



Diversity, Equity, and Inclusion: A Long View

**Professionals & Postdocs at the 46th Annual
NOBCChE Conference**

**Union Station Hotel, St. Louis MO
November 20, 2019**

**Robert Louis Shepard, Ph.D.
Principal
The Shepard Institute (TSI), LLC**

"When a space includes an individual or group of individuals that are **"Uniquely Different"** from the dominant group, **Diversity** is present. **Diversity** **"DOES NOT"** automatically engender **Equity and Inclusion**. In a practical sense, **Equity** gives the same fair advantage and consideration to one as is given to another. **Inclusion**, a close relative of equity, gives the same respect, appreciation, and value to all members of the group. **Too many "Uniquely Different" individuals in America are deprived of equity and inclusion by not being valued, not being mentored, not being encouraged, not being inspired, not being motivated, and as a result, our nation deprives itself of the Potential Talent needed to remain competitive, GLOBALLY.**"

A Very Wise Man, November 20, 2019

We All Have A Starting Point In Life





We Cannot Control How We Are Defined

Robert Louis Shepard

Record # 15,556

4-12-63

Dr. Castelloe

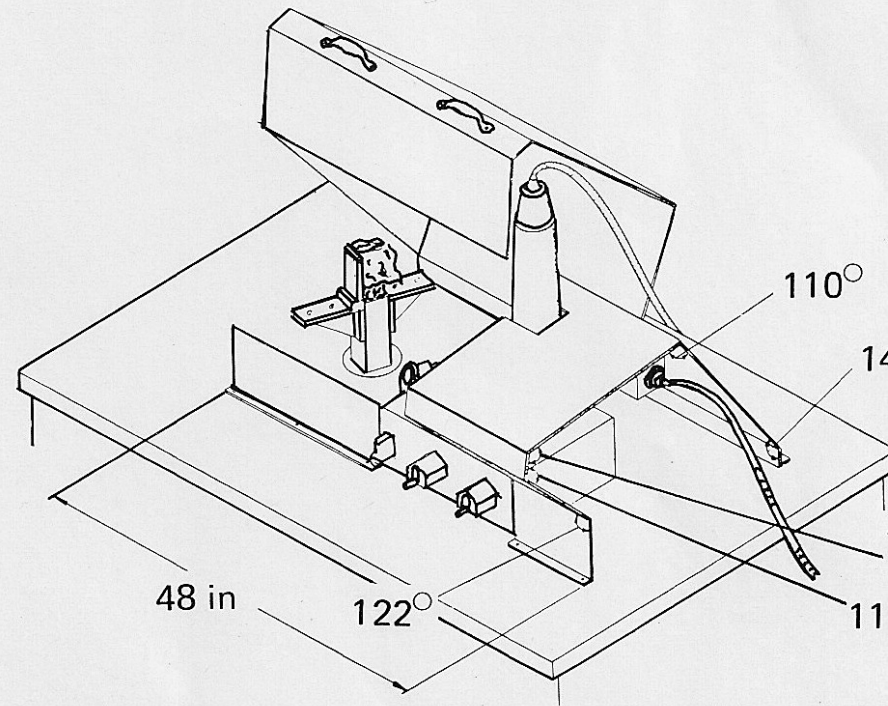
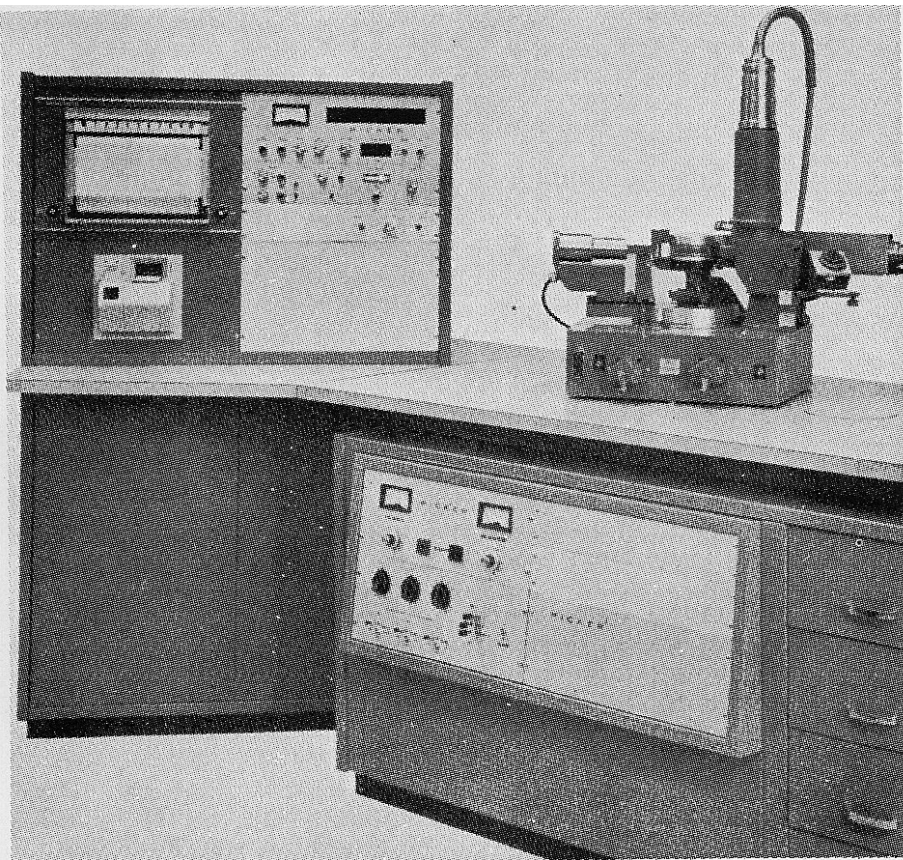
4-12-63: This 15-year-old colored male is seen for pain over both knees which he dates from an injury sustained when he fell during basketball practice at Garner Consolidated School about 1 month ago. He had some soreness over the knees following this but symptoms were minimal until about 2 days after the injury, when they became worse. Because of increasing pain over the knees, he was seen by Dr. C. L. Hunt about 2 weeks following the injury and Dr. Hunt evaluated the knees and gave him medications. He continued to have difficulty referable to the knees and therefore came to the office for evaluation. He has not had locking or blocking of motion of the knees. Most of his pain is located beneath the patellae, exacerbated by vigorous activities and squatting. He has remained well otherwise.

