2nd Annual
Iowa State University Conference on Race and Ethnicity
March 2, 2001, 7:30 A.M.–Midnight, Memorial Union

Sponsored by
The Office of the President  The Office of the Vice President for Student Affairs
The Office of Minority Student Affairs  College Minority Liaison Officers
The Department of Residence  The Memorial Union  Enrollment Services
The artwork on the cover, “Native American Indians,” was provided by Iowa State University faculty member Brenda Jones for use at the ISCORE 2001 conference.

For me, one of the most important practices of postmodern humanism is choice. I choose to use perceptions of Native American voices. To address these choices, I created transformation stages, taking creative license irrespective of individual tribes to create a balanced composition. These images address a broadening of visual symbols, repeated motifs, and the essence of the individual in an American culture.

The viewer can readily identify many of the images, while others are transformed by the imagination. It is evident that fragments of North American Indian women, as well as Mississauga, become a constant inspiration for my selection of cultural grounded forms. In America we live in a multicultural society. I have also selected images from throughout the Americas by abstracting and interpreting in objectivity, which allows a capacity to become something more.

The delicate balance from observed reality in the pictorial construction led me to an erroneous reality which became a complex and daring composition with mystery and spontaneity posing more questions than answers.

The contributions of Native American Indians are infinite, having known no boundaries, and led to an open composition. The visual illusion of collage added to the unity of the whole. The uniqueness of Native Americans as a social group is no less valid in America than other cultures throughout the world, allowing me to assimilate varying tribes into one composition. The transition of movement with the figures fragments into many meanings. As a result, meanings change or, more exactly, meaning multiplies, giving a sense of broadening or insuring equity to the composition. It is always important to recognize the global effect from Native Americans and the family, infusing concepts that address issues that impact all levels of education. The viewer has the opportunity to explore cultures labyrinthine of past, present, and future.

Brenda Jones

THE ARTIST

Brenda Jones attended the Tyler School of Art in Rome, Italy, and received her B.F.A. and M.F.A. from Drake University. She joined Iowa State University in 1986 and is an Associate Professor in the Department of Art and Design. Her current responsibilities include instruction of students in the basics of fine art. She is a member of the graduate faculty, and has served as co-coordinator of Iowa State's College of Design study abroad program in Rome, Italy. Her service is extensive and includes serving on the board of the Center for Teaching Excellence and acting as a mentor for the Iowa State University Minority Student Bridge Program, Chair of the Athletic Council, and academic adviser for the College of Design.

Ms. Jones received an Outstanding Teacher Award as part of a special appropriation by the Iowa General Assembly. Her work has been exhibited through international, national, and regional exhibitions and juried shows. She has participated in many one-person shows, group shows, residencies, workshops, lectures, and panels. Ms. Jones's area of specialization is painting, drawing, and fine arts.
PROGRAM SCHEDULE OVERVIEW

7:30-Noon
Sun Room
Registration

7:30-8:30 a.m.
Sun Room
Continental Breakfast

8:30 a.m.
Sun Room
Welcome by Interim President Richard C. Seagrave

9:00 a.m.
Sun Room
Opening address by Bill Boon

9:00 a.m.-4:00 p.m.
South Ballroom
Multicultural vendors available

10:00-10:50 a.m.
Oak Room
Concurrent Sessions
Roads Taken and Not Taken in the Multicultural Course:
Content, Syllabus, and Approaches
Diversity Explosion: Who Will Stand
What Do You See?
Check All That Apply: The Census and the Multiracial Population

10:00-10:50 a.m.
Pioneer Room
Concurrent Sessions
I Was Born With 2 Tongues
We Are Pioneers: The Struggle, Vision, and Standards of Ethnic Minority
First Generation College Students
Assessing the Multicultural Learning Community
Dress Me, Feed Me, Clothe Me, Please Me, IF YOU WANT ME TO STAY
AFTER GRADUATION!

11:00-11:50 a.m.
Pioneer Room
Room 244/246
Concurrent Sessions
Oak Room
Gallery
Assessing the Multicultural Learning Community
Dress Me, Feed Me, Clothe Me, Please Me, IF YOU WANT ME TO STAY
AFTER GRADUATION!

