## Program Schedule

### Overview

**Wednesday, Mar. 4**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>11:00AM</td>
<td>Check-in and Lunch</td>
</tr>
<tr>
<td>11:30AM</td>
<td>Welcome and Opening Session</td>
</tr>
<tr>
<td>1:10PM</td>
<td>Concurrent Sessions</td>
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<tr>
<td>2:10PM</td>
<td>Concurrent Sessions</td>
</tr>
<tr>
<td>3:10PM</td>
<td>Keynote Speaker, Dr. Tera R. Jordan</td>
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**Friday, Mar. 6**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:15AM</td>
<td>Check-in and Continental Breakfast</td>
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<tr>
<td>9:00AM</td>
<td>Welcome and Opening Address, Vijay Kanagala, Ph.D</td>
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<tr>
<td>10:00AM</td>
<td>Concurrent Sessions</td>
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<tr>
<td>11:00AM</td>
<td>Concurrent Sessions</td>
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<tr>
<td>12:00PM</td>
<td>Luncheon and Keynote Panel, NCORE-ISCORE Project Alumni</td>
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<tr>
<td>2:10PM</td>
<td>Concurrent Sessions</td>
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<tr>
<td>3:10PM</td>
<td>20th Year ISCORE Photo and Closing Session</td>
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<tr>
<td>4:15PM</td>
<td>ISCORE Reception</td>
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### Thomas L. Hill ISCORE: Iowa State Conference on Race and Ethnicity

The annual ISCORE conference started soon after the university’s 1998–99 yearlong university-wide celebration, “The Legacy of George Washington Carver—Inspiring Students to Become Their Best.” The first full conference was modeled after the National Conference on Race and Ethnicity (NCORE) and was held on March 3, 2000, thanks to the vision of former Senior Vice President for Student Affairs, Dr. Thomas L. Hill.

Dr. Hill had the inspiration and foresight to make the conference a reality and into the successful and highly praised institutional event now experienced by hundreds of students, staff, and faculty every year. When Dr. Hill retired in March 2016, President Leath accepted the conference planning committee’s recommendation to rename the conference to “Thomas L. Hill ISCORE: Iowa State Conference on Race and Ethnicity” to reflect his role and commitment to the conference and the university.

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PRE-CONFERENCE

**Wednesday, March 4**

**11–11:30AM**
Check-in and Lunch
Great Hall

**11:30am–1:00PM**
Welcome and Opening Session
More Than Just a Conference: The Journey of Professional Development Academy Participants
Great Hall

**1:10–2:00PM**
The Intersection of Race and Sex: Race and the Women’s Suffrage Movement, 1840-1920
Cardinal Room
Valuing Identity
South Ballroom
Facilitating Discussions with White Rural Student Groups – How Do We Engage Them?
Campanile Room
Cy, Is This Racist? Identifying and Confronting White Nationalism in the Classroom and Beyond
Great Hall

**2:10–3:00PM**
Making Iowa State University Meetings & Events More Inclusive, Diverse, and Accessible: A Toolkit for Iowa State University Meeting and Event Planners
Cardinal Room
Supporting Underrepresented Students Across Disciplines
Campanile Room
Demystifying the International Faculty & Staff Hiring Process: An Employer’s Guide
Great Hall
Dismantling Inequities by Building Cultural Proficiency through the Tools of Cultural Humility
South Ballroom

**5:00–7:00PM**
Naming celebration: Simon Estes Music Hall
Martha-Ellen Tye Recital Hall, Music Hall

**March 5 at 7:30PM**
ISU Symphony Orchestra – Symphony of Diversity
Stephens Auditorium

For day-of announcements and communications, see the ISCORE Facebook page at https://www.facebook.com/IowaStateISCORE/
Dr. Jordan’s research program centers on health-focused intervention programming, community-based studies, and African American families, couples, men, and youth. She utilizes this skill base to study two areas: (a) marriage and intimate relationships and (b) Type-2 diabetes prevention and management. She has received internal and external grant funding to support her research; results are published in high-quality journals under her maiden name, Tera R. Hurt. In addition to conducting research, she teaches courses on family communication and relationships, advanced qualitative methods, and mixed methods and serves the university community through leadership positions on the Athletics Council, Black Faculty and Staff Association, Inclusive Action Commission, McNair Advisory Council, and her college and department’s Honors and Awards Committee. Prior to joining the faculty at Iowa State in 2012, Dr. Jordan earned a dual-title Ph.D. in Human Development and Family Studies and Demography from The Pennsylvania State University in 2005 and worked as a Research Scientist at the University of Georgia from 2004 to 2012.

