



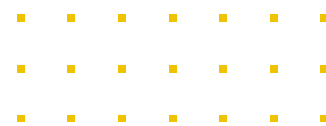
THE
BELONGING
CONFERENCE

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JANUARY 9, 2023

The Belonging Conference



The Belonging Conference is a one-day regional advancement professionals DEIB mini-conference for educational institutions in the Baltimore-Washington metropolitan region. This mini-conference, open to all local educational institutions, will assemble a group of advancement professionals to explore and learn DEIB practices, discuss and communicate successes and experiences, and create a local network of professionals to share their best practices in the field of advancement in relation to DEIB.

Schedule Information



9:30 a.m. Registration

10:15 a.m. Welcome and Introduction – Fritz W. Schroeder

10:30 – 11 a.m. Belonging from the Perspective of Self – Boi Carpenter

11 a.m. Break

11:15 a.m. – 12:30 p.m. Curiosity, Empathy & Courage (CEC): Leadership Essentials for 2035 – Rosalyn Taylor O’Neale

12:30 – 1:30 p.m. Lunch

1:30 – 2:30 p.m. Breakout Sessions

Session One Mapping Our Identities – Khudai Tanveer

Session Two The Necessity of Courageous Conversations – Liz Lacovara

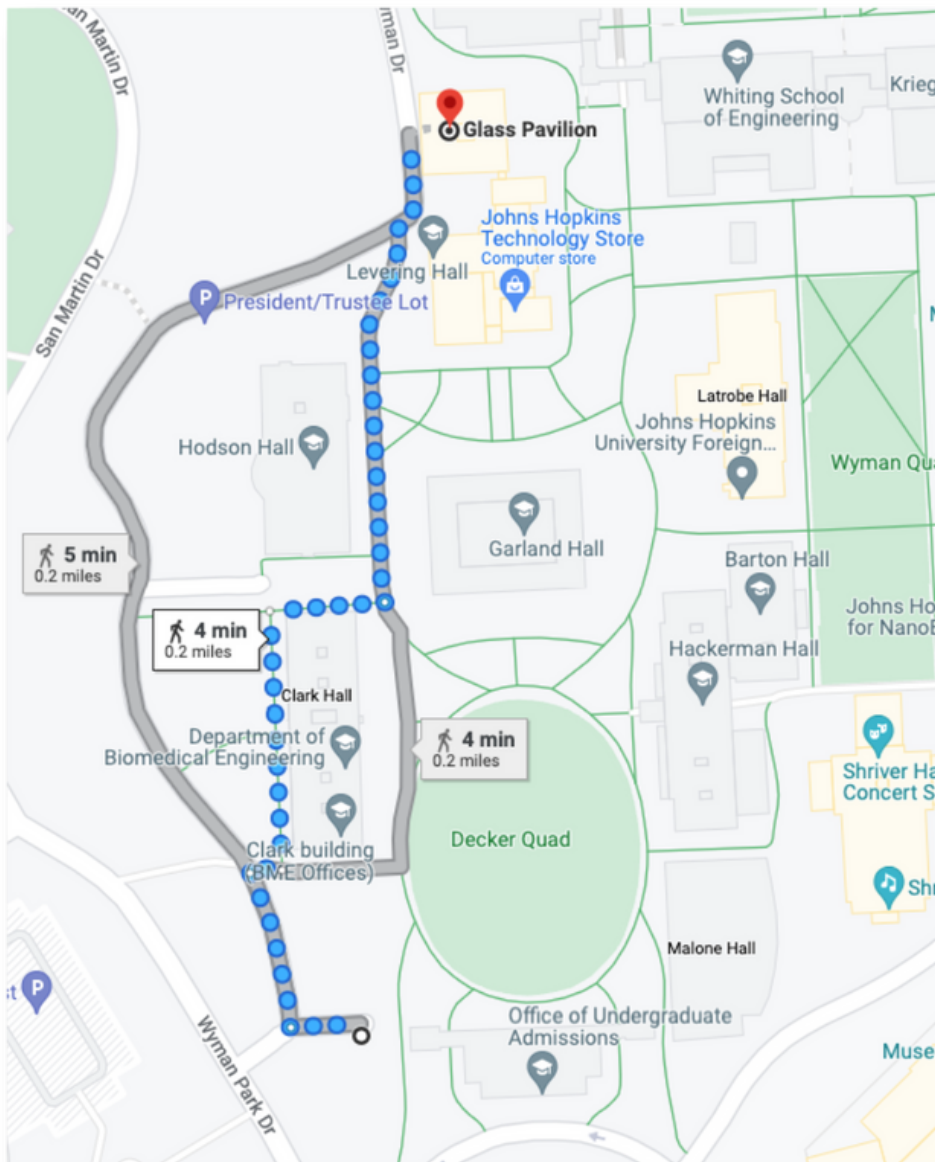
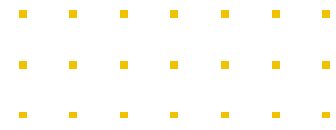
Session Three What's with the B in DEIB: Belonging, is it a trend or foundational for advancement? – Jessica Elmore

