6th Annual
Iowa State University Conference
on Race and Ethnicity

March 4, 2005, 8:00 A.M.–5:00 P.M.
Memorial Union
The ARTIST

The cover art was provided by Iowa State University faculty member Brenda Jones. It is a collage of the works Ms. Jones has contributed to ISCORE over the last five years.

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. She is an associate professor in the College of Design.

The NCORE/ISCORE Project: A Forum on Race and Ethnicity

NCORE/ISCORE Project—Attendees at NCORE 2004 in Miami, Florida, June 2004:
Michelle Boettcher, Luiza Dreasher, Todd Holcomb, Tom Hill, Brenda Jones, Vijay Kanagala, Japannah Kellogg, Ming-huei Lam, Robert Lipsey, Marty Martinez, Leonard Perry, Yanira Pacheco-Ortiz, Penny Rice, Debra Sanborn, Irma Wilson White and students Ramyleo Abujobarah, Violeta Aleman, Portia Allen, Sarai Arnold, Jowelle Benson, Tiffany Daniels, Jasmyn Dyer, Karen Goff, Colbie Gustafson, Erin Hughes, Rachel Iheanacho, Wilber Lio, Jean-Albert Tony Nguyen, Bradley Park, Dantrayl Smith, Derick Tallman, Nichole Taylor, and Dawniece Trumbo

ISCORE 2005 Planning Committee:
Co-Chairs Japannah Kellogg and Debra Sanborn, Tom Becker, Sherry Cronin, Luiza Dreasher, Lynn Lundy Evans, Carmen Flagge, Todd Holcomb, Tom Hill, Brenda Jones, Vijay Kanagala, Ming-huei Lam, Vicky Lio, Robert Lipsey, Leonard Perry, Yanira Pacheco-Ortiz, Lynette Reed, Penny Rice, Chad Sanborn, Irma Wilson White
PROGRAM SCHEDULE OVERVIEW

8:00–Noon  
*Sun Room*
Registration

8:00–9:00 a.m.  
*Sun Room*
Continental Breakfast

9:00–9:45 a.m.  
*Sun Room*
Welcome and Opening Program

10:00–10:50 a.m.  
Concurrent Sessions

11:00–11:50 a.m.  
Concurrent Sessions

12:00–1:50 p.m.  
*Sun Room*
Luncheon

2:10–3:00 p.m.  
Concurrent Sessions

3:10–4:00 p.m.  
Concurrent Sessions

4:00–5:00 p.m.  
*Sun Room*
Closing Reception

This annual ISCORE conference is a result of the university's 1998-99 yearlong university-wide celebration, "The Legacy of George Washington Carver—Inspiring Students to Become Their Best."
Opening Session

9:00 a.m., Sun Room

Welcome: President Gregory L. Geoffroy

The Faces of NCORE
Kip Fulbeck began the HAPA Project to promote awareness and recognition of the millions of multiracials of Asian descent in the U.S.; to give voice to multiracial people and previously ignored ethnic groups; to dispel myths of exoticism, hybrid vigor, and multiracial homogeneity; to assist and support positive formation of identity in multiracial children; and to encourage solidarity and empowerment within the multiracial/Hapa community. He presented this at the National Conference on Race and Ethnicity in 2003. (www.seaweedproductions.com/hapa/)

In this multimedia presentation inspired by the work of Kip Fulbeck, we will take a look at the Iowa State students who participated in the 2004 NCORE and who will be featured in presentations throughout ISCORE 2005.

Opening Address: Dr. Sidner Larson
Sidner Larson is Director of American Indian Studies and an associate professor of English. He is an enrolled member of the Fort Belknap Indian Community of north central Montana, and has published numerous articles and two books, Captured in the Middle and Catch Colt, in the field of American Indian Studies.

Images of the World
View a montage of photographs, paintings, and prints of people from all walks of life. This visual presentation will contain images of compassion, hope, and understanding, showing that we are all just brothers and sisters under the sun.

