The Tenth Annual

ISCORE

Iowa State Conference on Race and Ethnicity

Friday, March 6, 2009

Iowa State Memorial Union

IOWA STATE UNIVERSITY
Program Schedule Overview

8:00–9:00 a.m. .................. Registration and Continental Breakfast .................. West Lobby
9:00–9:50 a.m. .................. Welcome and Opening Address .................. Sun Room
10:00–10:50 a.m. ............... Concurrent Sessions
11:00–11:50 a.m. ............... Concurrent Sessions
12:00 Noon–1:50 p.m. ........... Luncheon, Keynote Address, Student Recognition .................. Sun Room
2:10–3:00 p.m. ................. Concurrent Sessions
3:10–4:00 p.m. ................. Concurrent Sessions
4:00 p.m. ...................... Keynote Presentation .................. Great Hall

Committee

Richard Barajas, Multicultural Student Affairs
Sherry Cronin, Multicultural Student Affairs
Luiza Dreasher, LAS Student Academic Services
Carmen Flagge, Multicultural Student Affairs
Maura Flaschner, Enrollment Services
Chris Fowler, Carrie Chapman Catt Center
Tom Hill, Vice President for Student Affairs
Todd Holcomb, Vice President for Student Affairs
Vijay Kanagala, Educational Leadership and Policy Studies
Japannah Kellogg, Student Support Services Program
Rob Lipsey, LAS Student Academic Services
Lynn Lundy Evans, Multicultural Student Affairs
Scott Maas, Memorial Union
Yanira Pacheco-Ortiz, Human Sciences Student Services
Erin Pederson, Student Counseling Services
Jill Pepples, Memorial Union Catering
Heather Phillips, Department of Residence
Paula Plath, Upward Bound
Debra Sanborn, Hixson Awards Program
Amy Scott-Williams, College of Design
Stephanie Zywicki, Department of Residence

2008 NCORE Participants

Students
Leila Ammar
Mark Baker
Seanna Callahan
Valerie Castillo
Nikki Cavan
Leah Driver
Hamza Farah
Flor Hinojo
Leah Hirsch
Justin Knight
Thinh Luong
Gavin Monroe
Eva Morales
Natasha Oakley
Natasha Oren
Kaylene Page
Yamille Perez
Mukund Premkumar
Dexter Rasavong
James Reynolds

Faculty and Staff
Richard Barajas
Chris Fowler
Mary Jo Gonzales
Todd Holcomb
Brenda Jones
Japannah Kellogg
Robert Lipsey
Erin Pederson
Stephanie Zywicki
Welcome and Opening Address

9:00-9:50 a.m.

James McShay, Adjunct Assistant Professor, Curriculum and Instruction

The Challenge of Race, Identity, and Difference in Higher Education: A Call for Dialogue and Action

James C. McShay received his PhD at Iowa State University where he currently teaches undergraduate and graduate courses in multicultural education, ethnicity and learning, and antiracist education. He is the director of undergraduate education for the Department of Curriculum and Instruction and also serves as the program director for University Studies, “Dialogues on Diversity.” Dr. McShay’s research focuses on pre-service teachers’ perceptions of equity in education and how digital technologies can be used to support critical multicultural pedagogical approaches. He has published in refereed journals and presented papers at national and international conferences including the American Educational Research Association, National Association of Multicultural Education, and Society of Information Technology in Teacher Education.

Morning Sessions

10:00-10:50 a.m.

Sit Indian Style? Stereotypes in the Native American Community

Although media and education are two separate components, combined they are a powerful force in shaping the stereotypes of Native Americans. Under the education system, young children are being taught the standard characteristics that define an “appropriate” Native American. The media then reinforces these characteristics. Education portrays the image of Native Americans that was developed by the dominant group by using the media (cartoons, movies, advertisements, etc.). As a result, the healthy functioning of Native American communities is impeded by direct discrimination from the media and educational society. In this presentation, we plan to examine, critique, and analyze the major stereotypes against the Native American community in the educational system and how media reinforces these indoctrinations. Our intentions are to understand how these stereotypes decrease interactions with Native American communities, directly influencing their well being.