2:40 – 3:30 p.m. Closing Panel Q&A

3:30 p.m. Closing Remarks

4 p.m. R. House (301 W 29th St) for Networking

Location Information



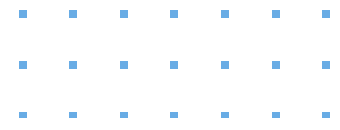
For direct routes please insert the following into google maps.

Parking: JHU South Garage

Event Location: Johns Hopkins Glass Pavilion

Campus Address for Parking: 3400 N. Charles Street South Garage @ Mason Hall Baltimore, MD 21218

Opening Speakers



Belonging from the Perspective of Self

Belonging is the glue that binds the individual to a social environment. It is related to identity but is much more complex than identity. Belonging is bound to one's feelings. The road to awareness about the complexity of belonging takes courage, openness, curiosity, and the willingness to connect to others.

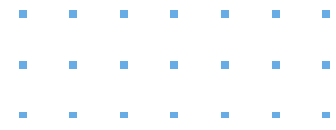
Speaker: Boi Carpenter

Curiosity, Empathy & Courage (CEC): Leadership Essentials for 2035

In the practice of Advancement work, sustained and fully supported Diversity, Equity, and Inclusion (DEI) efforts are imperative for success. For Advancement Professionals, recognizing, embracing, and engaging the full diversity of donors, and teammates; and building fundraising campaigns that align with, and reflect that diversity, is no longer optional. Using these three essential competencies, Curiosity, Empathy & Courage (CEC), let's explore how to ask crucial questions, connect with compassion, and boldly face the future.

Speaker: Rosalyn Taylor O'Neale

Session Descriptions



Mapping our Identities

Who am I? What identities do I hold, and how do I understand the intersections of my identities and others?

Each individual on a work team brings a specific set of identities, talents, values, experiences, identities, motivations, and even biases. Inevitably, these individual characteristics impact our work process and outcomes. Individual and collective self-awareness ensures you are clear-eyed about whose perspectives are represented and whose are not. As you dive deeper into identities, it will be important for your team to consider the impact of and seek to include any missing perspectives and biases; this will help ensure that your solutions are not just right for some folks but for each person.

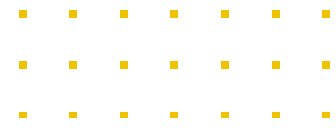
The Necessity of Courageous Conversations

The Necessity of Courageous Conversations - During this interactive session, we will explore the mindsets and behaviors that enable Courageous Conversations around DEIB issues, and share some of the initiatives that Johns Hopkins Development and Alumni Relations have undertaken in this area. We're looking for an exchange of ideas from your own experiences to strengthen all of our practices.

What's with the B in DEIB: Belonging, is it a trend or foundational for advancement?

The advancement profession continues to develop strategies to improve diversity and create inclusive spaces and giving opportunities. What about belonging? Is belonging just an added term to a complex and nuanced field of study or is it the key to help advancement achieve our DEI goals?