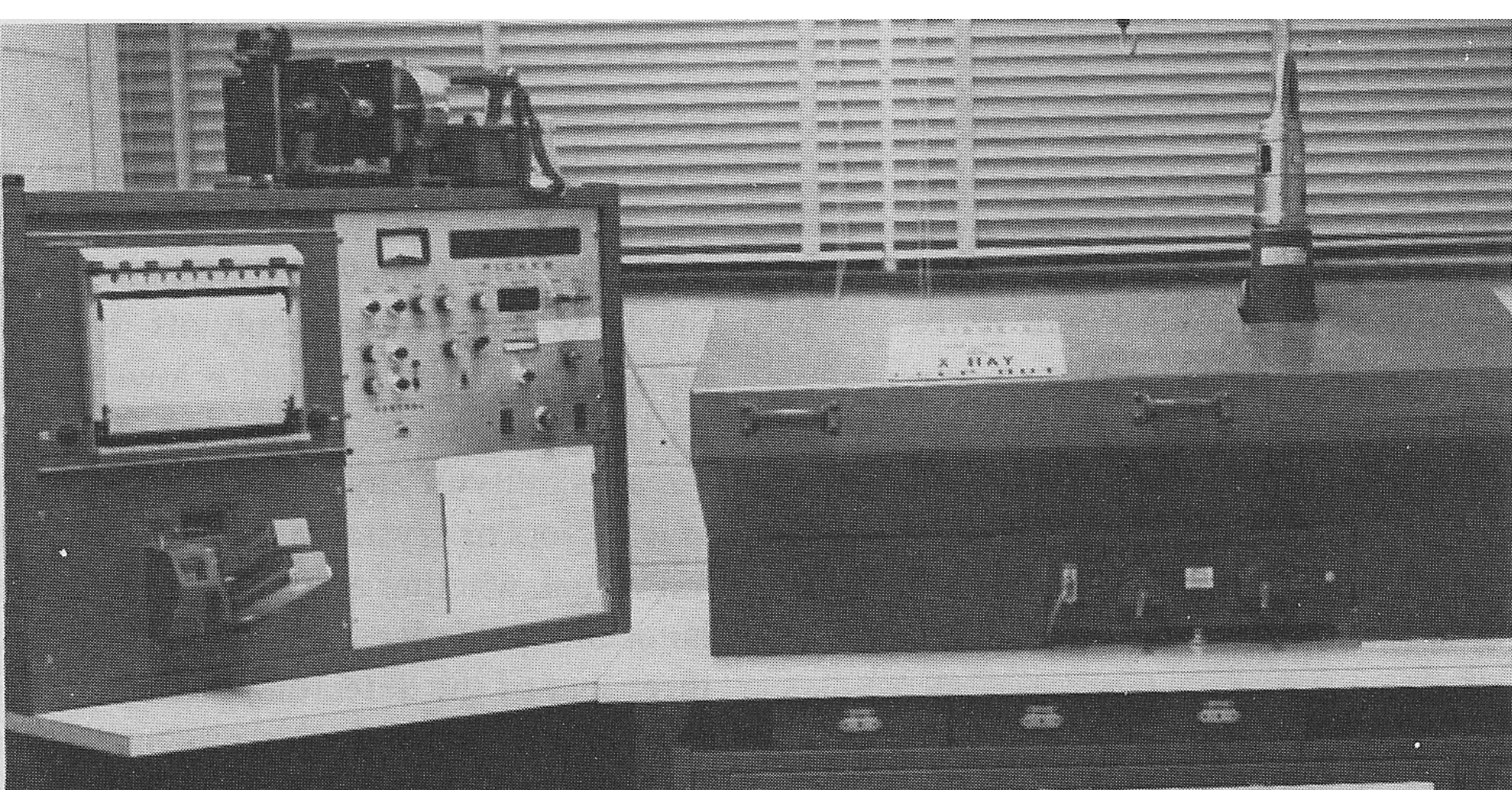
On examination, the patient is a large colored male with abnormalities limited to the knees. There is no effusion present. There is tenderness on grinding the patella against the femoral condyles, and extending the knees against resistance. He has a full range of motion though flexion of the knees causes pain beneath the patellae. There is no tenderness over the medial or lateral compartments and no ligament instability.

