

8th Annual

ISCORE

Iowa State Conference on Race and Ethnicity

Friday

March 2, 2007

9:00 a.m. to 5:00 p.m.

Iowa State Memorial Union



IOWA STATE UNIVERSITY

PROGRAM SCHEDULE OVERVIEW

9:00–9:50 a.m. Opening Address..... Sun Room

10:00–10:50 a.m. Concurrent Sessions

11:00–11:50 a.m. Concurrent Sessions

12:00 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

4:00–5:00 p.m. Closing Ceremony..... Sun Room

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 Address

9:00–9:50 a.m.

Sun Room

Eveadean M. Myers, JD, is the associate director of equal opportunity and diversity at Iowa State. She received a BA in education from Iowa State and a juris doctorate from the University of Iowa College of Law. Myers has worked for The Pillsbury Company as the litigation computer support administrator where she directed litigation support functions, investigated EEOC and Department of Human Rights complaints, and mediated employment discrimination cases. Upon leaving Pillsbury, she began a consulting firm that worked with and advised senior management and attorneys on employment matters including discrimination, affirmative action, and diversity issues. Her clients included The Pillsbury Company; Iowa State University; Medtronics, Inc.; Thompson and Lundquist law firm; and the Briggs and Morgan law firm of Minneapolis. She became the Region VII director for the American Association for Affirmative Action in April 2000.



Deland J. Myers is a professor in the Department of Food Science and Human Nutrition and an affiliate member of the Center for Crops Utilization Research. He received his BS degree in biology from the University of Missouri–Kansas City and his master’s and PhD degrees in food science and technology from Iowa State University. His major research emphasis is the utilization of soy and corn proteins, particularly in nonfood, nonfeed applications including the utilization of soy proteins in wood adhesive applications. His efforts have led to two patents and projects with industry for the purpose of transfer and commercialization of the technology. Since 1999, Myers has led the Carver Academy Program to promote and encourage the academic success of high-ability undergraduate students of color. During the 2004–2005 academic year, he was appointed to lead an effort to improve undergraduate student recruiting in the College of Agriculture. Working along with the College Student Services office, new initiatives were implemented that resulted in a 10-percent increase in the number of students enrolling in the college for the 2005–2006 academic year and a 15-percent increase for the 2006–2007 academic year. He was recently appointed by the Provost’s Office to support the Iowa Alliance for Graduate Education and the Professoriate (AGEP) program in recruiting and student development.



Morning Sessions

10:00–10:50 a.m.

White Privilege: Defining It in Our Own Terms Pioneer Room

White privilege is often misinterpreted and misunderstood; therefore, it’s often dismissed as a conspiracy or worthless theory. The term white privilege has many different meanings and understandings depending on the individual. By defining it ourselves, can we understand the definition? Join us as we examine case studies and share our own stories about white privilege to help each other come to an individual understanding of the term.

Tom Vance, Junior, Journalism and Mass Communication and Horticulture

Erin Hughes, Senior, Anthropology

Penny Rice, Director, Margaret Sloss Women’s Center

Marcia Purdy, Graduate, Educational Leadership and Policy Studies

Positive Images of American Indians in Contemporary American Culture Room 3534

This session explores individuals in the American Indian community and their influence on contemporary American culture. Prominent and emerging leaders in film, literature, spirituality, and education will be highlighted and discussed. Their achievements will demonstrate how the mindset of Americans, with respect to the American Indian image, is transforming. This session will appeal to those interested in contemporary American Indian issues or American Indians and popular culture.

- Chavel Aron**, Sophomore, International Studies
- Emmanuel Owusu**, Sophomore, Computer Engineering and Business
- Chelsie Sanchez**, Sophomore, Hotel, Restaurant, and Institution Management
- Mariana Seda**, English Literature and Performing Arts

Cultural Interaction: A Look at Asian American Racial and Ethnic Relations Gallery Room

This is an interactive diversity training workshop composed of discussions and activities. Discussions will focus on both positive and negative Asian American relations with African Americans, Latinos, Caucasians, and American Indians in American society by analyzing cultural differences and stereotypes of the Asian American community. Relations between the East Asian community and the South Asian community in America will also be discussed. The audience will be challenged in determining reasoning behind tensions and negative relations between communities and explore possible solutions in order to resolve conflicts. Audience members will be able to animate relations by way of a short skit in order to better portray the information presented. Finally, we will present an enjoyable and interactive quiz about the Asian American culture and help break typical stereotypes used to label the community.