12:00-1:50 p.m.
Great Hall
Luncheon
Keynote address by Mahmoud El-Kati

2:00-2:50 p.m.
Room 244/246
Pioneer Room
Oak Room
Room 236
Concurrent Sessions
Iowa's Changing Face
Current Issues in Multiculturalism
The Presence of African Americans in the U.S.
You Must Stand for Something—or You'll Fall for Anything

2:00-5:00 p.m.
Gallery
Professional Development Session by Dr. O.C. Bobby Daniels

3:00-3:50 p.m.
Oak Room
Pioneer Room
Room 236
Concurrent Sessions
Room 248
Room 244/246
Workshop by Anthony Vigil
Bridging the Gap
Changing the Racial Climate on Campus during Their Academic Careers
at Iowa State
The Silent Minority No More!
Interracial Individuals Forced to Choose: Deny Your Heritage

7:30-9:00 p.m.
Great Hall
Spoken word performance by artists I Was Born With 2 Tongues
and Anthony Vigil

9:30 p.m.-Midnight
Great Hall
Dance Party
Opening address by Bill Boon

Bill Boon is a professor in landscape architecture at Iowa State University. He holds three degrees: a B.S. in agronomy and a B.S. in landscape architecture from Kansas State University, and a master's in landscape architecture from Iowa State University.

He has been teaching at Iowa State since 1973. He has written a book entitled *Nature's Heartland*, covering native plants of the Midwest. But you may have been aware of his presence in Iowa and a few of the surrounding states because of a large class on creativity called “Introduction to CREATIVITY 129,” a class he now teaches in the fall semester. This class has produced cardboard boat races at VEISHEA, cardboard shelters for the homeless, water balloon launchers (where he was the target), and a minor miracle that had students walking on water. Professor Boon teaches the use of lateral thinking for developing new ideas. You’ll enjoy his presentation, “Wake up your creative genes.”

Roads Taken and Not Taken in the Multicultural Course: Content, Syllabus, and Approaches

How does one design a single course that addresses diverse issues? How does one facilitate learning about global matters for a local community? And how does one teacher speak to the diverse backgrounds and learning styles of his or her students? These questions are especially critical when the instructor sits down to design a multicultural course, one whose readings, assignments, and in-class activities focus on varieties of culture and diverse ethnic experiences. This workshop will comprise a series of presentations aimed at preparing participants to set up and design their own multicultural courses.

Professor Eugenio Matibag, Associate Professor of Spanish, Chair of Asian American Studies Program, Iowa State University

Diversity Explosion: Who Will Stand

Diversity is not just about the color of your skin but about differences between people, and embracing what makes people unique. This session is interactive diversity training for participants wanting to be challenged to find out what exactly diversity is. Participants should be ready to step outside of their comfort zones and speak their minds. A new millennium is upon us, and the future is approaching. In this diversity training, it will be up to you to decide the fate of the new world. When it comes down to it, how diverse do you want your world to be?

Elizabeth Dang, Sophomore in Liberal Arts and Sciences, NCORE 2000 Participant, Iowa State University
Aisha Martin, Junior in Microbiology, NCORE 2000 Participant, Iowa State University
Hop Nguyen, Sophomore in Pre-Business, NCORE 2000 Participant, Iowa State University
Vika Russell, Senior in Biology, NCORE 2000 Participant, Iowa State University
What Do You See?
This interactive workshop has been designed from three different perspectives: a white American student, a South Asian American student, and a Southeast Asian student. Our objective is to broaden our audience's views about diversity through cultural decorations, by engaging participants in interactive activities and dialogues, and by looking at results from recent surveys given to students on campus about diversity issues. We will explore the meaning of diversity, assumptions we hold about other groups, and how diversity has played a role in our personal experiences. At the end of this session we hope to bring in a new sense of diversity, encourage students to continue to explore the many different cultures, and embrace the future of this diverse society.