**In Time, It Becomes More Important
How We See/Define Ourselves**

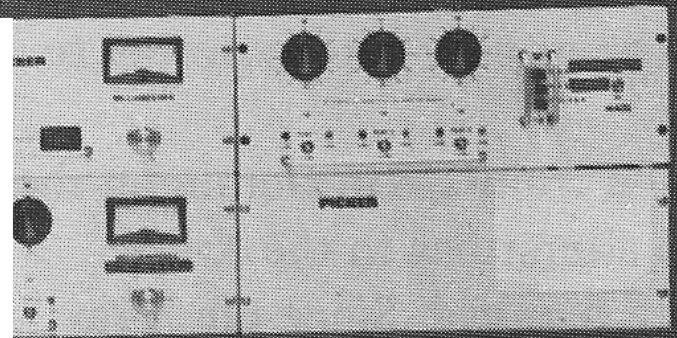


Significant Contribution Equated to Equity & Inclusion





**Significant
Contribution Equated
to Equity & Inclusion**



Diversity, Equity & Inclusion in One





UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D. C. 20555

NOV 01 1976

MEMORANDUM FOR: E. J. McAlpine, Acting Chief, Material
Control Licensing Branch

FROM: Manfred von Ehrenfried, Chief, Test
and Evaluation Branch

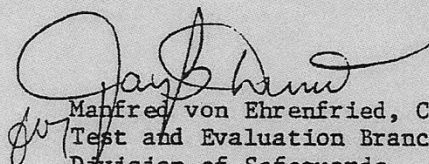
SUBJECT: RESPONSE TO BOB SHEPARD'S PAPER ON BIAS CORRECTIONS

We found the subject paper useful and instructive. It provides good insight into factors concerning bias corrections. Particularly significant was the delineation of the limitations of current NRC regulations and standards on bias corrections - showing that we often miss the forest for the trees. The paper correctly points out that data outside of reasonable control limits is often a much more significant problem than bias.

We also appreciated the realization that present NRC criteria induces the licensee to keep his sample size small in order to reduce the likelihood of having to make bias corrections. From the point of view of safeguards, this should be corrected.

The suggested licensee alternatives presented by Shepard need further investigation prior to NRC acceptance. We would suggest investigation of other possibilities also.

Shepard's paper is important in clearly pointing out that bias is only one element of interest to Safeguards. In order to develop an effective Safeguards system, it is essential that proper emphasis be placed on all elements of the system. We feel that the role of bias has been overly exaggerated frequently in the past.


Manfred von Ehrenfried, Chief,
Test and Evaluation Branch,
Division of Safeguards

cc: R. A. Brightsen

**Equity &
Inclusion
Based on “A
Significant”
Contribution**

Equity & Inclusion Based on Significant Contributions





UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D. C. 20555

MAY 14 1984

NOTE TO FILES:

This Note To Files is to acknowledge that the appropriate parts of 10 CFR Part 0 have been and are continually being adhered to by Dr. Robert L. Shepard in his outside activities. The note also reflects that the matter has been discussed with Mr. Irwin B. (Trip) Rothchild of NRC's Office of General Council.

Background:

In addition to my employment as Project Manager in the Office of Nuclear Regulatory Research, I am also founder and president of INFRASURFACE, INC., a technical and management consulting firm that was founded in 1981 and incorporated in the state of Maryland in 1983. Specifically, the organization provides technical and management educational services--namely, conducting workshops and seminars concerned with increasing minority participation in science and technology.

