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
Noon–2:00 p.m. .................... Luncheon and Keynote Address. ....................................... Sun Room
2:10–3:00 p.m. .................... Concurrent Sessions
3:10–4:00 p.m. .................... Concurrent Sessions
4:00 p.m. ......................... ISCORE Reception .......................................................... Sun Room

Menu

The ISCORE luncheon menu celebrates our campus diversity. Our menu this year features American soul food.
Welcome
9:00–9:50 a.m.

President Steven Leath

Sun Room

Morning Address

Mary Jo Gonzales, PhD

Sun Room

Mary Jo Gonzales, Associate Dean of Students, came to Iowa State University in October 2007. As a first generation college student and woman of color, Mary Jo has dedicated her life to leading programs to help individuals achieve their academic, personal, social, and professional goals. She currently serves as the Diversity Area Awards Chair for the National Association of Student Personnel Administrators’ Excellence Awards and Co-Chair of the Latinos in Higher Education Institute. For the past two years, she has Co-Chaired College Board’s Preparate: Educating Latinos for the Future of America National Conference.

In 2013, Mary Jo was named as a Women Impacting ISU for her role in mentoring students and was honored for “cultivating a community focused on student success.” She was recently named Assistant Vice President for Student Affairs and Dean of Students at the University of Rhode Island. Mary Jo received her bachelor’s degree from San Jose State University, and has a Master’s and Doctorate from Washington State University.

Morning Sessions
10:00–10:50 a.m.

The Changing Faces of Iowa

Campanile 10-10:50

Iowa has always been a state of immigrants, this fact has never been as important as today. This presentation will look at the recent waves of Latino immigrants in Iowa. Hernández and Amaya will discuss the historic reasons of this migration and more importantly, about the social and economic impacts for Iowa. We will look at census data and other statistics that identify this growth in our state and what the trends are for the future. The presenters will also discuss myths and issues regarding Hispanic new Inians.

Himar Hernandez, Field Specialist, ISU Extension
Jose Amaya, Field Specialist, ISU Extension

The Asian F: They Told Me I Could Go Anywhere

Cardinal Room 10-10:50

Discrimination of Asian Americans is not as prevalently known as many would think within the education realm and society. In many professional institutions of development, Asian American applicants are being overlooked due to practiced quotas needing to be met. The increasing demand for the “model minorities” to get higher test scores on the SAT and ACT places a burden on Asian American applicants to outshine everyone else. What is this “model minority” concept and what qualifies someone to be placed in that category? Are colleges focusing on equality when it comes to the selection process of all college students? If so, then why are race-conscious policies still in place? The general public may not notice these institutions’ sly behavior, however, Asian American students who desire to be college bound do and are paying a price for checking Asian American on their applications.

Katrina Granberry, Junior, Psychology
Lynzy Peters, Sophomore, Athletic Training
Andrea Tate, Sophomore, Apparel Design and Merchandising
Guillermo Elizalde, Junior, Interdisciplinary Studies
Open Discussion on How A Central, Well-Funded Diversity Focused Office May Help ISU

Iowa State has a culture of decentralized programs for academics and student success. In the area of diversity, this has led to several strong programs such as McNair, Carver Fellows, Science Bound, TRIO, and SPEED, to name a few. In this session, four faculty members who went to NCORE 2012 will host a discussion on whether a strong, centralized umbrella program would be a useful addition. Participants will be asked to brainstorm options, discuss pros/cons, and lay out the possible shape of a collaborative/central undergraduate diversity center, i.e. not replacing the current programs, but providing an umbrella structure that could provide more mentoring, advising, facilitated study sessions, community building, integration into academics etc. Another potential benefit is coordinated advocacy for more resources to improve the success of our diverse students. A possible outcome of this session might be to help inform the development of a well-funded diversity-focused unit that reports to the Provost.