Valerie F. Castillo, Sophomore, Architecture
Leah Hirsch, Junior, Child, Adult, and Family Services
Thinh Luong, Sophomore, Electrical Engineering
Natasha N. Oakley, Sophomore, Apparel Merchandising, Design and Production

Colorblind White Dominance

Colorblindness as a race ideology was taught when I was in primary school. Does that seem familiar? Simplistically, I came to understand it as do not treat people of color any different than I would anyone else. In fact, I was not supposed to recognize any difference in skin color. Colorblindness has led to the suppression of the reality of race. It has helped reduce prejudice and racism, but it has done little to challenge white dominance in U.S. society. This session will explore how race boundaries have evolved, why colorblindness as a race ideology should be eliminated or adapted, and solutions to this challenge.

Tom Vance, Senior, Journalism and Mass Communication
I’m Human Too: Education and Multiracial Children

Gold Room, Memorial Union

For multiracial children, growing up in the American education system can be a confusing and dehumanizing process. Imagine the challenge as a child with one black parent and one white parent learns about the history of slavery in the United States. Due to the limitations of our vocabulary, we wrongfully categorize these children into a single racial group, forcing the multiracial child to feel increased pressures to assume a mono-racial identity. The misrecognition and nonrecognition of a child’s racial/ethnic backgrounds serves as a constant reminder of their ostracism from their peers. Frequently, multiracial children assume both private and public identities. The marginalization of multiracial children is of growing concern as we move toward a more diverse educational system.

Nikki T. Cavan, Senior, Accounting
Gavin E. Monroe, Junior, Software Engineering
Kaylene J. Page, Junior, Accounting
Flor De Amelia Hinojo, Junior, Biochemistry

Minority Athlete Experiences at a Predominantly White Institution

3505 Memorial Union

Today’s student-athletes are faced with a myriad of unique challenges. These may range from maintaining a productive balance between athletic and academic commitments to coping with the high visibility attached to being a student-athlete. This panel discussion will address the challenges minority student-athletes face at a predominantly white institution and aspects of campus and community life for these students. Critique of racial discrimination and unfair treatment in the classroom, on campus, and in the community will be included.

Tommy Powell, Assistant Athletics Director, Athletic Academic Services
Carrie Drake, Academic Coordinator, Athletic Academic Services
Amber Moyer, Assistant Director, Athletic Academic Services

R-E-S-P-E-C-T: Strategies for Recruiting Multicultural Students

3534 Memorial Union

College campuses are changing. Among these changes is a growing trend for colleges and universities to pay more attention to the types of students they are recruiting. To enhance multicultural perspectives, predominantly white institutions have focused on the recruitment of students from diverse backgrounds to grow their diversity. At the heart of the dilemma are the questions: Why are predominantly white four-year institutions struggling with increasing the number of students of color? What are institutions doing during the recruitment process? How do they attract students? Our presentation will review concerns with recruitment methods for students of color at large, public, predominantly white, four-year institutions and what impact biased marketing of the campus environment has on retaining these students. We will discuss interventions these institutions can utilize to improve the message being sent to prospective students of color.

Andrea Arzuaga, Graduate Student, Educational Leadership and Policy Studies
Jowelle Benson, Graduate Student, Educational Leadership and Policy Studies

The Advisory Committee on Diversity Program Planning and Coordination (ACD)

3538 Memorial Union

Who We Are. What We Do.

Established in January 2007, the Advisory Committee on Diversity Program Planning and Coordination helps to coordinate diversity efforts across campus and to enhance university progress in this area. The committee is charged to assess the effectiveness of diversity efforts on campus, identify gaps in university diversity policies and efforts, develop new policies and initiatives as necessary, and ensure that units across the university are meeting diversity objectives. Attendees to this session will have the opportunity to learn more about the committee and its members. Presenters will provide information about the committee’s current activities and future plans. Participants will also be able to exchange ideas about ways that diversity efforts can be enhanced at Iowa State University.