Lisa Carlson, Junior, Liberal Arts and Sciences, NCORE 2000 Participant, Iowa State University
Dalila King, Senior, Management Information Systems, NCORE 2000 Participant, Iowa State University
Lynn Zacharia, Senior, Pre-Biological/Pre-Medical Illustration, NCORE 2000 Participant, Iowa State University

Check All That Apply: The Census and the Multiracial Population
The 2000 census allowed Americans for the first time to describe themselves as belonging to any combination of listed races, and the multiracial population of the United States will now become visible in new ways. The nation's racial demography will no longer be mapped solely in terms of discrete, mutually exclusive categories, and our single box. Anticipating this shift in awareness, the media has already produced many articles that prominently refer to the mixed racial origins of celebrities and to predictions that multiracial ancestry will become a common feature of American society. This session will explore how different definitions of being multiracial and attitudes toward acknowledging mixed-race origins can be expected to affect the 2000 census enumeration of the multiracial population.

Nina Grant, Director of Minority Programs/Minority Liaison Officer, College of Agriculture, Iowa State University
Cecilia Olivares, Graduate Student, Educational Leadership and Policy Studies, Iowa State University

I Was Born With 2 Tongues
Comprised of Emily Chang, Anida Yoeu Esguerra, Marlon Esguerra, and Dennis Kim, I Was Born With 2 Tongues is a Chicago-based, pan-Asian spoken word group that explores the intersections between art and activism, the personal and political, to unearth the rich histories of Asian people in America and participate in the construction of the Asian American identity. The Tongues were recently featured on A. magazine's "Alist 2000," establishing their name in mainstream Asian America by way of the Yellow Fist Campaign.

Don't miss their performance at 7:30 p.m. in the Great Hall of the Memorial Union!
We Are Pioneers: The Struggle, Vision, and Standards of Ethnic Minority First Generation College Students

This workshop will provide a brief introduction and panel discussion of the struggles and obstacles that first-generation college students often face and must overcome. The focus will specifically be on ethnic minority students who are the first of their immediate families to attend college. These individuals often lack the educational guidance, family support, and financial resources that other students take for granted. The workshop will provide the audience with a better understanding of the disadvantages facing first-generation students and work with individuals to develop personal plans for improving the state of first-generation students here at Iowa State University.

Lakisha Miller, Sophomore, Agricultural Business and Economics, NCORE 2000 Participant, Iowa State University
Keren Zuniga, Graduate Student, Research assistant Human Development and Family Studies, NCORE 2000 Participant, Iowa State University

Assessing the Multicultural Learning Community

Institutions across the country have adopted learning communities to assist first-year students in the transition to college. The Multicultural Learning Community at Iowa State University offers an educational program and social and cultural opportunities for students who wish to explore issues related to race, ethnicity, and gender through class work and special activities. Students in this learning community live in Friley Hall and take common courses in English and liberal arts and sciences. Special cultural activities and social events are a part of the program. In this session, quantitative and qualitative results from a study conducted to assess the Multicultural Learning Community will be shared by a professor and instructor affiliated with the program, and a graduate research assistant working with learning community assessment at Iowa State.

Lucretia Carter, Post Doctorate Fellow, Center for Technology in Learning and Teaching in the College of Education, Iowa State University
Prof. Carol David, Professor of English, Iowa State University
Michelle D. McFadden, Graduate Student, Research Assistant Learning Community Assessment, Iowa State University

Dress Me, Feed Me, Clothe Me, Please Me, IF YOU WANT ME TO STAY AFTER GRADUATION!

In the community of Ames, social needs are not met equally for different races and ethnic groups. This session proposes a social organization to compensate for that inequality. The purpose of the organization will be to accommodate the social needs of students, faculty, and other community members of all races and ethnic backgrounds.

Elliot Davis, College of Agriculture Staff, Iowa State University
Luncheon: Keynote address by Mahmoud El-Kati

Mahmoud El-Kati is a lecturer, writer, and commentator of the African American experience. He specializes in African American history since World War II and is interested in ethnicity in the U.S. during the 20th century. His articles, essays, and reviews deal with a variety of issues, including the "myth of race," Ebonics, gang activity, African Americans and sports, and other issues. They have appeared in several newspapers and publications, including the New York Times, St. Paul Pioneer Press, Star Tribune, Insight News, The Spokesman, and The Nigerian Times.