Craig Ogilvie, Professor, Physics and Astronomy; Assistant Dean, Graduate College
Kristen Constant, Professor and Chair, Materials Science and Engineering,
Malika Jeffries-El, Associate Professor, Chemistry
Sergio Lence, Professor, Economics

Graduating Underrepresented Students in STEM: The IINSPIRE LSAMP Project

The Iowa Illinois Nebraska STEM Partnership for Innovation in Research & Education Louis Stokes Alliances for Minority Participation (IINSPIRE LSAMP) is a NSF-funded alliance of sixteen public and private universities and community colleges throughout the three states dedicated to broadening the participation of underrepresented minorities in STEM education in the Midwest. This session will present background on the IINSPIRE LSAMP project and will highlight Iowa State's efforts to enhance the completion of STEM degrees by underrepresented populations.

Diane Rover, Professor, Electrical and Computer Engineering
Derrick Rollins, Professor, Chemical and Biological Engineering, Statistics
Danielle Mitchell, IINSPIRE LSAMP Manager

Queer People of Color: A Home for Intersecting Identities

This presentation focuses on the benefits, challenges, and needs of a student group called Queer People of Color (QPOC), where students of color who self-identify as lesbian, gay, bisexual, transgender, questioning, or queer can engage in dialogue about intersecting identities. The need for such a group on the Iowa State University campus will be addressed, and the challenges to meet those needs will be outlined. The intersection of racial, ethnic, and sexual identities among college students calls for a safe and supportive environment for conversation, QPOC attempts to address those needs.

Thomas Arce, Graduate Student, Higher Education
Ana Ramos Gonzalez, Graduate Student, Higher Education

11:00-11:50 a.m.

Sustaining Diversity: Appreciating the Needs of International Students

In this presentation we will engage in critical conversations and explore the importance of international education, and the experience of International Students in key areas such as orientation, work and job training, academics, and social integration. The impact of international education in the United States cannot be ignored. International students impact diversity, and add over $12 billion in economic resources; making education the fifth largest export service in the U.S. every academic-year. Access to quality education, job preparation, money making (sometimes to send home), cultural experience, status quo, and to learn the English language are some of the reasons why International Students study in the U.S. We will share recommendations based on literature, discuss the role of the Iowa State community and professionals in the experiences of International Students, and engage in an open discussion on best practices to help International Students be successful.

Mathilda Tauili, Retention Coordinator, Multicultural Student Affairs
Cristobal Salinas, Jr., Multicultural Liaison Officer and Academic Adviser, College of Design
Increasing African-American Leadership Development: A Peer-Mentorship Model  
Cardinal Room 11-11:50
This presentation will focus on an intervention developed for traditional first year African-American students at Iowa State University. The purpose of the intervention is to increase involvement and participation in leadership and leadership development opportunities among these students, not only on campus but in the community as well. This self-reflective, peer-mentorship program is a year-long program designed with psychosocial identity development, critical race theory, and self-authorship theoretical components. Each of the six sessions incorporated in the program aims to promote several developmental factors of African-American students, including the development of ethnic and racial identity, the development of interdependence, developing cultural aesthetics and awareness, and developing social responsibility, among several others. The theoretical components of the intervention design, population of the intervention design, and specific program sessions will be discussed during this presentation.

Thomas Arce, Graduate Student, Higher Education
Scott Broady, Graduate Student, Higher Education
Michale Hansen, Graduate Student, Higher Education
Kasie Von Haden, Graduate Student, Higher Education

Former Student Athletes of Color Experiences at Iowa State  
Gallery 11-11:50
Former ISU Student-Athletes will speak about their decision to attend ISU. They will highlight their journey including challenges and struggles related to being a student-athlete of color at a largely white institution. In addition, they will discuss their experiences competing in athletics throughout the country at various venues where they were the minority.