- Robert Brako**, Junior, Mathematics
- Adrian Dominguez**, Sophomore, Civil Engineering
- Tameka Hilson**, Sophomore, Communication Studies
- Carmen Paz**, Sophomore, Biochemistry/Pre-Pharmacy
- Brittany Overstreet**, Sophomore, Communication Studies

Views from the Fishbowl: Minority Athlete Experiences at a Predominantly White Institution . . Room 3505

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 discussed.

- Donald Reed**, Associate Athletics Director

Asian Americans: The Invisible Students of Color Great Hall

In American higher education, Asian American students are often overlooked in the dialogue on diversity issues. These students are left to live with the stereotypes and preconceived notions about what it means to be an Asian American student at a predominantly white university. This presentation will use video interviews to examine the experience of a group of Asian American students currently enrolled at Iowa State University. Join us and hear in their own words how they found their voice and continue to define their own identity.

- Alex Ung**, Junior, Civil Engineering
- Kim Everett**, Multicultural Liaison Officer and LEAD Program Coordinator, College of Engineering

Examining the Harlem Renaissance: A Central Period in the History of African Americans Room 3512

The Harlem Renaissance was a product of the Great Black Migration occurring after the Civil War as southern blacks moved to large Northern cities like Philadelphia and New York. This mass movement was in part due to the rise of Jim Crow laws and the Black Cords that limited the freedoms and political rights of blacks. Economics and the onset of the Industrial Revolution helped fuel this migration northward, resulting in one of the most significant periods in African American history. Originally called the New Negro Movement, the Harlem Renaissance, or the period of 1920 to 1930, saw 175,000 blacks move to Harlem, resulting in an epoch in American history.

- Vernon Hall**, Graduate, Curriculum and Instruction

Exploring Emotional Intelligence for Multicultural Work Cardinal Room

Differences in race and ethnicity often cause strong emotional responses in people. Our abilities to be aware of and manage our emotions and to interact with others' emotions may profoundly influence our abilities to communicate and work across cultures. Four dimensions of emotional intelligence (EI)—emotional perception (self and others), use of emotions to facilitate thinking, making emotional meanings, managing emotions (self and others)—will be explored with the focus on how to use EI in working across cultural groups. After a brief introduction to EI, a self-assessment will be done by workshop participants, and, in a go-round, participants will share stories about situations in which they either found aspects of EI to be valuable or later wished they had been able to use EI-related abilities better. Group discussion on how to work on EI abilities in intercultural contexts will ensue, with a final go-round related to participant insights on this topic. Go-rounds may be in subgroups, depending on the numbers of participants.

Suzanne Hendrich, Professor, Food Science and Human Nutrition

11:00–11:50 a.m.

An Outlook on Diversity from My Home to Yours: Building a Stronger Community within the Residence Halls Gallery Room

Implementation of diversity programs within the residence halls coupled with diversity training for community advisers can help to provide a stronger community with the students and residence hall staff. Being able to connect with one another and being unafraid to share ideas are important steps to building a community.

Tameka Hilson, Sophomore, Communication Studies

Latina/o Monologues Pioneer Room

What does it take to be a college student? What are the challenges? Why is it hard for Latina/o students to come to college? Latinas/os are the fastest growing population in Iowa—among them, young Latina/o students aspiring to continue their education after high school in higher institutions. However, few actually do. This session will discuss the challenges Latina/o students face in deciding to come to college from local Iowa State students' perspectives. The stories of several Iowa State students, who recounted their experiences in coming to college, will be retold through a series of dramatic monologues. A panel of Iowa State Latina/o students will share their experiences in a discussion.

Kathy Mou, Sophomore, Animal Science/Pre-Vet

Tom Vance, Junior, Journalism and Mass Communication and Horticulture

Mileka Scurlock, Senior, Health and Human Performance

TiAnn Taylor, Junior, Performing Arts

Are Athletes Born or Built? Cardinal Room

It's been a long-debated argument in the sports world. Are African American athletes really bigger, faster, and stronger than athletes of other ethnicities? Do African Americans really jump higher? In this highly interactive session, we will explore the many factors that go into this nature vs. nurture dilemma, specifically with regard to football, basketball, and track and field. Through discussion and a fast-paced game of Jeopardy®, we will try to answer these questions by analyzing the recruitment tactics of specific universities with top athletic programs, comparing social influences and regional differences, and evaluating different genetic make-up. Come and check it out!

