



THE VOICE OF  
DENTAL EDUCATION

2021 ADEA Diversity, Equity & Inclusion Workshop (Virtual)  
*Creating More Inclusive Spaces: Mitigating In/Out-Group Bias in Dental Education*

Oct. 27, 2021  
1:00 – 5:00 p.m. Eastern Time

Sponsored by Henry Schein, Inc.

### Agenda

#### Workshop Overview

The ADEA Diversity, Equity & Inclusion (DEI) Workshop provides dental education administrators, faculty, students, residents, fellows and staff with important information on access, diversity, inclusion, equity and well-being issues, and presents related best practices and strategies to promote a humanistic environment in academic dentistry.

According to Commission on Dental Accreditation (CODA) Standard 1-3:  
*The dental education program must have a stated commitment to a humanistic culture and learning environment that is regularly evaluated.*

Additionally, CODA Standard 2-16 requires that:  
*Graduates must be competent in managing a diverse patient population and have the interpersonal and communications skills to function successfully in a multicultural work environment.*

The ADEA DEI Workshop is a one-day networking and learning symposium to help participants design programs, policies and activities to not only comply with CODA's diversity-related standards, but to create a safe, welcoming and respectful climate for all persons. Through workshop discussions and educational programming, strategies and best practices are shared and critiqued to assist campuses in developing mission-driven diversity, equity and inclusion initiatives. The small-group workshop format affords participants the opportunity to engage in quality discussions, participate in collaborative planning activities and exchange ideas with other participants and presenters.

Consistent with the above CODA standards, the 2021 ADEA DEI Workshop will focus on the impact of in-group/out-group bias. While respect for differences and becoming more culturally competent are important, in-group/out-group bias influences various aspects of interactions among students, faculty, staff, residents, fellows and patients, and related decisions. In this regard, campus policies, practices and strategies must support and consider the impact of socio-political and economic structural barriers that hinder and advance humanistic dental environments. Social-political and economic structures not only affect our self-identity but play a major role in our judgment of others and in assigning in-group/out-group status to individuals. Additionally, it is essential to understand the impact of consciously and

unconsciously assigning patients in-group/out-group status, to guard against treatment bias by health professionals and develop strategies to eliminate social inequities and health disparities.

### Learning Objectives

At the conclusion of the 2021 ADEA DEI Workshop, participants will be able to:

- Describe how self-perceptions and views of our own in-group/out-group status are impacted by societal and institutional structures.
- Identify reasons why we shift social groups and how shifting in-group/out-group status affects the inclusion and exclusion of individuals on our campuses.
- Explain intersecting social constructs and how these intersecting constructs motivate us to shift from one social group to another.
- Develop campus strategies for leveraging in-group identity to mitigate bias and foster humanistic and inclusive environments in support of students, faculty, staff, residents, fellows and patients.

### Agenda (All times are Eastern Time)

1:00 – 1:05 p.m.      **Welcome**

Keith A. Mays, Ph.D., D.D.S., M.S.  
Chair of the ADEA Board of Directors

Karen P. West, D.M.D., M.P.H.  
ADEA President and CEO

1:05 – 1:30 p.m.      **Workshop Logistics and Overview of Belonging**

Sonya G. Smith, Ed.D., J.D.  
ADEA Chief Diversity Officer

Malik Seelal  
Diversity & Inclusion Specialist  
Henry Schein, Inc.

1:30 – 2:00 p.m.      **The Evolution of Identities**

Presenter  
Shindale Seale, Ed.D.  
CEO, SEADE Coaching & Consulting LLC

This session explores how our sense of self evolves and how sociopolitical and economic structures impact our identities. Participants will engage in exercises to develop their cultural competence through an awareness of and appreciation for identities different from their own.

Learning Objectives

- Describe how the sense of self evolves.
- Recognize the impact of societal and institutional structures on the development of our identities.
- Distinguish between primary and secondary identities.

2:00 – 2:45 p.m.

**Favoritism and Derogation**

This session identifies the socially constructed criterion we use as barriers between our preferred group and others. Participants learn actionable steps for reducing out-group derogation through self-reflection and by looking at the whole individual.

Learning Objectives

- Identify intergroup boundaries that construct differences between cultural groups.
- Describe the causes and outcomes of in-group favoritism.
- Explain the personality and cultural variables that influence in-group favoritism.

2:45 – 3:00 p.m.

**Break**

3:00 – 3:05 p.m.

**Henry Schein Highlight on Diversity**

Sonya G. Smith, Ed.D., J.D.  
ADEA Chief Diversity Officer

Malik Seelal  
Diversity & Inclusion Specialist  
Henry Schein, Inc.

3:05 – 3:50 p.m.

**In-Group Transition**

This session investigates intersecting social constructs and the motivations and rationale for shifting from one social group to another. Participants will learn how to recognize these intersections and their impact on providing programs and activities to support faculty, students, staff, residents, fellows and patient care, particularly marginalized populations.

Learning Objectives

- Describe intersecting social constructs and the motivations and rationale for shifting from one social group to another.
- Explore how perceptions of individual and social group in-group/out-group status and shifting of status affects inclusion and exclusion on our campuses.
- Identify best practices for reducing intergroup bias.

3:50 – 4:50 p.m.      **Leveraging Our Identities to Support Equitable and Inclusive Campuses**

This session provides strategies for mitigating bias and creating inclusion and belonging by leveraging in-group identity. Participants will develop strategies for designing programs, policies and activities to mitigate bias and the exclusion of students, faculty, staff, residents, fellows and patients in dental education.

Learning Objectives

- Review strategies for mitigating bias and creating inclusion and belonging by leveraging in-group identity.
- Identify techniques to activate your in-group status to advocate for out-group members.
- Develop a playbook to use in-group identities to elevate equity and foster an inclusive, humanistic environment on your campus.

4:50 – 5:00 p.m.      **Closing Remarks**

Sonya G. Smith, Ed.D., J.D.  
ADEA Chief Diversity Officer

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