

# **Thomas L. Hill Iowa State Conference on Race and Ethnicity (ISCORE)**

## **March 4, 2022 | Live Stream Sessions Only**

*(registration required)*

### **Welcome & Keynote**

**8:45 a.m.- 9:50 a.m.**

#### **Calling on the Choir**

In the black church experience, those in the choir are perceived to be committed to the work of the church. Rollins will share how her life experiences made her part of the diversity, equity and inclusion (DEI) choir. She will also leave you feeling encouraged and empowered to keep doing the work of DEI.

*Anita Rollins, Asriel Consulting and Publications, Ames City Council member, and former ISU staff member*

### **Concurrent Sessions Block One**

**10:00 a.m.- 10:50 a.m.**

#### **Faculty Reflections on the National Conference on Race and Ethnicity**

More than 25 faculty participated in the 2021 National Conference on Race and Ethnicity. In this session, faculty will share their reasons and motivations for registering for NCORE. They will describe how they engaged in NCORE and shared in the experience with their learning partner. Lastly, they will discuss how they applied their learning to advance their position responsibilities.

*Tera Jordan, Ph.D., Assistant Provost for Faculty Development, Office of the Senior Vice President and Provost*

#### **Fashion Forward: Centering Justice in Fashion History – A Museum Exhibition**

Fashion Forward: Centering Justice in Fashion History is a digital and mounted exhibition at the Textiles and Clothing Museum at Iowa State that confronts the traditions and practices of the past by reinterpreting a selection of objects from our collection using justice-oriented lenses. The chosen objects were previously featured in the exhibition and corresponding catalog *Treasures of the Textiles and Clothing Museum* (2013). The use of the word “treasures” implies that these objects have great significance, value, or prestige, but this assessment has also been based largely on traditional, dominant understandings of history. Objects within museum collections—ours included—are biased toward the histories of white, heterosexual, and affluent individuals, those who have traditionally held more power in society. Through the themes of cultural appropriation and imperialism, racial inequities, socio-economic and class barriers, environmental justice, women and feminism, and shifting masculinities, we center and uplift marginalized voices. In this exhibition, we reveal additional stories that often have been omitted from mainstream narratives, inviting visitors and other scholars to consider and create fashion histories that are forward-thinking, equitable, and just.

*Joshua D. Simon, Graduate Student (2nd year Master's), Agatha Huepenbecker Burnet Endowed Graduate Research and Teaching Assistant, Apparel, Events, and Hospitality Management; Kyra G. Streck, Graduate Student (2nd year Master's), Agatha Huepenbecker Burnet Endowed*

*Graduate Research and Teaching Assistant, Apparel, Events, and Hospitality Management; Ginger D. Stanciel, Graduate Student (2nd year Master's), Agatha Huepenbecker Burnet Endowed Graduate Research and Teaching Assistant, Apparel, Events, and Hospitality Management; Kelly L. Reddy-Best, PhD, Associate Professor, Director and Curator of the Textiles and Clothing Museum, Apparel, Events, and Hospitality Management*

### **Modern Day Slavery and Human Trafficking Towards Women: 'The Kafala System' in Middle Eastern Countries**

What comes to mind when you hear of a working environment with regulations, sexual violence, racial discrimination, and the sale or exchange of human beings? This is not about slavery in the United States during the 19th century. It is the Kafala System, a modern-day slavery system, operating in Middle Eastern countries. Modern day slavery, or neo-slavery, manifests in many different forms, ranging from laborers enduring brutal working conditions and little nourishment, to domestic workers who are victims of physical, sexual, and emotional abuse, while being underpaid and overworked. For economic advancements, many Middle Eastern residents are being sold into slavery to fuel their respective country's industries. Women's experiences are unique, as they are the majority of domestic workers, but are rarely able to speak-out about their enslavement due to censorship or punishment. This session will compare the Kafala System in Saudi Arabia and Kuwait. We will discuss what the Kafala System is, how it impacts individuals, and solutions to combat modern day slavery.