Ruozhu (Cathy) Du, Sophomore, Finance

Kelsey Manning, Sophomore, Animal Science/Pre-Vet

Lucia Reyes, Sophomore, Computer Engineering

Susuwi Salvador, Sophomore, Dietetics

CRASH into Reality: An Intersection of Race, Adaptation, and Achievement Great Hall

In the movie *CRASH* (2005) several stories involving a collection of inter-related characters weave through two days in Los Angeles. The characters challenge stereotypes that are demonstrated in the film and offer alternative views that contrast with societal norms. During this session, three women from different cultures take you on a journey of their *CRASH* moments while living, studying, and working at Iowa State University. While each of their backgrounds is varied, all experienced an adjustment period upon arrival in Ames, Iowa. Through the utilization of movie clips, their stories will be displayed, dissected, and explained.

Jacqueline Pryor, Graduate, Educational Leadership and Policy Studies

Amy Ramos, Graduate, Psychology

Yanira Pacheco-Ortiz, Multicultural Liaison Officer, College of Human Sciences

Iowa State’s New Discrimination and Harassment Policy: How You Can Help Stop Discrimination and Harassment!Room 3512

Iowa State University takes harassment and discrimination very seriously. Recently, the racial and ethnic harassment policy and the sexual harassment policy were combined, and this presentation is designed to provoke thought and questions on Iowa State’s new discrimination and harassment policy that went into effect May 1, 2006. Participants will learn about the new policy, how to find help if they are a victim of discrimination or harassment, and how they can help stop discrimination and harassment. This will be an interactive session that will utilize role playing of real-life scenarios to show what harassment and discrimination really look like!

Carla R. Espinoza, Associate Vice President for Human Resources, and Director, Equal Opportunity and Diversity
Eveadean M. Myers, Associate Director, Equal Opportunity and Diversity

Old vs. New Struggles of an Asian American WomanRoom 3505

As a first-generation Taidam woman born in Des Moines, Iowa, to parents of refugees from Southeast Asia, life has provided me different perspectives between the traditions of my parents and the expectations of American society. I was born into a traditional home where women are subservient and a religion that views women as second class. However, outside of my home, modernization and equality is abundant. Join us for a presentation and discussion on the difficulties faced by Asian American women as they struggle between old and new traditions. We will focus on experiences and appreciation of each other’s battles as we become cognizant of the facets and difficulties of life as an Asian American woman.

Mary Baccam, Junior, Apparel Merchandising Design and Production
Donechanh “Don” Southammavong, Educational Outreach Specialist, Des Moines Area Community College

The Future of Minority Studies Research Project: A Conversation about Social Justice and the Future of American Higher EducationRoom 3534

The Future of Minority Studies Research Project (FMS) was initiated in 2000 by a consortium of scholars and academic institutions with a primary interest in minority identity, education, and social transformation. FMS is organized as a mobile think tank designed to facilitate focused and productive discussions, as well as to support scholarship attending to minority identities and social change, across disciplines. Discussions concentrate on carefully defined questions about the role of higher education in a multicultural democracy and the need for an adequate conception of minority identities as the basis for understanding and pursuing progressive social change. In this presentation, we will draw on the experience with FMS to discuss critical issues as they relate to social justice and the future of American higher education generally, as well as the future of Iowa State University specifically.

Nana Osei-Kofi, Assistant Professor, Educational Leadership and Policy Studies
Adela Licona, Assistant Professor, Rhetoric and Women’s Studies
James C. McShay, Adjunct Assistant Professor, Multicultural and International Curriculum Studies

Luncheon and Keynote Address

12:00 Noon-2:00 p.m. Sun Room

Evelyn Hu-DeHart is professor of history and director of the Center for the Study of Race and Ethnicity in America at Brown. She joined Brown after leaving the University of Colorado at Boulder where she was chair of the Department of Ethnic Studies and director of the Center for Studies of Ethnicity and Race in America. She has also taught at the City University of New York system, New York University, Washington University in St. Louis, the University of Arizona, and the University of Michigan, as well as lectured at universities and research institutes in Mexico, Peru, Cuba, France, Hong Kong, Taiwan, and China.

Hu-DeHart received her BA with Honors in political science from Stanford University and her PhD in Latin American History from the University of Texas at Austin. She is the recipient of numerous research awards, including two Fulbrights—to Brazil and Peru. She is also the recipient of a three-year Kellogg National Leadership Award.