Dr. Tera R. Jordan
Assistant Provost for Faculty Development, Associate Professor in the Department of Human Development and Family Studies at Iowa State University

REGISTRATION AND LUNCH
GREAT HALL, 11:00AM – 11:30PM

WELCOME AND OPENING SESSION
More Than Just a Conference: The Journey of Professional Development Academy Participants
Great Hall, 11:30AM – 1:00PM

Each year a cohort of 20 Iowa State University professionals are selected to be a part of a Professional Development Academy. This year long experience is a commitment to increasing their awareness, knowledge and skills as it relates to race and ethnicity. They engage in a dialogical process that builds their awareness and connection to other professionals across campus. A group of Iowa State professionals will provide insight on how structure and support helped them maximize their conference experience. Participants will leave this session with an understanding of the benefits in participating in the Professional Development Academy and an understanding of roles faculty and staff play in impacting campus climate.

Facilitators:
Carmen Flagge, Director of Multicultural Student Success, College of Human Sciences
Natasha Greene, Engagement and Inclusion Office, ISU Police Department

Panelists:
Kami Feld, ISU Police Department
Susan Gent, ISU Library
Kyle Holtman, Learning Communities
Carmen Jones, School of Education
Elizabeth McAllister, ISU Foundation
Nehemiah Thurston, Residence Halls
Brian Vanderheyden, Student Wellness
Arnold Woods, Graduate College
The Intersection of Race and Sex: Race and the Women’s Suffrage Movement, 1840-1920
Cardinal Room, 1:10PM - 2:00PM

The year 2020 marks the centennial of the ratification of the 19th Amendment to the Constitution, which prohibited states from using sex as a reason to deprive citizens of their right to vote. The 70+ year history of the suffrage movement is intertwined with the history of race in the United States. Attendees will learn about the suffrage movement’s Abolitionist roots; the movement’s fracture over the 15th Amendment’s exclusion of women; the contributions of African American suffragists; debate in the American South, which was more about maintaining white supremacy than women’s rights; and the Amendment’s eventual impact on African American women voters.

Karen Kedrowski, Ph.D., Director, Carrie Chapman Catt Center for Women and Politics

Valuing Identity
South Ballroom, 1:10PM - 2:00PM

This is a movement activity done in silence, followed up with discussion in small groups then the large group. It is meant to promote thoughts and emotions that go along with the idea of identity and multiple identities. It is about representation, lack of representation, and the emotions surrounding that. It calls for everyone to see and reflect on their past and (hopefully) change their future reactions around identity.

Marcia (Ma) Purdy, M.ED., Associate Teaching Professor, School of Education

Facilitating Discussions with White Rural Student Groups – How Do We Engage Them?
Campanile Room, 1:10PM - 2:00PM

After the 2016 presidential election, a CALS teaching professor implemented a 30 minute discussion activity in her weekly labs to build a stronger classroom community. Students became more adept at participating in discussions on a range of topics, actively listening, and exploring issues that offered no easy solutions. Many of these students report that their weekly discussions serve as one of the most important parts of their college educational experience.

How do we foster a culture of discussion at a STEM institution? How does an instructor empower white students from the rural Midwest to explore social issues despite their lack of exposure to urban and suburban communities? In this session, Virginia Hanson will share her experience as the instructor who designed and teaches this discussion piece, and former students of hers will share their experiences from the classroom.