El-Kati teaches courses on the history of blacks in the United States, American social movements, sports and the African American community, the social history of jazz, and Afro-American folklore. He also teaches a course on sports and African Americans at Metro State University, as well as an introduction to the African American experience class at North High School in Minneapolis.

He is cofounder and director of the annual Pan-African Conference at Mankato State University, which over the last 24 years has featured discussions on African thought throughout the diaspora.

Iowa's Changing Face

Currently the State of Iowa is experiencing a shortage of workers. In order to meet the demand from employers statewide, the governor of Iowa, Tom Vilsack, has issued an open invitation to immigrants and laborers throughout the United States. Additionally, firms such as Iowa Beef Producers have been actively recruiting workers at home and abroad to their plants in Iowa. At the same time, there has been a significant public outcry concerning the possible increase in the population of Iowa. This presentation will facilitate a discussion on the impact of immigrants and newcomers to the state of Iowa. Topics such as community adaptation, concerns, race relations, and the benefits newcomers will bring to the state will be addressed. We will attempt to dispel myths and break stereotypes. If Iowa is to prosper in the new economy, Iowans must find a way to adapt to this ongoing demographic change.

Alicia Inguez, Sophomore, Pre-Biological/Pre-Medical Illustration, NCORE 2000 Participant, Iowa State University
Amanda Morales, Senior, Sociology, NCORE 2000 Participant, Iowa State University

Current Issues in Multiculturalism

This session will consist of a panel to create a dialogue between ethnic/tribal faculty and the larger Iowa State University community. Iowa State has representatives of four communities of difference, all of which have unique issues, and the opportunity to address these issues provides an example of how to approach multiculturalism in the modern world. Students will be given a chance to interact with professors on the panel regarding questions they may have about the role(s) of multiculturalism in the university.

Prof. Jose Amaya, Professor of English, Iowa State University
Prof. Jane Davis, Professor of English, Iowa State University
Prof. Evelina Galang, Professor of Creative Writing, Iowa State University
Prof. Caskey Russell, Instructor for the American Indian Studies Program, Iowa State University
Prof. Sidner Larson, Head of the American Indian Studies Program, Iowa State University
The Presence of African Americans in the U.S.
This session will cover several subtopics discussing education in America, the contributions of African Americans to America, and also the roots to the purposeful psychology of slavery, which still pervades American society. We will attempt to discuss the stereotypes associated with African Americans, and how the dominant members of this society often project these stereotypes. We will discuss the overall need for more representation instead of presentation in our lives in general, and the mass media and education in particular. Our primary objective is to convince the audience of the tremendous need for objectivity in our society, rather than one-sided arguments by those who control the major means of persuasion, because objectivity will provide everyone with the truth.

Jeremiah Cobb, Sophomore, Pre-Business, NCORE 2000 Participant, Iowa State University
Rodney Jones, Graduate Student, Forestry, NCORE 2000 Participant, Iowa State University
Curtis Tarver II, Sophomore, Sociology, NCORE 2000 Participant, Iowa State University

You Must Stand for Something—Or You’ll Fall for Anything
It is well documented that culturally diverse students from traditionally underrepresented populations have the highest attrition rates in American education. More programs must be developed to improve retention and graduation rates for these groups. This presentation will focus on the learning styles of culturally diverse students and techniques for learning—not only in a multicultural classroom, but in any kind of classroom. Basically this workshop is designed to build student confidence for success in academia. In many cases, students need to hone their writing skills in order to build confidence in academia. And when students develop public speaking skills, students are able to articulate themselves as never before, and they begin to feel they can hold their own in the academic world. Confidence breeds success, and success gives students the courage to go on. As the great Dr. King said, “no matter what happens, we must go on....”

Devery Fairbanks, Temporary Instructor in American Indian Studies, Iowa State University

Professional Development Session by Dr. O.C. Bobby Daniels
This session will begin with a brief discussion of cultural diversity, intellectual diversity, and gender diversity. The Daniels Test of Inter-racial Apperception and Ideology, a culture-fair test that places all participants on equal footing, will be administered and then self-scored by participants. This culture-fair test, and each participant’s individual results, will provide a point from which those present will continue to improve their human growth and development. Of particular interest to many participants will be the test’s cognitive, literacy, and tolerance scales, and the predictive validity between the cognitive scale and the tolerance scale.