Tommy Powell, Associate Athletic Director-Academic Services, with former ISU Student-Athletes

Nine Digits of Freedom: Analyzing Inherent Privileges that Come From Being a U.S. Citizen  
Oak 11-11:50
Privileges that come with being a U.S.-born citizen are not always apparent on a daily basis, however, for some individuals this is a daily reality. Applying for higher education, scholarships, employment, and health care often require a social security number. Having a social security number is a privilege that undocumented individuals do not have. This matters because undocumented individuals live in our communities and are a part of our families. They are constrained in positions that hinder them from reaching their potential as productive citizens. In this presentation we will address issues related to undocumented individuals in the Latino community and how citizenship influences their daily lives and activities.

Max Wood, Sophomore, Materials Engineering
Wicitra Mahatama, Sophomore, Environmental Sciences
Vanessa McNeal, Sophomore, Child, Adult and Family Services
Keeann Nelson, Senior, Sociology

ISM’s Explored Through the Eyes of Carver Students  
Great Hall 11-11:50
This session will explore the different ISM’s (racism, sexism, ageism, etc.) experienced through the research of George Washington Carver (GWC) Scholars. The GWC scholars are composed of first-year students who collectively work together in groups on a variety of research topics. The topics were observed throughout the fall semester to ascertain how students were reflecting on their identities. This poster session will be a representation of the collective work by the GWC Scholars and their interpretation of the research findings on how the different “ISM’s” are viewed within society. GWC scholars are high achieving first-year students who spend their first year of college orientating themselves to college and reflecting on their identity through narratives, family interviews and research. In order for the GWC scholars to understand their identity, they first understand the different “ISM’s” (racism, sexism, ageism, etc.). They are grouped together to learn how to work in groups, collectively, identify a research topic, and create a poster on the research findings.

First-Year Students from George Washington Carver Scholar Program
Luncheon and Keynote Address
12:00 Noon-2:00 p.m.

Nancy “Rusty” Barceló, PhD

Nancy “Rusty” Barceló is the president of Northern New Mexico College and served previously as the Vice President and Vice Provost for Equity and Diversity of the University of Minnesota, and as the Vice President for Minority Affairs and Diversity at the University of Washington. Once the only Chicana student at the University of Iowa, Dr. Barceló is one of the nation’s most highly respected authorities on equity and diversity in higher education. Dr. Barceló received her Bachelor of Arts degree from Chico State College, and her Master of Arts degree and Doctor of Philosophy degree from the University of Iowa. Dr. Barceló recently served as the 2012 Scholar for the National Association for Chicana and Chicano Studies.

Afternoon Sessions
2:10-3:00 p.m.

Dumb Things We Need to Stop Saying and Other Practical Steps to Increase Our Effectiveness Around Diversity
Campanile 2:10-3

How many conversations involving diversity have left you “walking on eggshells?” Have you ever said something that you wish you could take back immediately? How many times have you said nothing because you were afraid to say the wrong thing? In this fun and interactive session, you will: (1) Understand how comments such as “I don’t see color,” “I am color blind” impact others [despite our good intentions], and (2) Learn different strategies that will help you increase your diversity skills and competence. This presentation is based on the book 35 Dumb Things Well-Intended People Say by Dr. Maura Cullen.

Luliza Dreasher, Multicultural Liaison Officer, Academic Advisor, LAS Multicultural Student Services

Thanksgiving…What Are We Really Thankful For? The Misconstrued History of Native Americans
Cardinal 2:10-3

As Americans we have been socialized to understand Thanksgiving as a peaceful time that natives Americans and settlers came together in compromise, but what weren’t we taught along the way? History books don’t seem to portray the dark past and the genocide of the indigenous people in North America. Books and stories like Pocahontas have misconstrued the history of the Native American genocide and oppression in North America. We will also examine how TV and media have socialized us to understand Native Americans and their culture. In this presentation we will examine how our culture through books, stories and media has down-played the Native American experience in our nation’s history.