She has published three books on the Yaqui Indians of northern Mexico and Arizona (one in Spanish) and numerous scholarly articles on her current research on the Asian diaspora in Latin America and the Caribbean, and written on the politics of multiculturalism. She speaks Spanish and Portuguese as well as three dialects in her native Chinese, reads French and German, and has traveled extensively throughout Europe, the Middle East, Latin America and the Caribbean, Taiwan, and China. She is published in English, Chinese, Spanish, and Zoque Mayan.

She lectures, testifies, consults, and conducts workshops on Latin American/Caribbean history, politics, and contemporary affairs; race, ethnic, and gender relations and issues; multicultural education and the politics of multiculturalism; ethnic studies and curriculum reform; Asian American history and the Asian Diaspora worldwide; refugee and immigration issues; and recruitment and retention of students and faculty of color. During the past five years, she has lectured at over fifty U.S. campuses, educational, and cultural institutions, including the Smithsonian, the American Museum of Natural History, and the Asia Society (New York City). She has testified before the U.S. Civil Rights Commission, participated at teleconferences sponsored by *Black Issues in Higher Education*, and appeared on the *McNeil/Lehrer Newshour* among other television and radio programs. She is founder of the Asian/Pacific American Women’s Leadership Institute.

Afternoon Sessions

2:10–3:00 p.m.

The Reality of Race Pioneer Room

Race is commonly discussed in the social and political construct, but how does the scientific community view race? Are there, in fact, biological differences among people of different races? This session will discuss the theoretical origins of genetic differences in humans and the debate over the biological existence of race.

Kathy Mou, Sophomore, Animal Science/Pre-Vet

One Size Fits Not: Asian American/Pacific Islander as a Category Gallery Room

This session will explore the differences within the Asian American and Pacific Islander ethnic group and the problems associated with using one category for a diverse group of peoples. A brief history of persons of Asian descent will be presented as relevant to addressing modern problems. Misconceptions regarding the “model minority” label and issues of financial aid programs for different Asian American ethnic groups will be addressed. The session will also include a dialogue focusing on rational policies that, if effected, could provide aid to specific Asian American ethnic groups.

Robert Brako, Junior, Mathematics

Sell Out: The Identity Crises and Obstacles Black Students Face in Higher Education and their Effects on Black Intellectualism Cardinal Room

The number of African American students admitted and enrolled in college and universities has increased steadily in the last decade. However, much attention is being garnered on campuses nationwide about the disturbing decline in retention, graduation rates, and achievement gaps of these students in comparison to their counterparts. Through discussion this presentation seeks to tackle misconceptions and bring awareness and understanding to the obstacles and conflicts many African American students in higher education encounter, particularly in predominately white institutions.

Mileka Scurlock, Senior, Health and Human Performance

Implementing and Improving Multicultural Student Services Room 3512

This session will focus on the academic programs, counseling services, and other resources available for students of multiethnic backgrounds throughout college and university campuses in the United States. Discussion in the session will include why the implementation of such programs at Iowa State University is beneficial and necessary.

Chavel Aron, Sophomore, International Studies

Carmen Paz, Sophomore, Biochemistry/Pre-Pharmacy

Brittany Overstreet, Sophomore, Communication Studies

TiAnn Taylor, Junior, Performing Arts

The Great DebateRoom 3505
 American Indians are seen everywhere today. Unfortunately, the majority of the population only recognizes incorrect and degrading images because the perception is of a race that is no longer around. A nationwide example of this is Native Americans used as a mascot for a variety of sporting teams. This presentation includes some of the most controversial mascots such as the Florida State Seminoles, the University of Illinois Illini, and the University of Notre Dame Fighting Sioux. Through interactive discussions and use of images, this environment will create a learning atmosphere about the discrimination of American Indians through the misuse and disrespect of mascots today.
Chelsie Sanchez, Sophomore, Hotel, Restaurant, and Institution Management

The Ronald E. McNair Post-Baccalaureate Achievement Program: One Star in the TRIO Crown Great Hall
 The Ronald E. McNair Post-Baccalaureate Achievement Program is funded by the U.S. Department of Education and resulted from the 1986 amendments to the Higher Education Act of 1965. As one of eight federal TRIO programs, the McNair program provides educational support and opportunities to students from economically disadvantaged backgrounds and seeks to increase the number of doctoral degrees earned by students from underrepresented populations. The program awards grants to undergraduate institutions for projects to motivate and prepare students from disadvantaged backgrounds with strong academic potential. This presentation will share history of the McNair program at Iowa State and will highlight program accomplishments, future trends in TRIO programs, and how students benefit from the McNair program.
Zayira Jordan, Graduate, Journalism and Mass Communication
Thelma Harding, Assistant Director, Graduate College, McNair Post-Baccalaureate Program
Jacqueline Pryor, Graduate, Educational Leadership and Policy Studies

3:10-4:00 p.m. 