Susan Carlson, Associate Provost for Faculty Advancement and Diversity, Office of the Executive Vice President and Provost
Melanie Smith, Program Coordinator, Office of the Executive Vice President and Provost
11:00-11:50 a.m.

**The Double Minority in Media**
3505 Memorial Union

This presentation will focus on homosexual people of color and their portrayal in popular media. With assistance from clips from movies, television, and other media, we will promote discussion between the presenters and attendees on topics such as on-campus support, awareness, and the positive and negative influence of media for homosexual persons of color.

*Leah Driver*, Senior, Biology and Secondary Education
*Leah Hirsch*, Junior, Child, Adult and Family Services
*James Reynolds*, Sophomore, Civil Engineering

**The Darker the Berry, the Sweeter the Juice**
3512 Memorial Union

When race is discussed it is usually among different groups of people. Negative designations of race can also occur among people in the same group, referred to as intra-racism. A major issue with intra-racism is discrimination against someone who is darker or lighter than other members in the same group. This is of particular issue within the African American community, where division has existed for years tracing back to slavery. In this session, participants will have the opportunity to share experiences relating to skin color and how this divide was created. Media discussion of skin color will be included.

*Natasha N. Oakley*, Sophomore, Apparel Merchandising, Design, and Production

**Bridging the Gap between Asian American and International Asian Students at Iowa State**
Gold Room, Memorial Union

The Asian community at Iowa State University can be divided into two distinct groups—an Asian American group and an international Asian group. As members of the Asian community, we feel value in creating a united community on campus to expand the potential of the knowledge and social networks. The difficulties in unifying these two groups are that they tend to be exclusive and reluctant to recruit members outside of race and ethnicity, as well as language differences. As leaders of the Asian Pacific American Awareness Coalition, our priority is to create an umbrella of the 14 Asian student organizations on campus. This plan includes implementing a council in which all Asian clubs are represented. Join in this discussion of overcoming differences so that we may serve as a model for other minority groups wishing to unify their campus community.

*Dexter Rassavong*, Sophomore, Accounting
*Nikki Cavan*, Senior, Accounting

**Digital Divide**
3558 Memorial Union

The “digital divide” is a term for the gap that exists between people who benefit from access to technology and people who do not. When looking at the digital divide, certain demographics fall decisively on one side of the divide versus the other. In schools where the majority of enrollment is minority students, teachers are less likely to have Internet access in their classrooms. The teaching strategies of a teacher in such an environment are different from the strategies of teachers in technology-enhanced classrooms; therefore, the nature of the digital divide is also pedagogical. The goal of this presentation is to better understand the digital divide, address the benefits of technology in education, and formulate strategies for tackling this issue to benefit future students.

*Gavin E. Monroe*, Junior, Software Engineering

**Tweaking the Water Cooler: Dismantling -isms in the Workplace**
3538 Memorial Union

In a workplace chock full of -isms, it is necessary from time to time to “tweak the water cooler.” It’s not what the Culligan man puts in it; it’s what he says around it. This presentation includes research on the occurrence of racism, sexism, and homophobic discrimination and harassment in the workplace, followed by a panel discussion with professionals in the field of community support, including the Margaret Sloss Women’s Center, Multicultural Student Affairs, YWCA Ames-ISU, ACCESS, and the University Committee on Women. As a group we will explore strategies to dismantle these -isms in an effort to create a more accepting work environment. Cheers to a tastier glass of water!

*Erin S. Hughes*, Senior, Anthropology, Spanish, and French
*Daniel A. Wise*, Senior, English and American Indian Studies
The Hidden Curriculum: Barriers to Success for Female Students of Color

Explore the intersection of gender, race, and ethnicity in this interactive presentation examining these issues for female students of color. Collectively, the presenters and participants will identify barriers to achieving academic success at a predominantly white, male institution for female students of color. In order to identify these barriers, we will discuss institutional characteristics and the hidden curriculum. The group will then consider familial, cultural, geographical, and socioeconomic factors. As a group, we will identify potential consequences of the identified barriers and design strategies to individually and collectively overcome those barriers. Existing Iowa State University resources will be considered in the development of action plans to reduce barriers and enhance the success of female students of color.