Nyamuok Deng, Senior, Political Science and Criminal Justice
Hassan Elahi, Junior, Biology
Mellanie Perez, Sophomore, Psychology
Nasir Smith, Senior, Apparel, Merchandising and Design

Stop Actin’ So Black!
Gallery 2:10-3

There are many stereotypes associated with African Americans, some positive, some negative. A lot of these stereotypes continue to prevail over many years and continue to be a way in which many people (even African Americans themselves) identify or categorize people of African American descent. Many times African Americans who seemingly live up to these perceived stereotypes are accused of “acting black.” Then on the other end of the spectrum, those that break these stereotypes are at times, accused by fellow African Americans of “acting white.” So, what exactly does it mean to “act black”? How are these perceived truths formed? Through examination of these stereotypes, we aim to dive deeper into where, how, and why these stereotypes originated and then identify and discuss ways in which we are able to help dispel and reduce these stereotypes in our society.

Victoria Stafford, Senior, Performing Arts and Business
Eva Soria, Sophomore, Kinesiology and Psychology
Mathew Brooks, Sophomore, Interior Design
Albert Li, Sophomore, Community and Regional Planning
Race & Ethnicity...as Deaf Identity?

While American Sign Language was not thought to be a true language until the 1960s, deaf individuals and communities have been thriving in the United States since its inception. And, despite the effects of eugenics as well as cultural and linguistic genocide, ASL and the Deaf Community are alive and well. This presentation will focus upon the identity of a deaf person, not as an individual coping with a sensory perception loss, but as a thriving member of the American Deaf Culture. Integral to this is a discussion of the metamorphosis of Deaf Identity. We will explore how the concept of deafness has transformed into a discussion about Deaf Community, the concept of Deaf-ness and Deaf identity, and now to the more expansive concept of Deaf Ethnicity. We will also discuss ways in which we as the collective culture of the United States can choose to be more inclusive of Deaf Community members that don’t fit our concept of ethnicity, yet fit the definition far more than we realize. Finally, we will talk about the need for American society to see that inclusion does not necessarily necessitate integration, or assimilation into the majority American culture.

Jonathan Webb, Lecturer, World Languages and Cultures
Rachel Johnson, Junior, History

Where Are All Our Men of Color? Personal Experiences of Men of Color at ISU

Issues related to collegiate men of color are a hot topic within higher education. The university experience for men of color has varying themes associated with racism, physical structures and artifacts, family and culture, tokenism, and the cool factor/ju-ti factor, all of which have intersecting identities that come into play. Through our interactions with men of color at Iowa State University, we will share personal experiences and implications, and have dialogue concerning the future state of men of color at Iowa State University.

Wilfredo Galarza, Graduate Student, Higher Education
Sylvester Gaskin, Coordinator of Outreach, Multicultural Student Affairs
Nathan Olmeda, Graduate Student, Higher Education

ISM's Explored through the eyes of Carver Students

This session will explore the different ISMs (racism, sexism, ageism, etc.) experienced through the research of George Washington Carver (GWC) Scholars. The GWC scholars are composed of first-year students who collectively work together in groups on a variety of research topics. The topics were observed throughout the fall semester to ascertain how students were reflecting on their identities. This poster session will be a representation of the collective work by the GWC Scholars and their interpretation of the research findings on how the different "ISMs" are viewed within society. GWC scholars are high achieving first-year students who spend their first year of college orienting themselves to college and reflecting on their identity through narratives, family interviews and research. In order for the GWC scholars to understand their identity, they first understand the different "ISMs" (racism, sexism, ageism, etc.). They are grouped together to learn how to work in groups, collectively, identify a research topic, and create a poster on the research findings.

First-Year Students from George Washington Carver Scholar Program

3:10-4:00 p.m.