Following the administration and scoring of the test, participants will break and then reconvene to conduct an analysis of selected items. The closing plenary session will provide participants with an opportunity to evaluate how what they have learned has heightened their awareness of diversity issues. This session has space for up to 100 participants and is open to students, faculty, and staff.
Workshop by Anthony Vigil
Anthony Vigil is a poet, an activist, a teacher, and the author of *The Obsidian Ranjla*. Active in several grassroots agencies in Denver, where he organized and coordinated cultural arts and performance poetry workshops with inner-city and incarcerated youth, Vigil has published poems in mainstream and underground reviews, including *The Dry Creek Review, El Mexica, Mid-American Review, Struggle*, and *TQS: Electric Chicano Thought.*

*Don't miss his performance at 7:30 p.m. with I Was Born With 2 Tongues!*

Bridging the Gap
This fun program is experiential in nature, with audience members participating in three rounds of games. Similar in nature to the "blue eyes/brown eyes" experiment, the goal of the program is to increase audience awareness of the effect of intentional and unintentional differential treatment. Participants will discuss their personal reaction to the game rules. The discussion will also include generalizing this experience to their own or others' experiences at Iowa State and/or other life situations.

Martha Norton, Staff Counselor, Student Counseling Service Peer Education Program, Iowa State University Members of the Cultural Kaleidoscope Peer Educators, Student Counseling Service, Iowa State University

Changing the Racial Climate on Campus during Their Academic Careers at Iowa State
Most minority students don't receive the chance to openly discuss the current racial climate on campus. In order to change this, we will present to workshop participants a collection of interviews taken from Iowa State students of various ethnic backgrounds. These taped interviews will consist of personal stories, testimonies, and opinions surrounding their experiences as students and residents in Iowa. Participants will then be asked to share their personal experiences and discuss possible solutions to change the climate on campus. The format will be roundtable discussion, with the presenters serving as mediators. The purpose of this format is to get students discussing topics that are uncomfortable to talk about, and that they normally may not address. This opportunity will be invaluable for the audience, because they will learn firsthand what students feel are concerns and controversial issues on campus. In addition, participants can leave the workshop with a sense of accomplishment, knowing that if certain situations arise they will be better equipped to deal with them.

Mia Lyke, Junior, Management Information Systems, NCORE 2000 Participant, Iowa State University
Andre Pennix, Sophomore, Pre-Business, NCORE 2000 Participant, Iowa State University
The Silent Minority No More!
Often thought of as passive, submissive, and the “model minority,” Asian Americans are a very separate but united group who continue to fight to be recognized as Americans in a country that perceives them as foreigners. This session will show how Asian Americans have helped this country in the fight for equality and the fight against injustice. We will also look at the influences of Asian cultures in today’s mainstream society, from fashion to film to music, by looking at artists such as the Wu-Tang Clan, Sisqo, and Madonna. By recognizing the historical and societal contributions to America, this session hopes to give a voice to a group of people who will be silent no more!

Donechanh Inthalangsy, Senior, Marketing, Iowa State University
Meaghan Kozar, Program Assistant for Minority Student Affairs, Iowa State University

Interracial Individuals Forced to Choose: Deny Your Heritage
Biracial and multiracial individuals are forced to choose sides. There are not many well-publicized organizations that address concerns facing multiracial individuals. Often, bracial and multiracial individuals must deny one parent because of society’s standards on ethnicity. These standards lead individuals to choose sides, and they may not be fully accepted by the ethnic group they have chosen to identify with. This situation can lead to interpersonal conflict and confusion. This session will address some of the concerns and issues facing individuals who are forced to choose.