Som Mongtin, Graduate Student, Educational Leadership and Policy Studies
Val Erwin, Graduate Student, Educational Leadership and Policy Studies
Marissa Klousie, Graduate Student, Educational Leadership and Policy Studies

Perspectives of Women Doctoral Students of Color

Current statistics on minority women with doctoral degrees indicate low enrollment and completion rates. According to the 2007 Current Population Survey (CPS), conducted by the Bureau of the Census, minorities hold 22.4% of doctoral degrees compared to Caucasians who hold 77.6% of the total doctoral degrees. The educational gap is further widened when looking at the statistics of minority women with doctoral degrees. The CPS reports that minority women hold 8.5% of the population of doctoral degrees compared to 24.4% of Caucasian women and 13.9% of minority men. In an attempt to understand issues impacting women of color and their pursuit of terminal degrees, this presentation will discuss the historical and contemporary issues and challenges facing these women. An interactive panel discussion will address experiences of minority women who are pursuing or have attained a doctoral degree and will respond to critical questions regarding their academic successes and difficulties, as both a woman and a person of color.

Ashley Ratute, Graduate Student, Apparel, Educational Studies, and Hospitality Management
Francesca Galarraga, Assistant Director, Office of Equal Opportunity and Diversity

Keynote Address
12:00 Noon
Thomas L. Hill, Vice President for Student Affairs, Iowa State University

ISCORE: Then, Now, and Always
Sun Room
Thomas L. Hill assumed the duties of vice president for student affairs on August 1, 1997. He came to Iowa State from the University of Florida, where he had been dean for student services for the previous four years. Prior to accepting the position at Florida, Dr. Hill had served as assistant athletic director for student life, first at Tulane University and later at the University of Oklahoma. He earned a PhD in counselor education from the University of Florida and has written articles on student-athlete development and minority identity development. Before pursuing a career in the field of higher education, Tom Hill excelled on athletic fields and earned a number of honors. He was twice named Arkansas Amateur Athlete of the Year, and he was ultimately inducted into both the Arkansas Track and Field Hall of Fame and the Arkansas Sports Hall of Fame. He competed in the 110-meter high hurdles competition in the 1972 Olympics in Munich, winning the Bronze Medal.

NCORE/ISCORE Student Recognition
Afternoon Sessions

2:10-3:00 p.m.

Illegal Immigration of Latinos to the United States .................................................. 3534 Memorial Union
This presentation will examine the immigration of Latin Americans to the United States including current U.S. immigration policies and procedures, and how it affects the rate of illegal immigration. Increased illegal immigration is straining U.S. resources and citizens, along with individuals in the immigration process. Stories of illegal immigrants’ journeys and their search for work in the United States will help show the hardship Latinos go through to have a better life. Events such as the Swift raids in Postville, Iowa, and the deportation of hundreds are examples of the demand for improved immigration policies. Immigration issues have been a rising problem for decades, and policy reform is urgently needed in the United States.

Leah Driver, Senior, Biology and Secondary Education
Natasha Oren, Sophomore, Psychology
Hamza Farah, Sophomore, Biology

Dora the Explorer and Dragon Tales: Multicultural or Stereotypical? .......................... 3512 Memorial Union
With America’s growing Latino population, audiences are seeing an increase in juvenile television shows specifically featuring pan-Latino characters. Are shows such as Dora the Explorer and Dragon Tales correctly exposing and educating children concerning Latino culture? Join us to compare these shows using an examination of natural environment; bilingual integration; and the use of skin tones, daily routines, and accents to typify Latino children and their experiences related to ethnicity. What is the correct way to portray an ethnicity to children? The audience will then participate in a facilitated discussion following a presentation of the material.