*Racquel González, Criminal Justice/Spanish/African American Studies, Senior, NCORE-ISCORE Student Scholar; Arwa Hassan, Public Relations, Sophomore, NCORE-ISCORE Student Scholar; Maya Chadwick, Horticulture, Sophomore, NCORE-ISCORE Student Scholar  
NCORE-ISCORE Team Leader: Dr. LeQuetia Ankar, Assistant Director of Student Services and Director of Multicultural Student Success; Brian Le, Student Program Coordinator, Science Bound*

### **Concurrent Sessions Block Two**

**11:00 a.m.- 11:50 a.m.**

#### **Racial, Socioeconomic, and Regional Effects on Perception of Law Enforcement Uniforms**

The tension between law enforcement officers and civilians has been increasing in recent years. Some of this can be attributed to how civilians react to the appearance of the officers patrolling them. Another aspect of this heightening of tension can be linked to officer performance decreasing due to environmental conditions. This study investigates how civilians feel when officers are wearing different uniforms and have different racial presentations. These sentiments were measured across eight different emotional responses and cross-referenced against archived data about how officers performed when assessing emotion in different body armor configurations. This data was gathered via email responses sent out to civilian populations through contacts in law enforcement agencies and community groups. The survey was distributed through these channels to get a varied understanding of individuals who will have interactions with officers and the officers themselves. Our findings are showing trends we believe will positively affect the interactions between civilians and law enforcement officers.

*Braden Westby, Senior, Mechanical Engineering*

*Professional Mentor (for undergraduate student presenters): Dr. Richard Stone, Ph.D., Industrial Engineering*

### **Spectrum and Matrix of Inclusion Tendencies and Experiences using Narrative Stories**

This multi-mode storytelling session offers members of the ISU community a safe space to form on-the-spot critical friends groups, and then engage in an interactive, participatory group discussion on the concept of “inclusion” and the term “systemic.” Three stories of women faculty with multi-intersectionality will be shared and explored (e.g., Morning nanny, Wizards of Oz, Leavers Labors Lost). Grounded in human dignity and sustainable authentic human characters, key discussion questions will be generated while bounded within the self-others-and-world (SOW)’s rights and responsibilities lenses. Borrowing Carl Rogers’ Humanistic approach, Charles Taylor’s authenticity, and Angus Fletcher’s the uniting power of story, we conceptualize that the genuine exchange of our lived stories is curative, therapeutic, and finally empowers us to be resilient, creative and scientific for inclusion awareness, commitment, and finally systemic redesign. The session participants will (1) explore how a range of varied levels of inclusion occur (spectrum), and (2) under what axes of elements and recursive social dynamics (matrix) manifest into “inclusion tendencies” and “inclusion experiences” within an Institution of Higher Education and beyond. Specifically, the session will strive to provide a fertile ground to enhance best practices of inclusion at the micro-level, decision-making transparencies, and fairness of opportunities that are perennial and widespread.

*E.J. Bahng, CHS Equity Advisor, Associate Professor, School of Education; Amy J. Rutenberg, LAS Equity Advisor, Associate Professor, History; Carmen L. Gomes, Faculty Senate, EDI Chair, Associate Director of Virtual Reality Applications Center & Associate Professor, Department of Mechanical Engineering*

### **Do You Really Care About Black Lives Matter (BLM) or Is Your Activism Disingenuous?**

Is your activism and allyship productive toward the mission of the movement? In this session, we will discuss performative activism and allyship in the United States and as a part of campus life at Iowa State University. Performative activism is superficial activism that benefits an individual’s reputation who is oftentimes from a privileged identity. Performative allyship is when someone from a non-marginalized group professes support and solidarity with a marginalized group that may end up causing harm. Since the height of BLM in 2020, companies and individuals have increased their performative activism and allyship through unproductive impact, inauthentic change, or for social gain. By understanding and exploring performative activism and allyship in society and on our campus, we will be able to highlight the core values and intent of BLM movements and other activist groups.