Virginia Hanson, Assistant Teaching Professor, Department of Agricultural Education & Studies, College of Agriculture & Life Sciences

Cy, Is This Racist? Identifying and Confronting White Nationalism in the Classroom and Beyond
Great Hall, 1:10PM - 2:00PM

White supremacist ideas never really disappeared from America’s campuses and schools, but in the last decade the ideas of white nationalists and other white supremacists have reemerged as a more vocal and dangerous influence. The advocates of these ideologies are deeply immersed in the mythologies and conspiracies of their movement. This situation often puts those who would stand against white nationalism at a disadvantage. Communities committed to fighting white nationalism can be empowered with basic content and strategies to more effectively re-balance the contest. This session will aid in this correction by introducing key vocabulary and concepts of contemporary white nationalists and white supremacists; by giving guidance on identifying the coded and un-coded language and symbology of white nationalist and supremacist ideas; and by presenting best practices for addressing the presence of nationalism and supremacy on campus and in schools. Participants in the session will build content competence and practical confidence by participating in scenarios and brainstorming sessions to address hypothetical and real examples of white nationalism in classroom, campus, and other settings.

Jeremy Best, MAT, Ph.D., Assistant Professor, History
Making Iowa State University Meetings & Events More Inclusive, Diverse, and Accessible: A Toolkit for Iowa State University Meeting and Event Planners
Cardinal Room, 2:10 PM - 3:00 PM

A meeting or event is broadly defined as a gathering of two or more people with a common purpose. Iowa State University (ISU) hosts a wide variety of meetings and events each year. These meetings and events regularly involve both university and community attendees as well as a plethora of other stakeholders. A scan of the existing academic literature as well as meeting and event industry websites reveals a dismal lack of resources that provide event and meeting planners with strategies on how to create events that cater to more diverse and inclusive events.

This presentation will discuss how a collaborative team, led by program faculty in the Event Management program: (a) conducted an assessment of current ISU event and meeting planners, campus experts, and industry experts to find ‘best practices’ in planning events (b) mentored students enrolled in EVENT 486 semester that produced an event and (c) created a toolkit to assist ISU event and meeting planners that will be made available to ISU meeting and event planners. This presentation focuses on dimensions of event planning through the lens of race and ethnicity.

This project is supported by the Inclusion Initiatives Grant Program by The Office of Diversity and Inclusion.

Eric Olson, Ph.D., Assistant Professor, Department of Apparel Events, and Hospitality Management
Jamie Beyer, M.Ed., C.H.E, C.W.P., Associate Teaching Professor, Department of Apparel, Events, & Hospitality Management
Rita McClain, M.B.A., C.M.P., Assistant Teaching Professor, Department of Apparel, Events, & Hospitality Management
Ching-Hui “Joan” Su, Ph.D., Assistant Professor, Department of Apparel, Events, & Hospitality Management
Chin-Hsun “Ken” Tsai, Ph.D., Assistant Professor, Department of Apparel, Events, & Hospitality Management
Eulanda Sanders, Ph.D., Department Chair of Apparel, Events, & Hospitality Management

Supporting Underrepresented Students Across Disciplines
Campanile Room, 2:10 PM - 3:00 PM

There is a robust support structure for underrepresented students at the university and college level, but what about departmental support? During this presentation, you will learn about the programming that the Agricultural & Biosystems Engineering (ABE) Student Services team has created to help support underrepresented students across four majors and two colleges. We will cover learning of the students’ needs, the initial brainstorming, defining the program’s reach, the short/long term goals, outreach to the population, programming details, and the assessment of the program’s progress. Additionally, student representatives from the group will provide personal accounts of the program’s development and impact.