Seanna Callahan, Junior, Early Childhood and Special Education
Kaylene J. Page, Junior, Accounting

Exploring the Portrayal of Black Women and Their Sexuality in Romance Novels .......... 3505 Memorial Union
This session explores the portrayal of African American women in modern literature, specifically in romance literature. It will examine portrayals of African American women both in mainstream romance literature and in romance literature marketed toward African American readers. We will explore black feminist theory as developed by Patricia Hill Collins and the work of Janice Radaway and Pamela Regis to gain foundational understanding on the genre of romance novels as a whole. The data for this study is based on content analysis of the three top-selling romance novels marketed toward African American women readers. The theories of Collins and other literary critics will be used to examine the roles the women play and their portrayals with these novels and how these novels are reflective of the ideas of society as a whole.

Brionni A. McGriff, Senior, Political Science, International Studies, and Sociology

Being White at Iowa State University: How to Become a Change Agent On and Off Campus .......................................................... 3538 Memorial Union
It is no secret that the state of Iowa and Iowa State University are predominantly white. Too often, though, white people assume that topics regarding race and ethnicity are too sensitive and controversial for their individual input or involvement. After all, how are they supposed to know what life is like for minorities? This mind-set is unfortunately too common on our campus and in our state. The good news, though, is that this does not have to be the case. There are many small changes to one’s behavior that may allow one to become a “change agent,” regardless of ethnicity or location. This presentation will focus specifically on how white people can positively affect issues regarding minorities at predominantly white institutions such as Iowa State University.

Justin Knight, Sophomore, Political Science and Philosophy
Endangered Sanctuaries: Relevance of Black Cultural Centers Today

Black Cultural Centers (BCC) across the nation sprang from the civil rights era as safe havens for African and African American students and later functioned as critical components of education on college campuses seeking to embrace the black experience, intercultural dialogue, and understanding. Due to marginalization, demographic shifts in higher education, lack of preservation, and other issues, BCCs are, over time, becoming “endangered sanctuaries.” In this session, we will examine the historic symbolism, politics, and identity of BCCs; assert their value and significance to the retention of African American students at predominantly white institutions; and examine how BCCs can serve the wider student community utilizing a critical anti-oppressive and social justice framework.

Kadeidra Walker, Graduate Student, Interdisciplinary Graduate Studies
Michael Benitez, Doctoral Student, Educational Leadership and Policy Studies
Lynn Lundy Evans, Coordinator for Multicultural Student Development, Multicultural Student Affairs

3:10-4:00 p.m.

Together All Greek: Collaboration and Inclusion Within the Greek Community

This presentation will examine the current situation of collaboration and inclusion between the four councils in the Iowa State Greek Community. Many members of our Greek community are unable to identify a chapter from each council, which is evidence that we need to raise awareness and communication. To be a truly integrated Greek community, it is essential for us to work together and be aware of the other councils. It is also essential for the community to identify the obstacles that are preventing collaboration and determine solutions to overcome these obstacles. We will examine recent initiatives in the community that have encouraged collaboration and generate discussion regarding possible initiatives that could encourage future community.

Natasha Oren, Sophomore, Psychology

Deconstructing the White, Heterosexual, Male Experience: One Man’s Journey into Diversity Advocacy

Diversity advocacy is not the usual place to find a white, male, heterosexual ally. However, through a series of personal stories and encouragement from colleagues and supervisors, you will discover how an individual came to understand his “privilege” and embrace social justice. The presentation will deconstruct the various experiences of being white, male, and heterosexual and how critical race theory, social justice principles, and environmental influences affect an individual’s development and support for diversity.

Todd Holcomb, Associate Vice President for Student Affairs
Stephanie Zywicki, Hall Director, Department of Residence

The Indian in My Cupboard: The Objectification of American Indians

This session examines the significance of stereotypical images of Native Americans that are widely circulated through commercial use. While much attention has been given to images of Indians used as mascots, it is essential that we gain a deeper understanding of how everyday stereotypes are also circulated via objects. The countless images of Indians that are embossed on mugs or printed on blankets, puzzles, butter packaging, and other consumables must be understood in terms of how these objects are consumed. Examine possible sources of these images, such as the photographs of Edward Curtis, which seem to have traveled through time with their accrued marketability. These images have not only remained for a hundred years or more, they have spawned countless images beyond their original format and intent. These objects are widely circulated through gift shops, shopping malls, and the Internet. Do seemingly mundane objects play an active role in creating and maintaining stereotypes due to the manner in which they are embedded in everyday commercial culture? We will reflect on how these objectifications continuously affect Native people in the United States and at Iowa State University.