Our Panelist



**Sharon P. Trivino | Associate
Dean for Development and
Alumni Relations**

Johns Hopkins
School of Nursing



**Rosalyn Taylor O'Neale |
Owner & Principal
R. T. O'Neale Group**



**Jessica Elmore, Ed.D |
Sr. Director of DEIB
Training**

Council for Advancement and
Support of Education (CASE)



Fritz W. Schroeder

Fritz Schroeder became Vice President for Development and Alumni Relations in October 2012 and has served Johns Hopkins for more than 23 years in a series of senior management roles.

He provides leadership and oversight for all fundraising and alumni efforts of the university and Johns Hopkins Medicine, and serves as the institution's chief fundraising officer. He was responsible for planning and executing the recently concluded Rising to the Challenge campaign, which received more than \$6 billion in commitments.

He is a frequent speaker and conference leader, serves as a trustee of CASE, and is the author of the 2000 book *Annual Giving: A Practical Approach* as well as several other fundraising chapters. In addition, he is currently leading an effort to develop a more consistent advancement curriculum through the work of a task force established by CASE in the fall of 2017.

Schroeder is a 1989 graduate of James Madison University. He earned a Master of Business Administration from the University of Maryland at College Park in 1994.



**Vice President for
Development and
Alumni Relations**

Boi Carpenter

Boi Carpenter, J.D., currently serves as Senior Associate Vice President for Development and Alumni Relations (DAR) at The Johns Hopkins University. In her role Ms. Carpenter partners with Vice President Fritz Schroeder and other development leadership to drive progress in such key operational areas as DAR organizational development and growth, Human Resources and Talent Management, Information Technology and Prospect Strategy, Campaign Operations, Finance, and strategic planning. She also oversees the development programs for the University's Krieger School of Arts and Sciences, Whiting School of Engineering, Sheridan Libraries, Homewood Athletics, and Parents Programs.

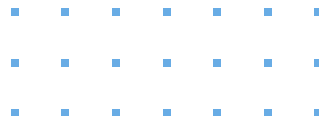
Ms. Carpenter works closely with institutional leadership including the Johns Hopkins University Development and Alumni Relations Executive Team. She began working for The Johns Hopkins University in 2000 as a Senior Associate Director of Development for the Johns Hopkins School of Medicine and was promoted to positions of increasing responsibility, assuming her current position in February 2016. Ms. Carpenter received her bachelor's degree from Purdue University and her Juris Doctorate degree from Tulane University School of Law.

In February of 2022, Ms. Carpenter created the Inquisitive Leader community, a blog that is welcoming to those who are interested in exploring the many questions and lessons that individual contributors, managers, and leaders might encounter while growing professionally. The goal of the blog is to foster personal and professional growth through inquiry.



**Senior Associate Vice
President of
Development and
Alumni Relations**

Rosalyn Taylor O'Neale



Rosalyn Taylor O'Neale has over 30+ years of experience as a thought partner, advisor, and coach to global executives and leaders in over fifty countries. Rosalyn served as Principal Consultant at Cook Ross, Vice President, Chief Diversity & Inclusion Officer for Campbell Soup Company, Executive Vice President Diversity Initiatives MTV Network, and CEO of Barnes O'Neale & Associates. An Internationally recognized speaker, she has been quoted in Black Enterprise Magazine, Diversity Journal, Financial Times (India), and Harvard Business Review. Her honors include Top 100 Most Influential Blacks In Corporate America, Top Executives In Diversity, 100 Top Executives In America, 100 Most Influential LGBT People Of The Year, and University of Louisville Alumni Fellow.



**Owner &
Principal of R. T.
O'Neale Group**

Ms. O'Neale is the author of three books, 7 Keys 2 Success: Unlocking The Passion For Diversity, The Power of Passion, Courage & Faith, and the widely acclaimed historical novel about race, Kat...Two Societies Where One Drop Was More Than Enough. Her memoir, 40 Years in the Trenches, will be released in early 2023.