The organization does not involve itself with nuclear energy matters nor does it engage in any activities with organizations and institutions that, to its knowledge, handle or engage in nuclear activities. This policy will remain in force and will not change as long as I am an employee of the NRC.

In the future, the INFRASURFACE organization expects to render its services to historical black colleges and universities (HBCU), African institutions, private organizations, and local, state, national, and international governmental entities.

Section 0.735-40 of 10 CFR Part 0 provide guidance to NRC employees on outside employment and other outside activities. The present INFRASURFACE organization was founded around these guidelines.

How Do You Manage Yourself?

Dr. R. L. Shepard
Dr. Robert L. Shepard

5/14/84
Date

*No NRC approval of this employment is
required because of its nature*

Mr. B. Rothchild
Mr. Irwin B. (Trip) Rothchild

5/14/84
Date

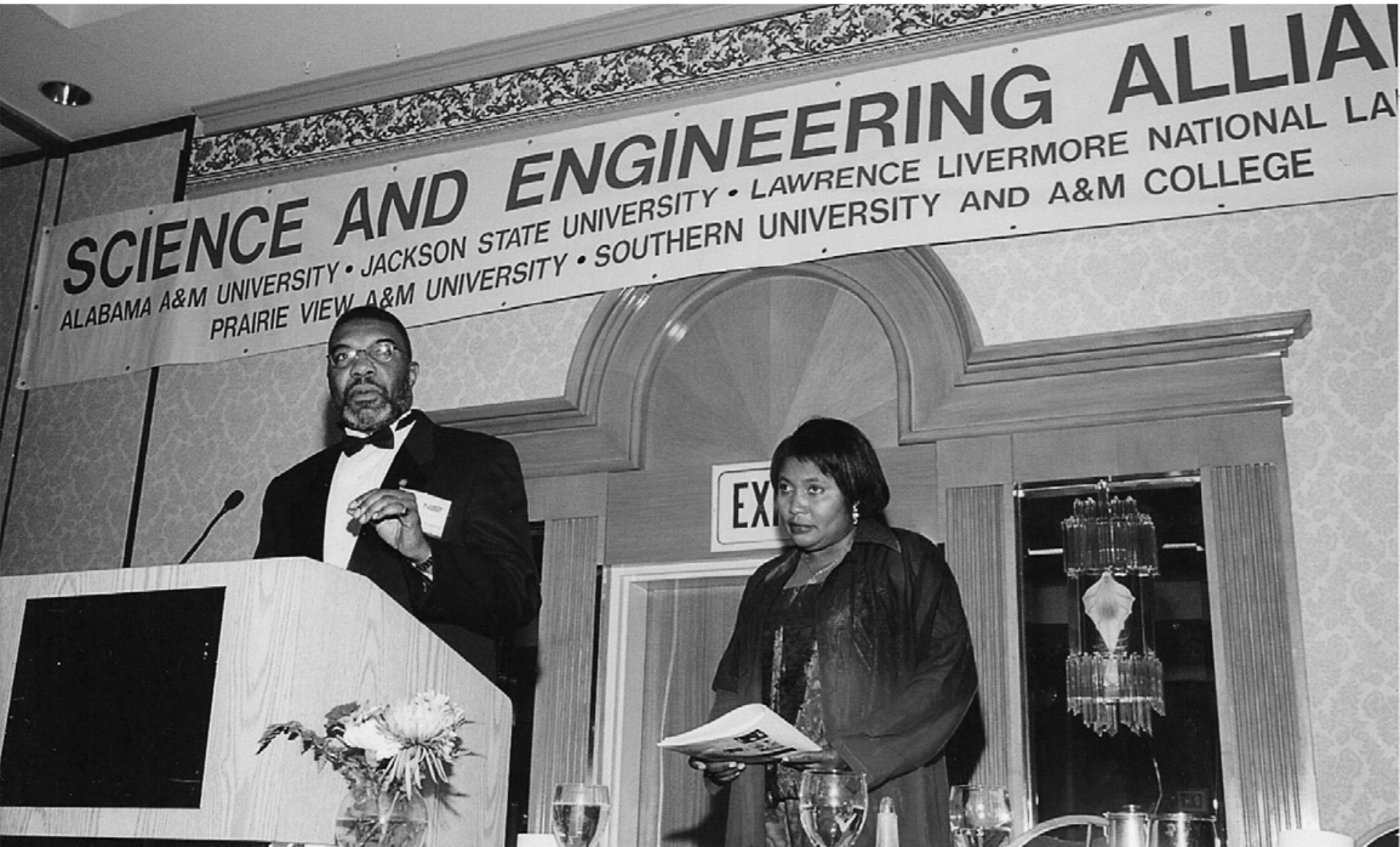


**How Do You Manage
Yourself?**

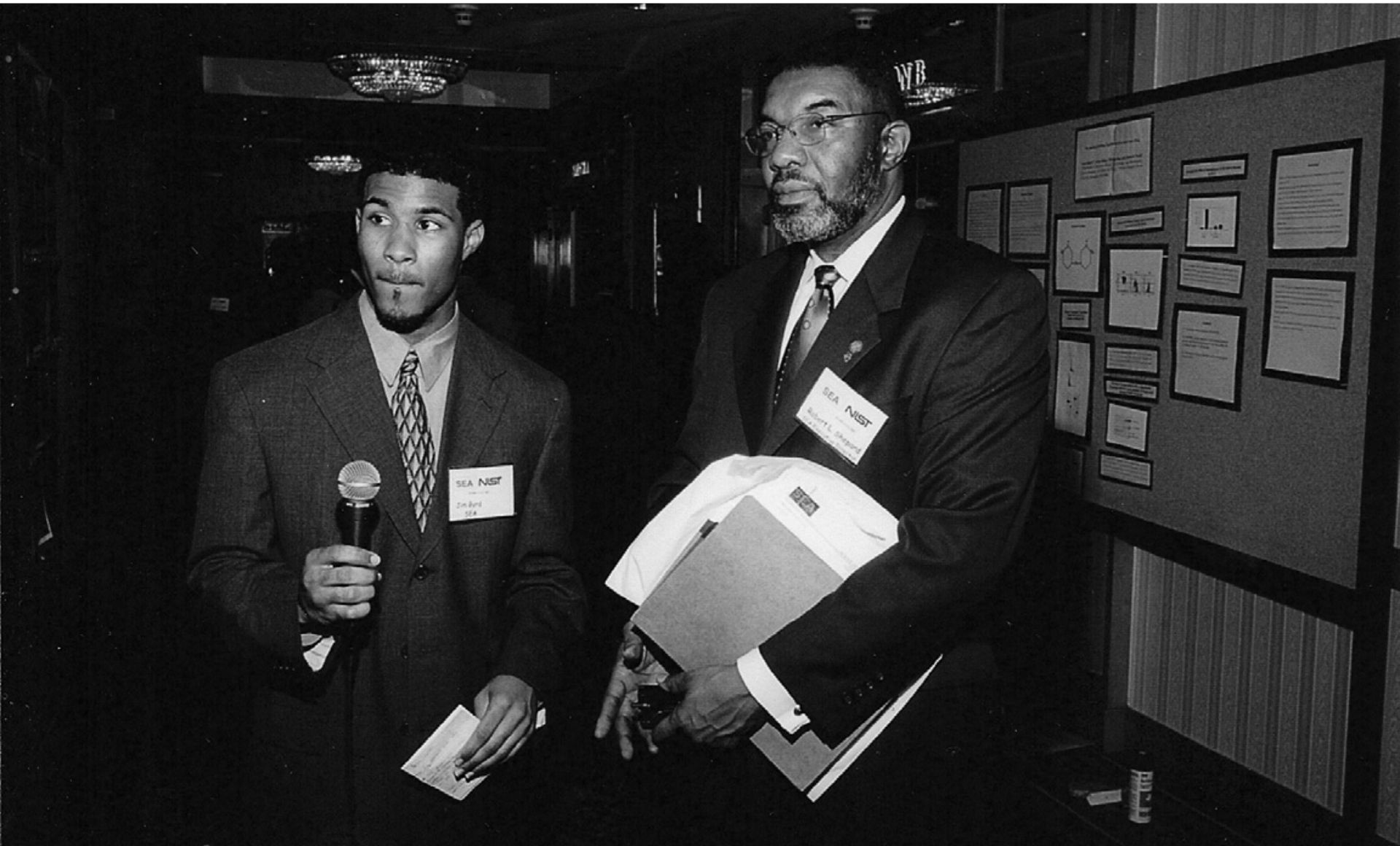
Outputs/Benefits of HBCU Research Grants	
Proposal # 145	
General Information	
Title:	Chemical Studies of Grain Amaranth & Celosia Species
PI:	Robert L. Shepard, Ph.D.
School:	Howard University
Status:	This project has been completed. A final report has been submitted to RUR
Direct Benefits	
Countries Where Research Was Carried Out:	
Nigeria	
USA	
Personnel Supported:	
Faculty:	6.0 person-months
Research Assistant:	18 person-months
Grad Students Trained:	4