Ronald E. McNair Scholars Showcase

The overall goal of McNair programs nationally is to increase the number of underrepresented, low-income, and first-generation students receiving the Ph.D. This goal is achieved by exposing them to research and preparing them for the graduate school experience. McNair scholars are required to have a faculty mentor who guides them from the beginning through the completion of a research project over the course of a two-year period. In this session participants will have the opportunity to learn about the program and be presented with the research of four students. Each individual has their own titled research: Ruth Cardenas, "Perspectives of Domestic Violence Service Providers: Serving Latina Women in Iowa;" Ruby Murillo, "How the Inherent Uncertainty of Future Events Influences the Confession Decisions of Criminal Suspects;" Roberto Orozco, "Racial Stress, Acculturation, and Social Support for Latino/as in Panhellenic Organizations within Predominantly European American Collegiate Institutions;" Margaret Shirley, "Men's Attitudes Towards Seeking Couple's Counseling." A brief question and answer time will follow.

Ruth Cardenas, Senior, Child, Adult and Family Services
Ruby Murillo, Senior, Psychology
Roberto Orozco, Senior, Marketing, International Business, Psychology
Margaret Shirley, Senior, Psychology
What Are You? ................................................................. Cardinal Room 3:10-4
Have you ever been asked, "What are you?" Were you offended, proud, or hesitant to describe your heritage? Oftentimes those with multiple races or ethnicities have to deal with people questioning their background. It could be the Spanish-speaking man who also has dark brown skin or the pale child with slanted eyes. Despite the seven-million self-identified multiracial individuals in the U.S., people are still perplexed when they meet someone who does not fit into their mono-racial template. This presentation delves into this topic as well as the most recent biracial identity model and it's controversies. The question "What are You?" will be broken down to determine what is really being asked and why;

_Kyra Smith-Stevenson_, Junior, Biology, Pre-Medical
_Cassandra Glidden_, Sophomore, Kinesiology
_Javier Tello Guillen_, Senior, Mechanical Engineering
_Mireya Alvarez_, Sophomore, Sociology

From Cultivating Ambassadors to Serving As Mentors: A Three-Year Review of the Graduate Student of Color Experience at Iowa State ....................................................... Gallery 3:10-4
Two years ago, this group of panelists convened at ISCORE to share their experiences as graduate students of color at Iowa State University. They shared successes and challenges with their programs, the institution and the community. Last year the same group discussed ways in which they connected with all of their communities and developed their own support systems to help navigate their experiences as well as sharing other challenges and successes. With this presentation, the group is now going to discuss how they have emerged as mentors and resources for other students of color at Iowa State and beyond. This new evolution and perspective will provide insight and information helpful to students, faculty, staff, and community members who are working to make Iowa State an inclusive experience for all and a particularly supportive place for graduate students of color. Additionally, the panel will explore how they themselves have worked to transform the environment and culture at Iowa State University.

_Cameron Beatty_, Doctoral Student, Educational Leadership
_Katrina Harden-Williams_, Doctoral Student, Educational Leadership
_Aja Holmes_, Doctoral Student, Educational Leadership
_Joyce Liu_, Doctoral Candidate, Educational Leadership
_Cristobal Salinas_, Doctoral Student and Multicultural Liaison Officer, College of Design
_Michelle Boettcher_, Doctoral Candidate and Assistant Dean of Students / Director of Judicial Affairs

Latino Cultural Centers at PWIs: What Can We Learn ....................................................... Oak Room 3:10-4
Latino Cultural Centers began to appear at predominantly white universities in the Midwest in the early 1970's. These centers and others around the country often began as marginalized spaces of resistance, but have evolved to serve varying purposes within the university environment. Participants will learn about the various roles of Latino cultural centers and how the historical, political and demographic context of an institution influences these roles. Anyone working with underrepresented populations will benefit from this session. A brief history will first be offered of Latino cultural centers in the Midwest and provide an "environmental scan" to compare organizational/administrative structures, program offerings, and space issues. A discussion will follow of four key programming components of Latino centers: 1) recruitment/retention activities, 2) cultural/educational activities, 3) community outreach activities, and 4) alumni outreach activities. Adele Lozano will then facilitate a discussion in which the audience has an opportunity to share their thoughts and ideas regarding the role of cultural centers on their campus. All participants will be provided with a list of Latino Cultural Centers and resources.