Devery Fairbanks, Lecturer, Liberal Arts and Sciences Cross Disciplinary Studies
Amaryllis Monroig, Senior, Art and Design
Luiza Dreasher, Coordinator, International Education Services
Irma Wilson White, Coordinator, Multicultural Student Affairs
Concurrent Sessions

10:00–10:50 a.m., Room 234

The New MSA
Iowa State University's office formally known as Minority Student Affairs is now named “Multicultural Student Affairs.” The new name, in part, stems from a spring 2004 survey of all students of color at Iowa State. In that survey, students were asked the question, “What are your feelings and/or thoughts regarding the word ‘minority’?” A majority of respondents found the word “minority” offensive on some level and few supported continued use of the term. MSA staff will facilitate a discussion around the name change as well as MSA’s strategic direction and programming with a focus on the population MSA serves: African American, Latino/a-Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native, as well as multi-racial, international students of color, and white allies.

Leonard Perry, Associate Dean of Students, Director of Multicultural Student Affairs

10:00–10:50 a.m., Room 236

Retention and Support Services of American Indians in Higher Education
This session presents information regarding American Indians in higher education. Research will include: 1) retention and persistence patterns; 2) retention programs; 3) roles of Native American faculty and staff; 4) understanding needs of American Indian students; and 5) the perspective that parents and tribal leaders have toward higher education. This session will benefit student affairs professionals and others who are interested in promoting Native American students in higher education.

Jean-Albert Tony Nguyen, Senior, Mechanical Engineering

10:00–10:50 a.m., Room 244/6

Adoption: Perceptions and Connections of Asian Adoptees
Historically, adoptions were seen as “a fit” only if the adopted child shared the same racial background as his adoptive family. Only in the last seventy years has trans-racial adoption become more socially accepted. Since Asians are among the highest group of adoptees, this session will explore how these individuals are perceived by members of their adopted racial group, members of their ‘actual’ ethnic group, and how these competing views contribute to self-perception.

Jasmyn Dyer, Junior, Biochemistry
Erin Hughes, Sophomore, Anthropology
Tiffany Daniels, Junior, Journalism and Mass Communications
Dantrayl Smith, Junior, Electrical Engineering
Concurrent Sessions

10:00–10:50 a.m., Room 248

National Coalition Building Institute's Diversity Training
The National Coalition Building Institute focuses diversity and prejudice reduction training around five important concepts. These concepts are: 1) identifying the information and misinformation we learned about other groups; 2) identifying and expressing pride in the group(s) to which we belong; 3) learning how groups, other than our own, experience mistreatment; 4) learning the personal impact of specific incidents of discrimination; and 5) learning how to interrupt prejudicial jokes, remarks and slurs. Participants in this interactive diversity training session will experience the first two concepts of the NCBI’s valuable module.

Sarah Walter, Junior, Mechanical Engineering

10:00–10:50 a.m., Gallery

Emotional Intelligence: Key Abilities for Multicultural Work?
Differences in race and ethnicity often cause strong emotional responses in people. Our abilities to be aware of and to manage our emotions and to interact with others’ emotions may profoundly influence our abilities to communicate and work across cultures. The four dimensions of emotional intelligence (EI): emotional self-awareness, emotional self-management, empathy, relationship abilities will be explored with an emphasis on the role of EI in multicultural competence. A brief introduction and rationale will be presented, along with a written self-assessment for attendees. Participants will share insights gained from the self-assessment and will engage in an empathy exercise. A participant dialogue about significant empathic experiences related to race and ethnicity and approaches to enhancing empathy will serve as a summary activity.

Suzanne Hendrich, Professor and Associate Dean, College of Family and Consumer Sciences
Concurrent Sessions

10:00–10:50 a.m., Pioneer Room

Steps to Ending Racism
The goal of the group, United to End Racism (UER), is to illuminate and undo damage done to individuals by racism. As people participate, they become better able to:

- interrupt racism in their daily lives
- free themselves from all of racism's effects
- form deep relationships across racial lines
- remove racism from our society's institutions
- take leadership

This workshop, presented by a local UER group, will give participants a framework to undo hurts related to racism. The model uses listening pairs to provide a safe, confidential tool for participants to discover and tell their own stories around racism. For additional comfort, minorities and non-minorities will have the option to be paired with others from their group. The presenters will introduce the model and provide a demonstration.