El Teatro? Identity and Culture of Latino/as through American Ethnic TheaterRoom 3534
 This session investigates how Latino/a identity and culture have developed from the theater in America. We will discuss prominent figures in the theater who have affected the Latino/a presence in the United States and the emerging popularity of Latino/a theater, especially Chicano/a theater, as it works toward deconstruction of cultural stereotypes. This session will appeal most to those interested in contemporary Latino/a cultures and identities and the influence of avant-garde ethnic theater arts.
Mariana Seda, Junior, English Literature and Performing Arts

Is There a Solution to End Racism? Pioneer Room
 Is there a solution that will finally end racism? What are the origins of racism? Racism, the belief that people of different races are inherently superior or inferior, cannot be formed without implication by words or actions. This presentation seeks to explore discussion and solutions of how we implicate racism in our own lives. Solutions to racism can be polarizing, but whether you believe the best solution is to forgive and forget or to educate and learn, the possibilities are infinite.
Adrian Dominguez, Sophomore, Civil Engineering

Uhuru: The Freedom MagazineRoom 3512
Uhuru: The Freedom Magazine is a student publication that began in the spring of 2005 as a multiethnic magazine focusing on the ALANA (African, Latino, Asian, and Native American) community and its issues. Now in its fifth semester of publication, *Uhuru* continues to ensure that the ideas, views, and topics that affect and relate to the ALANA community are expressed and elaborated. The magazine is here to serve these communities, and it is making its presence known. Join as we learn about the history, organization, and process of *Uhuru*.
Tom Vance, Junior, Journalism and Mass Communication and Horticulture
Teresa Krug, Senior, Journalism and Mass Communication
ChenRu Zheng, Senior, Art and Design

PDA (Public Discrimination Awareness) is OK Room 3505

We encounter stereotypes everyday—in magazines, in Hollywood, and in the news. In recent years, we have tried to teach ourselves to avoid stereotypes—but is anything changing? As we argue about how to remove stereotypes from society, we are molding the impressionable minds of our next generation. Through this discussion-based session, we will analyze case studies and view a video clip of how elementary students facing stereotypes portray their perceptions.

- Ruozhu (Cathy) Du**, Sophomore, Finance
- Kelsey Manning**, Sophomore, Animal Science/Pre-Vet
- Lucia Reyes**, Sophomore, Computer Engineering
- Susuwi Salvador**, Sophomore, Dietetics

Contemporary American Indian Studies Cardinal Room

Contemporary American Indian Studies differs considerably from historic, mainstream perceptions. This session will discuss the influence of the University of Arizona’s American Indian Studies program on activities at Iowa State, as well as what it is we talk about when we say “contemporary” studies.

Sidner Larson, Director, American Indian Studies Program

The Collaborative on Academic Careers in Higher Education (COACHE) Survey—Faculty Satisfaction and Experiences Related to Diversity Gallery Room

The Collaborative on Academic Careers in Higher Education (COACHE) Survey from the Harvard Graduate School of Education is designed to provide a broad portrait of work satisfaction from full-time, pre-tenure, tenure-track faculty. In the fall of 2005, 194 faculty of the 306 potential respondents participated in the survey (63 percent). The data is summarized in five broad thematic cluster categories: (1) tenure; (2) nature of work; (3) policies and practices; (4) climate, culture, and collegiality; and (5) global satisfaction with a comparison to five peer institutions (Ohio State, North Carolina State, University of Arizona, University of Illinois, University of Minnesota). Comparisons also are made between gender, race, and academic areas. The results are presented as highest to lowest mean score, effectiveness gaps, and best and worst aspects of working at Iowa State. The Iowa State faculty highly ranked the desire for diversity. This and other results and implications will be discussed.

- Susan Carlson**, Associate Provost for Faculty Advancement and Diversity, Professor, English
- Claire Andreassen**, Department Chair, Veterinary Pathology
- Deland Myers**, Professor, Food Science and Human Nutrition
- Dan Zhu**, Associate Professor, Logistics, Operations and Management Information Systems
- Michael Whiteford**, Dean, College of Liberal Arts and Sciences
- Jason Pontius**, Graduate, Educational Leadership and Policy Studies

Closing Ceremony

4:00–5:00 p.m.

Entertainment provided by **Soul Innovators**

NOTES



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