Equipment Purchased:	None
Output of Research:	18 Refereed Papers; 6 Abstracts; 1 Thesis
Indirect Benefits	
Grants/Contracts Resulting from this HBCU Research Grant:	
\$653,000 NSF – Pre-College Students Pilot Project: From Seeds to Nylon	
\$108,963 USAID – Development of Grain Amaranth as a Crop in West Africa	
\$50,000 Private – Kraft, Inc., Food Science and Technology Lecture Series	
\$1,035,000 Private – Kraft Foundation, Howard University Food Technology Laboratory	
\$50,000 Government – USDA-OICD Potential Source of Raw Material for Plastics	
Linkages Established:	
LDC Institutions: Obafemi Awolowo University, Nigeria	
Other Universities: Eastern Michigan University	
International or Scientific Organizations: Rodale Research Center, USDA, ARS	

Managing Yourself Can Lead to You Controlling Your Own Destiny



Managing Yourself Can Position You To Be Of Greater Service To Society



Managing Yourself Can Position You To Cast A Wider Net To Draw Others



Managing Yourself Can Position You To Motivate And Inspire



Managing Yourself Can Position You To Have Global Impact

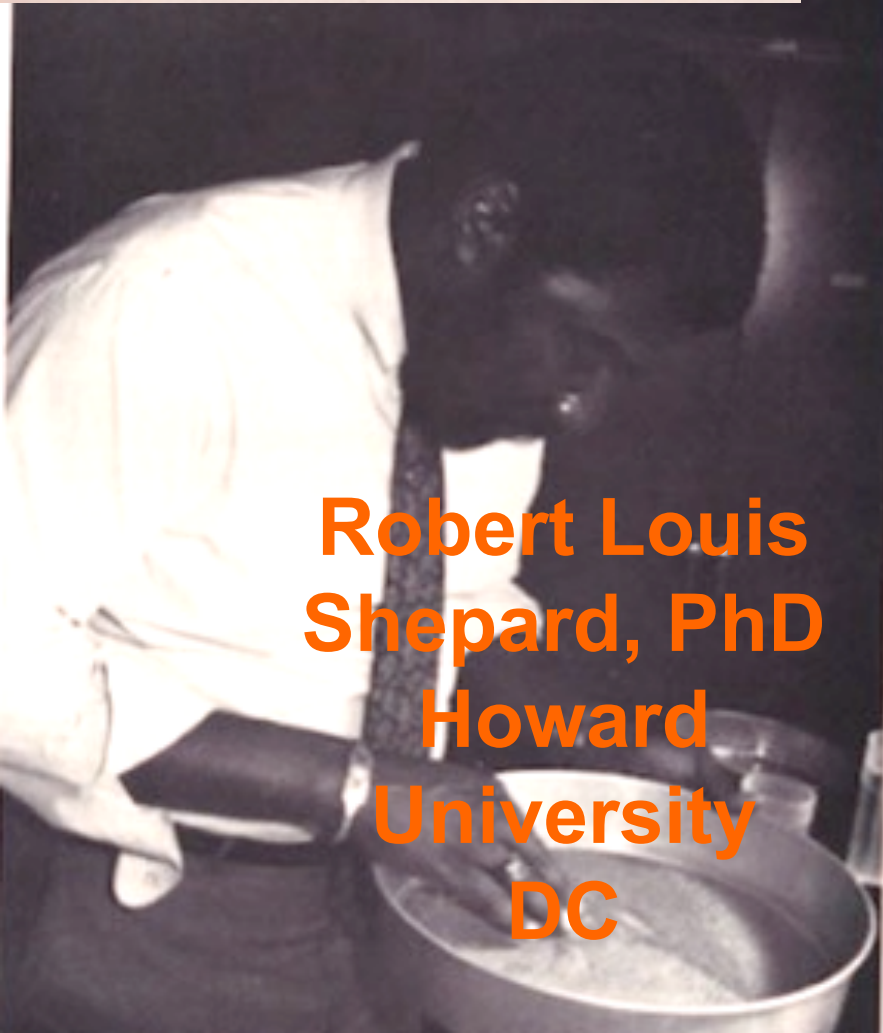


INTERNATIONAL

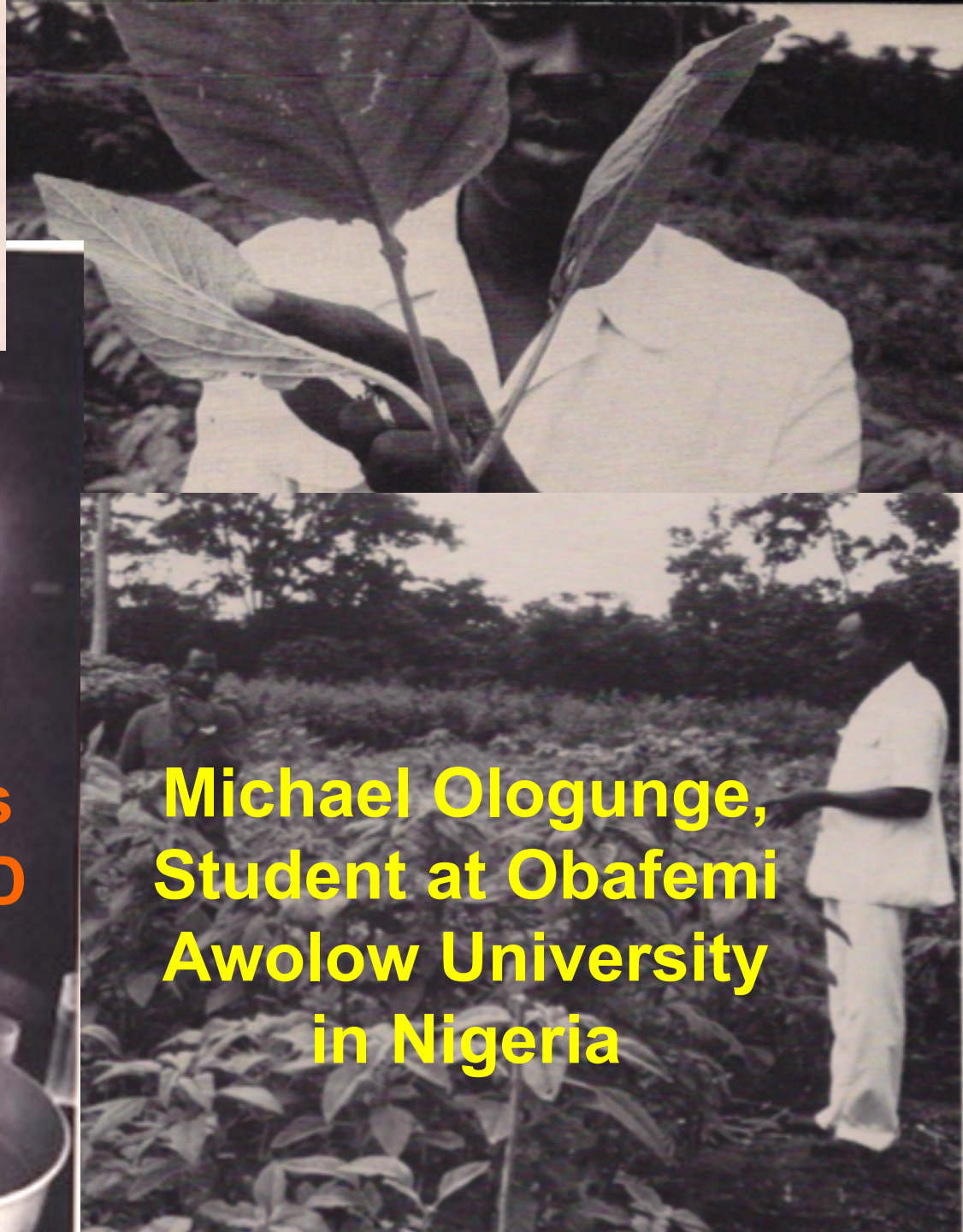
1985

The Amaranth Project

*Researchers Studying
Potential Food Source*



**Robert Louis
Shepard, PhD
Howard
University
DC**



**Michael Ologunge,
Student at Obafemi
Awolow University
in Nigeria**

Brought Michael Ologunde to My Lab to Become an Expert in My Research Area

- **A 3-Point Mentoring Plan:**
 - Master advance research underway in my lab at Howard to take back to Nigeria
 - Receive both the M.S. and Ph.D. degrees
 - No matter how enticing the American way of life became, **he had to return to Nigeria** to continue and expand the food research