Dawn Ashbacher, Graduate Student, Political Science
Maggie LaWare, Assistant Professor, English
Keith Schrag, Licensed Marital & Family Therapist, Ames
Lois Smidt, Executive Director, Beyond Welfare, Ames
Noumoua Lyaaolu, Director of Development, Beyond Welfare, Ames

11:00–11:50 a.m., Room 236

The U.S.: Unspoken, Unseen Contemporary Struggles of Native Americans
Currently, Native Americans are "unspoken and unseen" throughout the United States, kept behind closed doors. This session will provide entry into the lives of Native American people today. It will draw out the present issues Native Americans face and how the United States perpetuates those dilemmas. This session will focus on education, health, poverty, population, and aid. In addition, a representative of this ethnic group will provide valuable, first-hand knowledge of contemporary Native American struggles.

Sarai Arnold, Junior, Speech Communication
Jean-Albert Tony Nguyen, Senior, Mechanical Engineering
Derick Tallman, Junior, Accounting and Management Information Systems
Portia Allen, Junior, Animal Science, Pre-veterinary Medicine
Rachel Iheanacho, Sophomore, Engineering
Concurrent Sessions

11:00–11:50 a.m., Room 244/6

Building Diversity into the Agricultural Studies Major: The Stranger Assignment
The general education requirement for U.S. diversity was a major achievement, but a single course was never intended to accomplish the goal of increasing tolerance and appreciation of a pluralistic and multicultural society. Anti-bias and diversity education must also be presented to students in core content areas on a continual basis. This presentation will explain a diversity unit in the AGEDS 315 Leadership in Agriculture course for students from Agricultural Studies, Agricultural Education, and other Agriculture production majors. The unit addresses a need identified in the 2002 National Study of Student Engagement, which documented that nearly two-thirds of Iowa State seniors have failed to have a significant conversation with a person different from themselves. The interview-based assignment asks mainly white, rural undergraduate students to meet and spend time with a student “different from them.” The presentation will engage the audience in a discussion of the costs and benefits of the assignment, including the burden on minority and foreign students. Data from five years of assignments and evaluations will be presented to illustrate the impact on students.

Nancy Grudens-Schuck, Assistant Professor, Agricultural Education and Studies
Michael Retallick, Graduate Student, Agricultural Education and Studies

11:00–11:50 a.m., Cardinal Room

Views from the Fishbowl: Minority Athlete Experiences at a Predominantly White Institution
Today’s student-athletes are faced with many challenges. These challenges range from maintaining a productive balance between athletics and academic commitments to coping with the high visibility attached to being a student-athlete. For minority student-athletes, the high visibility can be magnified, thus creating a myriad of unique challenges.

This panel discussion will address the challenges the minority student-athletes face at a predominately white institution. Various aspects of campus and community life will be discussed. Aspects of racial discrimination and unfair treatment in the classroom, on campus, and in the community will be included.

Donald Reed, Assistant Athletic Director for Academic Services
Concurrent Sessions

11:00–11:50 a.m., Gallery

**Latino/a Americans: Can This Be?**
This session will provide an examination of the perceptions and stereotypes of Latino/a Americans on the Iowa State University campus and will seek to educate participants on diversity within the campus Latino/a community. This interactive diversity training will provide participants the opportunity to share in their perceived notions about Latino/a Americans and the cultural impact such misconceptions create for the community. Information provided will seek to break stereotypes through the use of multi-media, personal experiences, and presenter research.

Jowelle Benson, Junior, Health and Human Performance
Karen Goff, Junior, Accounting
Wilber Lio, Sophomore, Materials Engineering
Nichole Taylor, Junior, Engineering
Dawniece Trumbo, Junior, Marketing

11:00–11:50 a.m., Pioneer Room

**Stand up If You’re Prejudiced**
This session provides a comprehensive look at what it means to “pre-judge” a person and/or group of people. Prejudices are a mental record within that is replicated through the years and continues to divide our human race. Participants of this session will develop skills to recognize this mental record playing within us that tells us what to think and feel about someone different from themselves. This session will identify where prejudice behavior begins, how it is perpetuated, and focus intensely on ways to counter prejudices within us all.