*Nidia Garcia-Rodriguez, Junior, Kinesiology, Community and Public Health, NCORE-ISCORE Student Scholar; Dawood Ghauri, Senior, Computer Engineering, NCORE-ISCORE Student Scholar; Yahan Chang, Senior, Mechanical Engineering, NCORE-ISCORE Student Scholar NCORE-ISCORE Team Leader; Yamille Perez, Program Specialist, Program for Women in Science and Engineering (WiSE) and Iowa 4-H Youth Development*

## **Keynote Speaker**

**Approximately 12:20 p.m. – 1:50 p.m.**

### **Navigating Universilandia Using Landing Spaces**

*Dr. Cristobal Salinas, Jr., Associate Professor, Educational Leadership and Research Methodology, Florida Atlantic University*

## **Concurrent Sessions Block Three**

**2:10 p.m.- 3:00 p.m.**

### **A Day in the Life of an MVP Scholar**

As part of the Multicultural Vision Program (MVP) first-year seminar, University Studies 101B, scholars spend the semester exploring various strategies for academic success and engaging in dialogue about self-discovery. The final assignment for the course is the creation of a video podcast in which the scholars utilize storytelling to reflect on how their social identities and the MVP Scholarship have impacted their Iowa State University experiences. This presentation will be a recreation of this podcast assignment; selected MVP Scholars will be part of a live podcast, facilitated by the MVP Graduate instructors, where they will have the opportunity to share their experiences as first-year students at Iowa State University. Following the presentation, attendees will have the opportunity to engage in a Q & A with the MVP scholars.

*Aiden Jones, M.Ed., Program Coordinator, Office of Multicultural Students Affairs; Jayda Baumhover, Graduate Student, Graduate Assistant, Office of Multicultural Student Affairs; Ser Paw, Graduate Student, Graduate Assistant, Office of Multicultural Student Affairs*

### **Beyond the Uniform (BU)**

This session will examine the complexities of being a minority student-athlete in a predominantly white community. The student-athletes will be asked to discuss their sport identity and how it works positively and negatively to impact their mental health journeys. They will dive into the role social media has played in giving them a voice in building their brand and identity with authenticity. They will also discuss how being a student-athlete has defined or impacted their self-value and purpose.

*Iowa State University Student-Athletes*

*Panel Facilitator: Kyven Gadson, Associate for Student-Athlete & Letterwinner Engagement, Associate for Student-Athlete & Letterwinner Engagement, Athletics*

*Professional Mentors: Charles Small, Ed.D., Interim Vice President for Diversity, Equity and Inclusion, President's Office & Athletics; Lindsey Long, Assistant Athletics Director, Athletics*

### **Past to Present - Generational Trauma's Effect on Indigenous Communities Who are Reliant on Western Healthcare**

Racism in the healthcare system has caused generational trauma in Indigenous communities. Generational trauma is passed down from those who directly experience an incident to subsequent generations who continue to experience the impact and effects of that harm. This has led to a disconnect between Indigenous patients and healthcare providers, in part, due to a lack of trust. As a result, the effects of generational trauma resulting from mistrust in a Western

health care system has led to an increase in health disparities between Indigenous and non-Indigenous communities. Health disparities are preventable differences in burden of disease, injury, violence, or opportunities to achieve optimal health. Sadly, Indigenous communities are shown to have some of the highest rates of medical disparities including, but not limited to, lower life expectancy and higher instances of infant mortality. Racism and prejudice are contributing factors, as is mistrust stemming from physicians' lack of cultural awareness. This session will focus on the effects of generational trauma in the healthcare system and the harmful impact on Indigenous communities reliant on the Western healthcare system.

*Durga Sritharan, Biology with Psychology Minor, Junior, NCORE-ISCORE Student*

*Scholar; Bennett O'Hare, Biology, Junior, NCORE-ISCORE Student Scholar*

*NCORE-ISCORE Team Leader: Dr. Ruxandra Marcu, Director, Margaret Sloss Center for Women & Gender Equity; Dr. Erin Pederson, Staff Psychologist, Diversity Coordinator, Student Counseling Services*

## **Closing Session**

**3:10 p.m.- 4:45 p.m.**

### ***Symphony of Diversity: "A Thousand Thunderbolts"***

Musicians of the Iowa State University Symphony will reprise the internationally heralded 2021 *Symphony of Diversity* production "A Thousand Thunderbolts." A commemoration of the victims of the Tulsa Race Massacre in the centennial year of the tragedy, this powerful performance incorporates pre-recorded video of historic civil rights speeches, delivered by living Tulsa civil rights activists, into a program of music written exclusively by Black American composers. This ISCORE performance represents the debut of a special version for chamber strings, with subsequent performances planned for Vancouver (Canada), Pittsburgh, Washington DC, Baltimore, Portland (OR) and Brisbane (Australia).