Dr. Jessica Elmore

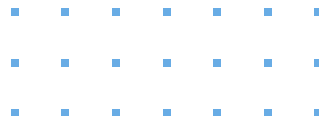
Jessica Elmore, Ed. D (She/Her) is the senior director of Diversity, Equity, Inclusion, and Belonging (DEIB) training at CASE. Dr. Elmore is responsible for developing and tailoring DEIB training for the global organization and providing DEIB consulting services for member institutions and organizations. As a visionary educational advancement leader, Dr. Elmore is dedicated to developing authentic and cross-cultural opportunities and unites her scholarly research and practitioner advancement experience in building identity-centered solutions.



**Sr. Director of DEIB Training
Council for Advancement
and Support of Education
(CASE)**

Formerly, Dr. Elmore was an active CASE North American District VI cabinet member and co-chair of the Opportunities and Inclusion CASE committee. Dr. Elmore has a doctoral degree in educational leadership and a master's degree in business administration from Kansas State University; her undergraduate degree was accomplished at a historically Black university, Grambling State University.

Liz Lacovara



Liz Lacovara is responsible for Learning & Organization Development for Johns Hopkins Development and Alumni Relations. She joined Hopkins in February 2020 after 30 years of working for multinationals outside of the US. Prior to moving into talent development, her career included leadership positions in marketing, communications, and strategy consulting.

Outside of work, she is particularly grateful for technology that lets her keep in touch with her children in Singapore and London, and is eager for a return to regular travel.

**Director of
Learning, Change
Management and
Organizational
Development**



Khudai Tanveer

Khudai Tanveer joined the Development and Alumni Relations (DAR) team in June as the Diversity, Equity, Inclusion, and Belonging Program Manager! Khudai's role focuses on developing strategies to enhance the recruitment, and experience of historically underrepresented and underserved minority populations in pursuit of a diverse workforce and alumni network. With this unique position for DAR, Khudai has dual involvement with both the DAR TMHR and OAR (Office of Alumni Relations) teams.

Prior to DAR, Khudai spent time at Cook Ross as an IDEA Content & Research Manager, as well as the National Queer Asian Pacific Islander Alliance as a National Political Organizer.

They are committed to bringing folks together to have the necessary conversations, growth, community, power, and joy in an intentional way to push the mission forward. When Comcast is not interviewing them on national TV about living on the intersections of Queerness & Islam, you can find them cooking as a form of rebellion. This protest started young and serves as a catalyst for processing big emotions. They demonstrate weekly through their food pop-up, Desi Dish. This 2019 Advocate.com Champion of Pride (reppin' the state of Virginia) enjoys long walks on the beach...if by long walks on the beach, you mean having extensive conversations about how we can all do our part to make the world more inclusive.



**DEIB Program
Manager,
Development and
Alumni Relations**

Sharon Trivino

Sharon Trivino is the Associate Dean for Development and Alumni Relations at Johns Hopkins School of Nursing. In this role she leads the DAR team to strategically engage donors and alumni with the institution's mission, and partners with the Dean to elevate philanthropy at the School. Previously, she served as Director of Development and Alumni Relations at Johns Hopkins Carey Business School, where she oversaw frontline fundraising, major gifts, annual giving, and alumni engagement. While at Carey she designed and implemented the School's first alumni engagement infrastructure, restructured the board and doubled board giving, and received the Dean's Innovator Award for her creation of a student philanthropy initiative.



**Associate Dean for
Development and
Alumni Relations Johns
Hopkins School of
Nursing**

Prior to joining Johns Hopkins, Sharon spent four years as a campaign consultant with CCS, leading feasibility studies and capital campaigns for clients such as the University of Maryland Children's Hospital, The John F. Kennedy Center for the Performing Arts, and UnidosUS, the largest Hispanic advocacy organization in the country. She began her development career at Columbia Business School's External Relations and Development office, where she managed the Board of Overseers and served as chief of staff to the Vice Dean. Sharon received her BA from Princeton and her MBA from Columbia Business School. She is a former professional modern dancer and mother of three.
