



## 21<sup>st</sup> CENTURY WOMEN'S ENTREPRENEURSHIP & LEADERSHIP

ANNUAL CONFERENCE

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Diversity, inclusion, and belonging has a symbiotic, but complicated relationship in America. The foundation of this complication is due in part to the social order in which whites are the dominant group in every major sector of society while nonwhites, particularly African Americans, are at the bottom. This social order is also mirrored in organizational structures in which whites, in positions of leadership, project their culture of dominance within the organization. This has a profound effect on nonwhites, especially upon African Americans within the structure, who may feel that they must be inauthentic while associated with the organization and/or entity to survive. This talk explores these dynamics by critically interrogating how leadership plays a role not only in organizations and institutions, but also in politics, activism, and society at large. What is gleaned from this analysis is that diversity, inclusion, and belonging will not require an undertaking of special programs and initiatives if white people and organizations transform their ideology on the function of nonwhites, in particular in the context of the historical hurdles that African Americans face, in society at large as well as within organizations.

### Biography

Dr. Vincent Edward Oluwole Adejumo Dr. Vincent Edward Oluwole Adejumo is from Tampa FL and is a 2008 graduate of the Florida State University, earning a bachelor's of science degree in Business Administration, triple majoring in Business Management, Management Information Systems, and Human Resource Management.

In the Summer of 2015, Dr. Adejumo graduated from the University of Florida's Political Science PhD program majoring in policy and administration. He is currently a fulltime lecturer in the African American Studies program at UF teaching Intro to African American Studies, The Wire, Mentoring At-Risk Youth, Black Wall Street, and Black Masculinity.

Due to his continued involvement and reputation for teaching at the University of Florida, Dr. Adejumo was selected as the Professor of the Year by the UF Black Student Union for the 2015-2016 school year. He was also selected as the Professor and Advisor of the Year by the UF College of Liberal Arts and Sciences for the

## DIVERSITY, INCLUSION AND BELONGING

### Dr. Vincent Edward Oluwole Adejumo

University of Florida, USA

2017-2018 school year.

#### Professional Certificates

Professional Educator's Certificate, State of Florida Department of Education July 2017 – June 2022

Certified to teach Social Science/Grades 6-12. Department of Education Certificate number 1337698

#### Professional Affiliations

Member, The National Association for the Advancement of Colored People, 2017 – present

Member, National Conference of Black Political Scientist, 2016 to Present

Member, Association for the study of African American Life and History (ASALH), 2013 to present

Member, National Council for Black Studies (NCBS), 2012 to present

President, Black Graduate Student Organization at the University of Florida (BGSO), 2012-2013

Member<, Phi Beta Sigma Fraternity Incorporated (PBS), 2006 to present