3rd Level of the Digital Divide: City of Dallas as a Case Study; Samantha Plotner, University of Illinois Chicago - The Importance of DEIA and Organizational Justice to Millennial Nonprofit Employees; Williams Carmen, University of Bridgeport – Black Mothers Fight for Survival; Demetria "Dee" Walters, Sacred Heart University & Norwalk Public Schools – Affirming Black Girls: Creating and Sustaining Affirming and More Inclusive Learning Environments for Black Girls Through Professional Learning; (Fielding Graduate University) Nathan Smith, Maia King, LeAna Norman, Leticia Berg, Miriam Boateng, Amy Taylor, Susan Goldberg – They Don't Hear Us: A Qualitative Study Exploring Graduate Experiences with Social Justice Issues; Nicole DiMaria, John Jay College of Criminal Justice CUNY – Gender Equity in Municipalities: Understanding Local Policy Efforts; Tiyaira Jones Gilchrist, Sacred Heart University – Shaping Young Lives: Strategies for Equitable Juvenile Justice

Break/Transition (2:00 pm – 2:15 pm)

Concurrent Session VI (2:15 pm – 3:30 pm)

Reducing Vulnerabilities to Hazards (EMSE) Room 131

Convener: Marilyn Rubin, Rutgers University, Newark
Presenters: Wendy Prudencio, University of Maryland, Baltimore County - Reclaiming Homes: Disaster Policy Implications on Displacement in Puerto Rico; Yiwen Wu, University of Kansas - Outsourced Environmental Planning for Equity? A Qualitative Inquiry through the Lens of Hazard Mitigation Planning

Graduate Student Perspectives: Advancing Social Equity for Economic and Health Policy (PPSE) Room 133

Moderator: Judy Pryor-Ramirez, New York University Robert F. Wagner Graduate School of Public Service
Presenters (NYU Wagner): Alisha Gangadharn, Elizabeth Sharon, JD Mazuera Arias, Lo Souza
Agents of Change: Exploring the Impact of Institutional and Community Leaders on Social Equity (SEFR) Room 135

Convener: Akua Twumasi, Northeastern University
Presenters: Mohsin Khan, Northeastern University – The Plight of Transgenders: Sex, Violence, and Abuse in Pakistan; Paul Ogungbayi, Northeastern University – Security Crisis in Africa: The Role of Institutional

Leaders in Impacting Social Equity; Changzhuo Li, Northeastern University – The Role of Organizational Culture in Overcoming Resistance to Social Equity

Measuring Impact of Government Equity Programs (PPSE) Room 108

Convener: Dan Chenok, IBM Center for The Business of Government
Presenters: Muna Abbas, Commission on Racial Equity in Public Health; Tara Downes, Deputy Comptroller, State of Connecticut; Kyle Farmbry, President of Guilford College; Benoy Jacob, University of Wisconsin Lafollette School

Break/Transition (3:30 pm – 3:45 pm)

Concurrent Session VII (3:45 pm – 5:00 pm)

Equity in Government: Spotlight on Connecticut (PPSE) Room 109

Moderator: Muna Abbas, Commission on Racial Equity in Public Health
Presenters: Troy Brown, Director of DEI, Connecticut Judicial Branch; Tara Downes, Deputy Comptroller, State of Connecticut; Natalie Braswell, General Counsel, Office of Connecticut Governor Ned Lamont; Senator Julie Kushner, Connecticut General Assembly, Co-Chair of Labor and Public Employees Committee

Practical Paths to Health Equity: Shaping Change through Practice and Scholarship (HESD) Room 133

Convener: Angela Kline, West Chester University
Presenters (West Chester University): Lindsey Donston – Disparities in Telehealth Use Amongst Connecticut Medicaid Recipients; Sharday Fonseca – Assessing the Impact of Athletic Trainers Among Schools with Socioeconomic Differences; Francois Melville – How Interpretations of Policy Impact Federal Government Progress to Advancing DEI in Human Capital Management