Dr. Michael O. Ologunde Ascend to President of Ladoke Akintola University of Technology (LAUTECH) – February 2019



Ladoke Akintola University of Technology (LAUTECH) (25,000 Students)



1st Talk Given to LAUTECH's Leadership and Alumni



**Induction of Dr. M. Olufisayo Ologunde as
Vice-Chancellor (President) of LADOKE
AKINTOLA UNIVERSITY OF
TECHNOLOGY, OGBOMOSO, NIGERIA**

***“The Future of Higher Education: An
Indigenous Perspective – LAUTECH”***

**Robert Louis Shepard, PhD
February 11, 2019**

In Attendance: Bursar, Registrar, Provost, Research Professors, & New President



Waiting to Enter The Great Hall to Give 2nd Talk



Attendees Looking In My Direction as I am Escorted into The Great Hall



My Role: Give Address in The Great Hall for Inauguration of Dr. Michael Ologunde



My Role: Give the Inaugural Address

Inauguration of Dr. M. Olufisayo Ologunde
as Vice-Chancellor (President) of LADOKE
AKINTOLA UNIVERSITY OF
TECHNOLOGY, OGBOMOSO, NIGERIA

*“Linking LAUTECH with the Global Education
Community: Collaborations with Historically
Black Colleges and Universities (HBCUs)”*

Robert Louis Shepard, PhD
February 14, 2019

Over 2500 Were in Attendance



From Various Locations in Nigeria



Nigerian Dignitaries were Present



“Too many “**Uniquely Different**” individuals in America let the dominant group define their equity and inclusion based on the dominant group’s standards, rather than the “**Uniquely Different**” individuals crafting a vision for how to **MANAGE THEMSELVES** so they can control their own destiny day by day, moment by moment, and step by step. It really can be done.”