Sherrese Williams, Junior, English, NCORE 2000 Participant, Iowa State University

Spoken word performance by artists I Was Born With 2 Tongues and Anthony Vigil

Dance Party
Help end this daylong celebration of cultural diversity with salsa dancing and fun!
ABOUT NCORE

The National Conference on Race and Ethnicity (NCORE) is the leading and most comprehensive forum on issues of race and ethnicity in higher education. The conference, annually attended by approximately one thousand people, assists higher education institutions in creating inclusive higher education environments, improving campus racial/ethnic relations, and expanding opportunities for educational access and success by culturally diverse, traditionally underrepresented populations. In addition, the conference provides policy, planning, programmatic, curricular/pedagogic, research/assessment, training, and theoretical perspectives on the issues of race and ethnicity from experts around the country.

ABOUT ISCORE

The Iowa State Conference on Race and Ethnicity (ISCORE) is a forum on issues of race and ethnicity at Iowa State University and beyond. This local conference is designed to model the National Conference on Race and Ethnicity. ISCORE seeks to bring the more salient ideas and concepts of the national conference to Iowa State University and local perspectives, and
- develop and enhance student, faculty, and staff awareness of racial and ethnic issues in higher education around the country
- promote multiculturalism in the classroom and in American higher education
- provide information regarding the issues of race and ethnicity to the university community

NCORE/ISCORE: A FORUM ON RACE AND ETHNICITY

Iowa State University's commitment to diversity predates its first diversity plan. The NCORE/ISCORE Project is one of a number of initiatives aimed at enhancing diversity.

Background

The Iowa State University community dedicated the 1998-1999 academic year to the legacy of Dr. George Washington Carver, Iowa State's first African American student and faculty member. The George Washington Carver Celebration Steering Committee, comprised of faculty, students, and staff, developed and implemented a variety of programs, events, and activities that honored and celebrated the contributions of Dr. Carver. The steering committee identified the need to develop an ongoing program that would promote dialogue and raise awareness of issues involving race and ethnicity in higher education. The NCORE/ISCORE Project was developed to address this need, and the project was approved and funded by President Martin C. Jischke.
The NCORE/ISCORE Project: A Forum on Race and Ethnicity

NCORE/ISCORE Project, attendees at the National Conference, Santa Fe, New Mexico, June 2000

Osei Appiah
David Bousquet
Sorrel Brown
Lisa Carlson
Jeremiah Cobb
Elizabeth Dang
Lee Ann Davis
Devery Fairbanks
Evelina Galang
Thomas L. Hill
Alicia Iniguez
Rodney Jones
Dalila King
Meaghan Kozar
Binh Luong
Yen Luu
Mia Lyke
Aisha Martin
Lakisha Miller
Amanda Morales
Hop Nguyen
Andre Pennix
Lashun Robertson
Rafael Rodriguez
Vika Russell
Curtis Tarver
Veronica Villagomez-Maldonado
Vernon Wall
Sherressie Williams
Lynn Zacharia
Keren Zuniga

ISCORE 2001 Planning Committee

David Bousquet
Teresa Branch
Kelly Chavez
Lee Ann Davis
Evelina Galang
Japannah Kellogg
Meaghan Kozar
Robert Lipsey
Yanira Pacheco
Rafael Rodriguez
Keren Zuniga
Assistant Vice President for Enrollment
Assistant Vice President for Student Affairs
Administrative Specialist, VPSA
Minority Coordinator, College of Family and Consumer Sciences
Professor of Creative Writing
Minority Liaison Officer/Academic Adviser, College of Liberal Arts and Sciences
Program Assistant, Minority Student Affairs
Coordinator of Residential Minority Programs
Program Assistant, Minority Student Affairs
Director, Minority Student Affairs
Graduate Student, Human Development and Family Studies

The following supporters are gratefully acknowledged, with special thanks to Iowa State University Interim President Robert C. Seagrace for support and commitment to the NCORE/ISCORE project.

Student Organizations
Asian Pacific American Awareness Coalition (APAAC)
Fighting Ignorance Through Education (FITE)
Mexican American Young Achievers Society (MAYAS)

Ethnic Studies Programs
Asian American Studies
African American Studies
Latino/a Studies
American Indian Studies

Department of English
Multicultural Taskforce
Lecture Committee, funded by GSB

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