Resistance and Public Administration (SEFR/PPSE) Room 131

Convener: Emily Nwakpuda, University of Texas at Arlington
Presenters: Melissa McShea, John Jay College of Criminal Justice CUNY - Racial Equity-Focused Public Budgeting Practice: Current Developments, Challenges, and the Way Forward; Jonathan Wong, University of Nebraska Omaha - Broadening Equity: Critical Race Theory and the Unraveling Complexities of Social and Racial Dynamics in Public Administration; Peter Linquiti, George Washington University - Operationalizing Lasswell's Call for Clarification of Value Goals: An Equity-Based Approach to Normative Public Policy Analysis

Social Equity at the Local Level (PPSE) Room 135

Convener: Wendy Mackstutis, First Selectman, Town of Simsbury & UCONN MPA Fellow 2025

Presenters: Carolyn Arcand, University of New Hampshire – Re-envisioning Town Meetings as Accessible to Caregivers of Young Children; Deborah Bailey, Bowie State University – Listen to US: Listening Sessions with Disabled Citizens in a Majority Ethnic Metropolitan County

__Equity Hour: Social Equity in Governance Standing Panel__

__Acknowledging Travel Award Winners__

Saturday, June 22nd (Day 3)

Concurrent Session VIII (9:00 am – 10:15 am)

Evolution of Policy to Service Delivery for Water Security in Philadelphia (HESD) Room 133

Presenters: Blaine Lewis-Thompson, Robin Walker, Philadelphia Office of Community Empowerment and Opportunity; Kaileigh Murphy, Water Revenue Bureau; Glen Abrams, Philadelphia Water Department; Ayanna Moore, Philadelphia Department of Public Health, Chronic Disease, and Injury Prevention

A Seat at the Table: Exploring the Lived Experience on Policy Bodies in New York and New Jersey to Advance Social Equity (SEFR) Room 131

Presenters: Judy Pryor-Ramirez, New York University Robert F. Wagner Graduate School of Public Service; Alicia Alvarez, Nourish NJ, Landlord Liaison/Case Worker; Raquel Kooper, Monarch Housing Assoc., Associate

Identifying Federal, State, and Local Government Impacts on Tribes and Their Members (WDEI) Room 108

Presenters: Luke Jones, Secretary of the Society of American Indian Government Employees Board of Directors & Associate Member of NAPA's Standing Panel of Social Equity in Governance; Elaine Robles, Human Resources, Diversity, Outreach, & Employee Services Division of the U.S. EPA; Chris Newell, Interim Director of the Univ. of Connecticut Native American Cultural Program & Co-founder/Director of Akomawt Educational Initiative

Break/Transition (10:15 am – 10:30 am)

Concurrent Session IX – Closing Session (10:30 am – 11:45 am)

Social Equity & DEI (WDEI) Room 131

Convener: RaJade M. Berry-James, VCU Wilder School of Government and Public Affairs

Presenters: Gina Todoran, Pace University, New York - Unveiling and Addressing Gender and Racial Inequities in Higher Education Career Paths; Ines Jurcevic, University of Washington, Evans School of Public Policy & Governance - Reifying Whiteness? Diversity, Equity, and Inclusion Efforts in Public Management; Jung Ah (Claire) Yun & Bok Gyo Jeong, Kean University – Gender Segregation in New Jersey Municipalities: Cases of Public Authorities and Boards

Education & Social Equity (PPSE) Room 108

Convener: Cryshanna A. Jackson, Youngstown State University
Presenters: Marva Mack, Rutgers, School of Public Affairs & Administration - A Sight for Sore Eyes: The Impact of the Symbolic Representation of Black Faculty on the Retention of Black Community College Students; Sonia Quintero, California State University, Chico – Accommodation of Neurodivergence in Higher Education; Kesha Moore, Legal Defense Fund – Black Educators as Essential Workers for Educational Equity; Susan Gooden, Virginia Commonwealth University – Teaching Social Equity: Lessons for Faculty and Programs; Sean McCandless, University of Texas at Dallas – ("Teaching Social Equity...")

Conference Conclusion

Post Conference

12:00 pm – 5:00 pm