Ashtyn Beek, Academic Advisor, Agricultural & Biosystems Engineering
Lindsay Frueh, Academic Advisor, Agricultural & Biosystems Engineering
Tamara Kerns, Academic Advisor, Agricultural & Biosystems Engineering
Ben McCarty, Student Service Specialist, Agricultural & Biosystems Engineering
Elaine Phompheng, Student Service Specialist, Agricultural & Biosystems Engineering

Demystifying the International Faculty & Staff Hiring Process: An Employer’s Guide
Great Hall, 2:10 PM - 3:00 PM

Goal four of Iowa State University’s strategic plan includes recruiting, hiring, training, and retaining diverse employees. Recruiting and hiring international faculty and staff helps ISU meet this strategic goal. International faculty and staff bring rich perspective and contribution to our community. Employers are often apprehensive about the additional resources needed to hire and retain international candidates. This presentation will help address misconceptions about hiring international candidates, review the processes for securing work-eligible U.S. immigration status, and provide resources to help employers through the process. Presenters will share personal stories and perspectives from an international staff member, an ISU hiring manager, and the ISSO Scholar and Employment Unit.

Jahmai Fisher, M.S., Training and Development Specialist, Academic Success Center
Deborah Vance, MBA, Director, International Students & Scholars Office
Leif Olsen, M.Ed., Assistant Director, Academic Success Center
Dismantling Inequities by Building Cultural Proficiency through the Tools of Cultural Humility
South Ballroom, 2:10 PM - 3:00 PM

Social justice advocates and allies are largely in agreement that some initial context of interpersonal cultural awareness is necessary for building the capacity to Inclusion. However, equity implementation efforts are largely treated as skill-set approaches that presume only more information around culture is needed, rather than a growth mindset approach that requires transformation about interactions with culture. The debate then shifts towards whether to prioritize and focus on interpersonal work or systems work. This session dives into the heart of this debate by proposing a re-analysis of the popular Cultural Proficiency Framework (Lindsey, Nuri-Robins, Terrell, 2018) and reframes it within the context of Cultural Humility. Participants will examine conditions that disproportionately affect marginalized populations in organizational settings such as schools and colleges and developing a deeper consideration of the foundational elements upon which equity should be based; unpacking a shared sense of belonging and dignity. Participants will also examine five core values behind culture and how a set of inverse factors pull individuals and systems either toward or away a process of cultural humility that leads to improved cultural competence.

Isaiah McGee, Graduate Student, School of Education

SESSIONS 5:00PM-7:00PM

Naming celebration: Simon Estes Music Hall
Martha-Ellen Tye Recital Hall, Music Hall, 5:00PM-7:00PM

Event is free and open to the public.
On Feb. 5, the state Board of Regents approved Iowa State’s request to name Music Hall for opera vocalist Simon Estes, the music and theatre department’s F. Wendell Miller Distinguished Artist-in-Residence since 2000.

Schedule:
5:00PM: Program begins in the recital hall (doors open at 4:30PM)
5:45PM: Sign unveiling, outside (weather permitting) or in the lobby
6-7PM: Reception, Music Hall lobby

Thursday, March 5, 7:30PM

ISU Symphony Orchestra – Symphony of Diversity
Stephens Auditorium, 7:30PM

Event is free and open to the public
Doors open at 6:45PM

Join the Iowa State University Orchestra as they celebrate a world that is a Symphony of Diversity. Bringing uncommon artists and uncommon composers to the concert hall to highlight the many cultures and peoples that make up America, the performance features the Iowa State University Symphony Orchestra under its conductor, Jonathan Govias, along with special guests Adrian Anantawan, violin, and John Rice, Elder of the Wasauksing First Nation.

Program:
• Bal Masqué by American composer Amy Beach (American, 1867-1944)
• Concerto for Violin by Amanda Maier Röntgen (Swedish, 1853-1894) with guest soloist Adrian Anantawan, violin
• Juba Dance by Nathaniel Dett (African American/Canadian, 1882-1943)
• Ojibwe Creation Legend “Nanabush and the Giant Beaver” by Canadian composer Richard Mascall (“Singing Beaver on Water”) (2nd American performance ever), narrated by John Rice, Ojibwe Elder of the Wasauksing First Nation
• Conga del Fuego Nuevo by Arturo Márquez, (Mexican, b. 1950)

Total program duration is just over an hour and is specifically designed to be accessible to all ages.
THANK YOU!

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