Annice Fisher, Graduate Student, Educational Leadership and Policy Studies
Ashley Postell, Graduate Student, Educational Leadership and Policy Studies
Elisha Reid, Graduate Student, Educational Leadership and Policy Studies
Kimberly C. Smith, Graduate Student, Educational Leadership and Policy Studies
**Luncheon**

12:00–1:50 p.m., Sun Room

**Keynote Address: Lee Mun Wah**

A nationally acclaimed lecturer and Master Diversity & Communications Trainer, Lee Mun Wah is a Chinese American community therapist, documentary filmmaker, special education educator, performing poet, Asian folk teller and author. He is also the director of StirFry Seminars & Consulting, which works with corporations, government agencies, educational institutions, and social agencies to facilitate diversity issues through healthy and authentic cross cultural relationships.


---

**Concurrent Sessions**

2:10–3:00 p.m., Room 236

**Majority Minority**

This session examines the experience of white students on predominantly or historically black colleges and universities. While common research shares the experiences of minorities on predominantly white campuses, little is told of the experience of white students on predominantly or historically black colleges and universities. This session will provide a voice to the quiet choices, struggles, and overall experience of the majority turned minority.

Dawniece Trumbo, Junior, Marketing
Concurrent Sessions

2:10–3:00 p.m., Room 244/6

Reflections of Past NCORE Students
Since 1998, Iowa State University has sponsored students to attend the National Conference on Race and Ethnicity in Higher Education. Students are assigned an ethnic group different than their own for research during and after the conference. In return for this opportunity, students enroll in a course on Race and Ethnicity (University Studies 290N), promote campus diversity, and participate in ISCORE. Join us for a discussion of how this project has influenced students' leadership experiences and their outlook on issues of race and ethnicity.

Past NCORE Students

2:10–3:00 p.m., Cardinal Room

Multicultural Leadership Summit: Making a Difference
For the last five years, Iowa State has sponsored a program entitled the Multicultural Leadership Summit. This program provides students with the opportunity to increase their awareness of issues of inclusion and to develop action plans that will assist them in being agents of change on campus. The Summit is designed to allow students to learn about themselves and others in a safe and diverse setting. Students develop personal goals and an action plan in the areas of diversity, multiculturalism, interculturalism and social justice and build coalitions with others to achieve mutual goals for social change. This year a systematic evaluation of the program was undertaken by a team of faculty, graduate, and undergraduate students to determine the impact that the program is having on its participants and on the campus. Using both quantitative and qualitative techniques, this evaluation was designed to provide a comprehensive assessment of personal learning and development that occurred for participants as well as actions that were taken on campus as a result of the Summit. In this session, the research team will share preliminary results of the evaluation and implications for future Summits as well as for multicultural education in general.

Nancy Evans, Professor, Educational Leadership and Policy Studies
Concurrent Sessions

2:10–3:00 p.m., Gallery

That’s Just How THEY Are
As an African American woman, I am stereotyped everyday based on my race, gender, ethnicity, color, or any other amount of characteristics I posses. I often wonder if there is something that can be done to clear up reasons that people are stereotyped or clear up the stereotypes people use today. After researching stereotypes of different races, I compiled information to help clear up some of the myths generated about groups of people and prepared them for this session. This interactive session will cover many different stereotypes used to place others in “their place.” We will take a look at stereotypes used to describe African Americans, Latino/a Americans, Native Americans, Asian Americans and Caucasian Americans. There will be an interactive activity that will help you think about how false many stereotypes are and question some of the ways you process stereotypes on a daily basis. We will have a discussion about how stereotypes are interpreted and how we can work together as a community to try to alleviate these stereotypes to begin looking at each other as individuals and not be defined by our color, religion, ethnicity, etc.

Jenifer Smith, Junior, Marketing

2:10–3:00 p.m., Pioneer Room

Who’s Honky? Exploring White Privilege
This session will be an in-depth exploration of individual perspectives illustrating White Privilege. Through examination of rural and suburban Iowan student backgrounds, the presenters will focus on their changing perspectives through multi-cultural experiences provided by Iowa State University. Media will be used to define White Privilege followed by a group discussion of the history, significance, and manner in which it manifests in our everyday lives.