A Very Wise Man, November 20, 2019



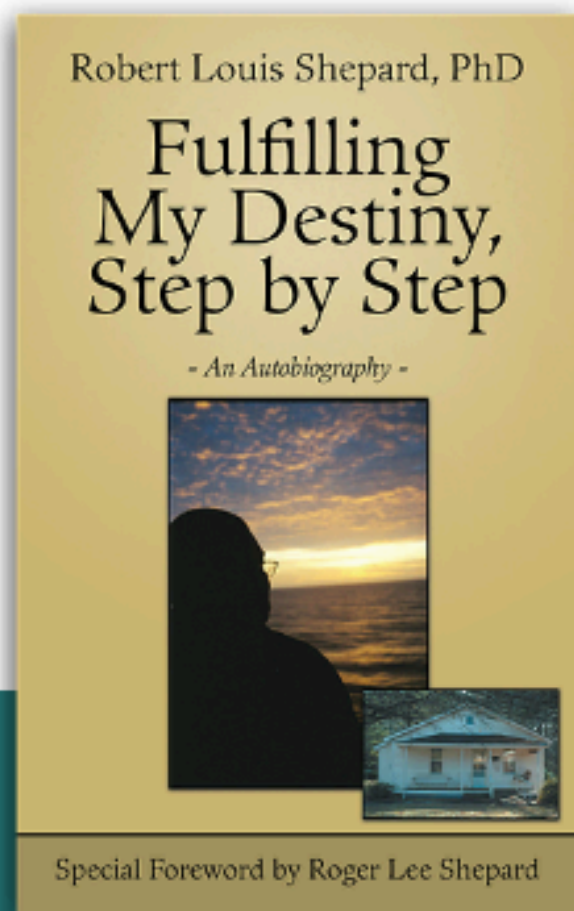
www.robertlouisshepard.com

Robert Louis Shepard, PhD
Principal
The Shepard Institute (TSI), LLC



Updates: [1](#) [2](#) [3](#)

[NOBCCChE Presentation](#)



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others to follow
in fulfilling their
own destiny.

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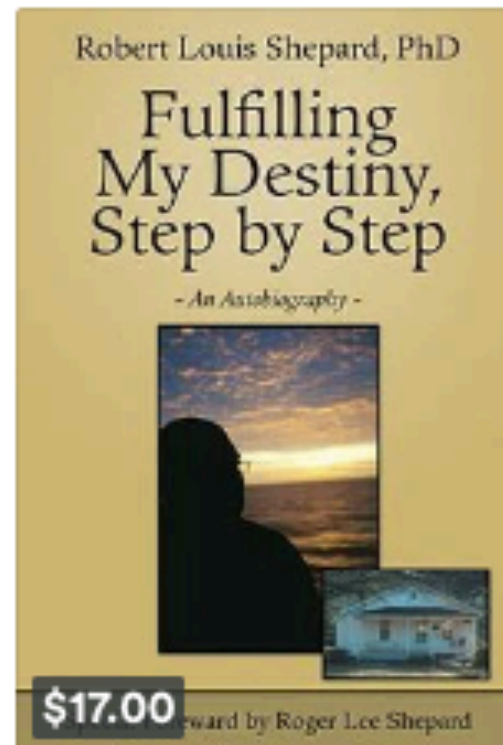
Destiny, Step By Step
loadable Version

5. Audiobook - Play on
Apple & Android
Devices (Click to hear
Sample)



\$25.00

4. Audiobook - 11 CD
Disc Set (Click on Disc
1 to hear Sample)



\$17.00

Foreword by Roger Lee Shepard

3. Paperback

Robert Louis Shepard, PhD

Fulfilling My Destiny, Step by Step

- An Autobiography -



\$7.99 al Foreward by Roger Lee Shepard

2. eBook

Robert Louis Shepard, PhD

Fulfilling Your Destiny, Step by Step

- A Self-Help Guide -



\$15.00

1. Workbook



Let's Dialogue

Robert Louis Shepard, PhD
Principal
The Shepard Institute (TSI), LLC