Amy Scott-Williams, Multicultural Liaison Officer, College of Design
3:10-4:00 p.m.

Creating an (In)clusive Environment of Racial Realities on Campus .................................. 3512 Memorial Union
What are the racial realities on Iowa State’s campus? Do you often feel like you’re the only person concerned about these issues? Are you in search of methods to address these realities? Learn about some of the most cutting-edge research that addresses issues of race and ethnicity in the college environment. By utilizing theory-to-practice, this session will provide you with tools to respond to racial realities on your campus as racial justice allies.

Reginald Blockett, Graduate Student, Educational Leadership and Policy Studies
Brittany Johnson, Graduate Student, Educational Leadership and Policy Studies

The Effect of Institutional Racism in the African American Community .............................. 3505 Memorial Union
This presentation will examine the impact of institutional racism on the different facets of everyday life for African Americans. Issues in health care, the criminal justice system, public housing, and education will be examined through the scope of institutional racism. This issue arises because despite claims that racism is dead, one must wonder about the systematic color-coded system of inequality. Infant mortality rates among black infants are nearly twice as high as white mortality rates in every U.S. state. More money is allocated toward prisons than public education. The majority of the ghetto neighborhoods are comprised of African Americans. Only 36% of African Americans graduate from an NCAA Division I school within six years. One could explain these away using reasons such as mere coincidence or by claiming African-Americans need to take personal responsibility for their actions. We will examine these issues under the effect of institutional racism.

Leila Ammar, Sophomore, Architecture
Yamille X. Perez, Senior, Civil Engineering
Mukund Premkumar, Junior, Genetics, Rice University
Dexter Rassavong, Sophomore, Accounting

Middle Easterners in the 21st-Century Media ................................................................. 3219 Memorial Union
Our presentation will focus on the portrayal of Middle Easterners in the 21st century by providing video and audio clips from popular movies, television shows, and radio programs to explore the depiction of Middle Easterners. We hope to educate and engage our audience on the stereotypes and characterizations of Middle Easterners in media and disadvantages that arise from these sources of information. The session will include interactive opportunities and discussions to educate and raise awareness among participants.

Seanna Callahan, Junior, Early Childhood and Special Education
James Reynolds, Sophomore, Civil Engineering
Eva Morales, Sophomore, Criminal Justice Studies
Justin Knight, Sophomore, Political Science and Philosophy
Keynote Presentation

4:00 p.m.

Michele Norris, Journalist,
Host of NPR’s All Things Considered

Race, Gender, and the Future of Leadership in America . . . . . . . Great Hall
Michele Norris, an award-winning journalist with more than two decades of experience, hosts NPR’s newsmagazine All Things Considered, public radio’s longest-running national program, with Robert Siegel and Melissa Block. Before coming to NPR, Norris was a correspondent for ABC News. As a contributing correspondent for the “Closer Look” segments on World News Tonight with Peter Jennings, Norris reported extensively on education, inner city issues, the nation’s drug problem, and poverty. Norris has also reported for the Washington Post, Chicago Tribune, and Los Angeles Times. Her Washington Post series about a six-year-old who lived in a crack house was reprinted in the book Ourselves Among Others, along with essays by Václav Havel, Nelson Mandela, Annie Dillard, and Gabriel García Márquez. A four-time Pulitzer Prize entrant, Norris has received numerous awards for her work, including the National Association of Black Journalists’ 2006 Salute to Excellence Award, for her coverage of Hurricane Katrina; the University of Minnesota’s Outstanding Achievement Award; and the 1990 Livingston Award. In 2007, she was honored with Ebony Magazine’s eighth Annual Outstanding Women in Marketing and Communications Award. Norris also earned both an Emmy Award and Peabody Award for her contribution to ABC News’ coverage of 9/11. Norris attended the University of Wisconsin, where she majored in electrical engineering, and graduated from the University of Minnesota in Minneapolis, where she studied journalism.