Portia Allen, Junior, Animal Science and Pre-Veterinary Medicine
Karen Goff, Senior, Accounting
Erin Hughes, Sophomore, Anthropology
Derick Tallman, Junior, Accounting and Management Information Systems
Concurrent Sessions

3:10–4:00 p.m., Room 236

America Now—or—Later: The Immigration Experience
This session will discuss the difference between the terms emigration and immigration and the impact immigration has on children and teenagers. Through interviews and discussions, we will attempt to determine if it is easier and more beneficial for young children versus teenagers to immigrate to the United States and adapt to a new culture, language, and environment. We will highlight advantages and disadvantages of immigration for each population.

Colbie Gustafson, Junior, Child, Adult and Family Services
Violeta Alemán, Senior, Agricultural Business

3:10–4:00 p.m., Room 244/6

What divides us? The issues between Africans and African Americans
This session will provide the opportunity to discuss current issues between Africans and African Americans in society and also on the Iowa State campus. The affects of media in perpetuating stereotypes and generalizations in either community will be included. A portion of the session will be devoted to opportunities for bridging the gap between each community at Iowa State University.

Jowelle Benson, Junior, Health and Human Performance
Rachel Iheanacho, Sophomore, Engineering

3:10–4:00 p.m., Cardinal Room

First Americans, Last to Get Respect: The American Indian Mascot Issue
Since their “discovery” by European explorers, American Indians have been caricaturized in stories, ads, films and imagery. Sports teams now play on fields once roamed by the American Indians with expropriated native images as mascots. Since the 1970s, when Indians began promoting the removal of these stereotypical images, a dozen colleges have changed mascots. But five professional teams and hundreds of high school teams with no connection to Indians continue to portray their teams under Indian imagery. This session will focus on the contemporary issue of sports teams using Indian mascots and logos and American Indian perceptions of this issue.

Derick Tallman, Junior, Accounting and Management Information Systems
Concurrent Sessions

3:10–4:00 p.m., Gallery

Problematizing Privilege
In April 2004, 12 students and staff from Iowa State who were diverse by race and gender journeyed together to the 5th annual White Privilege Conference. In this session, a panel of those who attended the conference will discuss what we learned about ourselves, about the construct of White racial privilege and its manifestations in our society, and about our plans for continued reflection and action for social justice.

Jeff Cullen, Graduate Student, Educational Leadership and Policy Studies

3:10–4:00 p.m., Pioneer Room

Shades of Female Masculinity: Perceptions by Ethnicity
This session will present research from a study of masculine women who exude traditionally male characteristics and their racial/ethnic background. Characteristic personality traits such as dominance, assertiveness, and emotional control, in addition to hairstyle and clothing choices, and participation in sports will be discussed. Additionally, a review of gender mis-identity, gender discrimination, racial profiling, male-privilege, and the intersection of race, gender, and sexual orientation will be included in the presentation.

Patricia L. Coleman, Graduate Student, Sociology
ABOUT NCORE

The National Conference on Race and Ethnicity in Higher Education (NCORE), annually attended by nearly two thousand people, assists higher education institutions in creating inclusive 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

The NCORE/ISCORE Project

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. Since its inception this program has been endorsed and supported by the president, the university administration, and the campus community. It has grown significantly since its first year and is fast becoming a part of the fabric of university life at Iowa State University.
ISCORE 2005 Sponsors
Office of the President, Office of Equal Opportunity and Diversity, Iowa State Alumni Association, Office of the Provost, Associate Provost for Academic Programs, Honors Program, Center for Excellence in Learning and Teaching, Women in Science and Engineering, Margaret Sloss Women's Center, College of Agriculture, College of Business, College of Design, College of Education, College of Engineering, Engineering Communications and Marketing, College of Family and Consumer Sciences, College of Liberal Arts and Sciences, African American Studies, Asian American Studies, American Indian Studies, U.S. Latino/a Studies Program, College of Veterinary Medicine, Division of Student Affairs, Dean of Students Office, Multicultural Student Affairs, Enrollment Services, Memorial Union, Office of the Vice President for Business and Finance, University Printing Services, Cargill Corporation

Iowa State University does not discriminate on the basis of race, color, age, religion, national origin, sexual orientation, sex, marital status, disability, or status as a U.S. Vietnam Era Veteran. Any persons having inquiries concerning this may contact the Director of Equal Opportunity and Diversity, 515 294-7612.

IOWA STATE UNIVERSITY