_Adele Lozano_, Coordinator For Retention, Office of Multicultural Student Affairs

Experiencing NCORE as Faculty/Staff: A Roundtable Discussion ............................................... Gold Room, MU
Join former NCORE faculty and staff attendees to discuss how their participation at NCORE and with the ISCORE project influenced their understanding of race/ethnicity and how their experiences influenced their work on campus.

_Japannah Kellogg_, NCORE/ISCORE Committee

ISCORE Reception ............................................................... Sun Room
4:00-5:00 p.m.
Brenda Jones Change Agent Award

2013 David Romero

2002-2003 NCORE/ISCORE Student Team Member; Student Programs Coordinator, Science Bound

2012 Brenda Jones

Half of each year, Iowa State University Professor Brenda Jones lives in Rome, Italy, where she teaches students from a range of disciplines in the College of Design Rome Program. She has developed and coordinates educational experiences during both summer and fall semesters. During Spring Semester she returns to the ISU College of Design in Ames, Iowa.

She doesn’t teach classes, she teaches individuals, she is quick to say. That philosophy has made students from all of the College of Design disciplines welcome in her courses. Always her purpose is to open up possibilities for each student. In the artwork by Italian Renaissance artists, she sees inspiration for every kind of art or design.

In her own paintings, often created with the medium of pastels, she explores figurative compositions which express her love of color and her concerns about human relationships. They have been exhibited nationally and internationally, and are included in many private and public art collections. Brenda Jones has created fourteen original paintings for ISCORE.

In 2012, the NCORE/ISCORE Brenda Jones Change Agent Award was created, honoring Brenda Jones as the first recipient.
COMMITTEE

Sherry Cronin, Multicultural Student Affairs
Aurelio Curbelo, College of Agriculture and Life Sciences
Chris Fowler, Margaret Sloss Women’s Center
Tom Hill, Vice President for Student Affairs
Japannah Kellogg, Student Support Services Program
Som Mongtin, Margaret Sloss Women’s Center
Erin Pederson, Student Counseling Services
Jill Pepples, ISU Dining
David Romero, Science Bound
Debra Sanborn, Hixson Opportunity Awards Program
Allison Severson, Hixson Opportunity Awards Program
Brenda Thorbs-Weber, College of Business
Jaclyn Tungesvik, Office of Admissions
Reonda Washington, Thielien Student Health Center
Denise Williams, College of Human Sciences
Ebony Williams, Multicultural Student Affairs
Stephanie Zywicki, Graduate Student

2012 NCORE PARTICIPANTS

STUDENTS
Mireya Alvarez
Matthew Brooks
Nyajuok Deng
Hassan Elahi
Guillermo Elizalde
Cassandra Glidden
Katrina Granberry
Albert Li
Wicita Mahotama
Vanessa McNeal
KeeAnn Nelson
Melanie Perez
Lynzy Peters
Nasir Smith
Kyra Smith-Stevenson
Eva Soria
Victoria Stafford
Andrea Tate
Javier Tello-Guillen
Max Wood

STAFF
Aurelio Curbelo
Chris Fowler
Mike Giles
Japannah Kellogg
Adele Lozano
Erin Pederson
Cristobal Salinas
Reonda Washington
Denise Williams
Ebony Williams
In Memorium

Parichehr Shahabi-Nabavi

December 21, 1951 - November 14, 2012

The NCORE/ISCORE community lost a family member this year, Pari Shahabi-Nabavi. Pari served at the Southwest Center for Human Relations Studies at the University of Oklahoma, hosts and coordinators of the National Conference on Race and Ethnicity (NCORE). She was instrumental in putting together the NCORE/ISCORE program at Iowa State and invaluable in assisting Iowa State students in obtaining scholarships to the NCORE Conference.

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."

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