Co-sponsored by Lectures Program and the Carrie Chapman Catt Center for Women and Politics

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.”
ISCORE CONFERENCE SPEAKERS

**ISCORE 2000**
March 3, 2000
OPENING ADDRESS: Carla Espinoza, Iowa State University, Vice President for Human Resources, Director, Affirmative Action
KEYNOTE ADDRESS: Fred D. Gray, Tuskegee Human and Civil Rights Multicultural Center, President of the Board

**ISCORE 2001**
March 2, 2001
OPENING ADDRESS: Bill Boon, Iowa State University, Professor, Landscape Architecture
KEYNOTE ADDRESS: Mahmoud El-Kati, Metro State University and Mankato State University, Lecturer, Writer, Commentator

**ISCORE 2002**
March 1, 2002
OPENING ADDRESS: George Jackson, Iowa State University, Assistant Dean, Graduate College
KEYNOTE ADDRESS: Hisauro Garza, University of Oklahoma, Director, Southwest Center for Human Relation Studies

**ISCORE 2003**
March 7, 2003
OPENING ADDRESS: Eugenio Matibag, Iowa State University, Associate Professor, Foreign Languages and Literatures
Vicky Lio, Iowa State University, Senior, Journalism and Mass Communication
KEYNOTE ADDRESS: John Bennett Herrington, National Aeronautics and Space Administration, Commander, United States Navy

**ISCORE 2004**
March 5, 2004
OPENING ADDRESS: Carlie C. Tartakov, Iowa State University, Assistant Professor Emerita and Lecturer, Department of Curriculum and Instruction
KEYNOTE ADDRESS: Terrence Roberts, Antioch University, Chair, Master’s in Psychology Program

**ISCORE 2005**
March 4, 2005
OPENING ADDRESS: Sidner Larson, Iowa State University, Director, American Indian Studies, Associate Professor, English
KEYNOTE ADDRESS: Lee Mun Wah, StirFry Seminars and Consulting, Director, Lecturer, Diversity and Communications Trainer

**ISCORE 2006**
March 3, 2006
OPENING ADDRESS: Brenda Jones, Iowa State University, Associate Professor, Art and Design
KEYNOTE ADDRESS: Frank H. Wu, Wayne State University, Dean, Law School

**ISCORE 2007**
March 2, 2007
OPENING ADDRESS: Evedean M. Myers, Iowa State University, Associate Director, Equal Opportunity and Diversity
Deland J. Myers, Iowa State University, Professor, Food Science and Human Nutrition, Affiliate Member, Center for Crops Utilization Research
KEYNOTE ADDRESS: Evelyn Hu-DeHart, Brown University, Director, Center for the Study of Race and Ethnicity in America, Professor, History and Ethnic Studies

**ISCORE 2008**
March 7, 2008
OPENING ADDRESS: Loreto R. Prieto, Iowa State University, Professor, Psychology, Director, U.S. Latino/a Studies Program
KEYNOTE ADDRESS: Billy Mills, Creator, Running Strong for American Indian Youth, National Spokesperson, Christian Relief Services Olympic Gold Medalist
ISCORE 2009 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
Lectures Program
Women in Science and Engineering
Margaret Sloss Women’s Center
Office of the Vice President for Business and Finance
College of Agriculture and Life Sciences
College of Business
College of Design
College of Engineering
Engineering Communications and Marketing
College of Human Sciences
College of Liberal Arts and Sciences
Carrie Chapman Center for Women and Politics
Center for American Intercultural Studies
College of Veterinary Medicine
Division of Student Affairs
Dean of Students Office
Multicultural Student Affairs
Enrollment Services
Memorial Union
University Printing Services

IOWA STATE UNIVERSITY