

# ISCORE 2000



Iowa State University Conference  
on Race and Ethnicity

March 3, 7:30 AM - 4:00 PM, Memorial Union



## CREATING A VISION

The intrinsic structure of my work belongs to Human subjectivity which can be felt, absorbed, and assimilated with poetry and music. Using metaphors and symbols of reflective thought, I began to explore human complexities and the implication of psychological interpretation of conscious thought. By combining materials and repeating visual components, I emancipated imagery, suggesting isolation and remoteness and new possibilities.

Creating a work of art which describes, embodies, and documents diversity at Iowa State University culminated in developing an ambiguity of diverse visual images. As a minority faculty member at Iowa State University, I have an understanding and a particular belief in the exploration of cultural (differences) developments, as well as the similarities among varying national and international groups. I began the piece by taking the viewer through a passage of time by carefully selecting sculptures found around campus. In as much as these forms add particular images to the composition, these sculptures are also one of ISU's most recognized visual art traditions. My colors represent changing conditions or a continuous flux through the palette of earth tones. I hope to evoke a sensation of reality. I have interpreted symbols that refer to a more universal language, such as the "world symbol" thought to represent the four elements, creating a focus on everything that exists.

For me, the image alludes to what a university should project—all people. The urn, or vase, alludes to representing the source of all things contained (academic knowledge), sometimes locked, within the doors of institutions of higher learning. The versatility of the juxtaposed figures are symbols that move in and out of the picture plane, giving a direct link with aesthetic possibilities of all peoples. All of these factors are influenced by American institutions that recognize the achievements and potential of all people. The movement in the art gives the viewer an evocative approach to establish, reflect, celebrate, and interpret personal meaning. As a result, the work as a whole shows symbolism that represents a uniqueness to higher education at Iowa State University.

## THE ARTIST

Brenda Jones attended the Tyler School of Art in Rome, Italy, and received her BFA and MFA from Drake University. She joined Iowa State University in 1986 and is an Associate Professor in the Department of Art and Design. Her current responsibilities include instruction of students in the basics of fine art. She is a member of the Graduate Faculty, and has served as co-Coordinator with ISU's College of Design study abroad program in Rome, Italy. Her service is extensive and includes serving on the board of the Center for Teaching Excellence and acting as a mentor for the ISU Minority Student Bridge Program, Chair of the Athletic Council, and Academic Advisor for the College of Design.

Ms. Jones received an Outstanding Teacher Award as part of a special appropriation by the Iowa General Assembly. Her work has been exhibited through international, national, and regional exhibitions and juried shows. She has participated in many one-person shows, group shows, residencies, workshops, lectures, and panels. Ms. Jones' area of specialization is painting, drawing, and fine arts.

## PROGRAM SCHEDULE OVERVIEW

- 7:30 – 8:15 AM Registration and Light Continental Breakfast, Sun Room
- 8:15 – 9:00 AM Kick-Off, Sun Room
- Opening by Rafael Rodriguez, Minority Student Affairs Director
  - Introduction of ISCORE Artist Brenda Jones by Thomas L. Hill, Vice President for Student Affairs
  - Videotaped Welcome by Martin C. Jischke, President
  - Keynote Address by Carla Espinoza, Vice President for Human Resources and Director of Affirmative Action
- 9:00 – 9:50 AM Concurrent Workshops
- |                 |  |
|-----------------|--|
| <i>Oak Room</i> | <i>Barnga, The Interactive Card Game</i>   |
| <i>Room 234</i> | <i>Understanding and Resolving Racial Conflict on Campus</i>                                 |
| <i>Room 236</i> | <i>Ethnicity and the Campus Environment: Expanding Understanding</i>                         |
| <i>Room 244</i> | <i>Multicultural View of NCORE</i>   |
| <i>Room 230</i> | <i>Successfully Recruiting and Retaining African American Students: An Afrocentric Model</i> |
- 10:00 – 10:50 AM Concurrent Workshops
- |                 |   |
|-----------------|---|
| <i>Room 230</i> | <i>Understanding Racial Identity...so, What are You?</i>  |
| <i>Room 234</i> | <i>Broadening Course Objectives to Incorporate Diversity</i>  |
| <i>Room 236</i> | <i>Social Problems or Social Assets: A Prototype for Integration of Microcultures into the Curriculum</i> |
| <i>Room 244</i> | <i>Harassment Prevention Training</i>   |
- 11:00 – 11:50 AM Concurrent Workshops
- |                 |   |
|-----------------|---|
| <i>Room 234</i> | <i>The Joys and Concerns of Bi-Racial and Multi-Ethnic Identities</i> |
| <i>Room 236</i> | <i>Culture Through Film</i>   |
| <i>Room 230</i> | <i>Sport and the Black Community</i>                                  |
| <i>Room 244</i> | <i>Transplanting Your Roots to Ames</i>                               |
- 12:00 – 2:00 PM Luncheon and Keynote Address by Fred Gray, Great Hall
- 2:00 – 2:50 PM Concurrent Workshops
- |                 |   |
|-----------------|---|
| <i>Room 244</i> | <i>Bridging the Gap</i>   |
| <i>Room 234</i> | <i>Race Matters</i>   |
| <i>Room 230</i> | <i>Multicultural Issues at Iowa State – What Needs to be Done?</i>  |
| <i>Room 236</i> | <i>Study Circles: Honest Conversations About Race and Community</i> |
- 3:00 – 3:30 PM Closing, Sun Room
- 9:00 AM – 3:00 PM *Multicultural Vendors, South Ballroom*

## CONCURRENT WORKSHOPS

### 9:00 – 9:50 AM WORKSHOP A

#### **Barnga, The Interactive Card Game**

Participants will enjoy a leisurely card game and engage in a follow-up discussion about their experience. They will interact with others and learn from their personal experience. Guaranteed to be fun!

Nicki Guard, Graduate Assistant, Curriculum and Development, Iowa State University

John Taylor, Graduate Assistant, Training and Development, Iowa State University

Karen Webb, College Bound Coordinator, Minority Student Affairs, Iowa State University

### 9:00 – 9:50 AM WORKSHOP B

#### **Understanding and Resolving Racial Conflict on Campus**

This workshop will present the theoretical foundation for understanding intergroup and intragroup racial conflict to help individuals contemplate and choose appropriate conflict resolution strategies. Attitudes and assumptions about conflict, approaches to racial conflict on campus, and the impact of individual racial identity on campus and conflict resolution will be explored. The material discussed will provide a summary of a 1999 NCORE presentation entitled "Understanding and Resolving Racial Conflict on Campus", presented by Ms. Rochelle Calhoun, Director of Diversity and Inclusion and College Ombudsperson, Mount Holyoke College, Massachusetts, and Dr. Charmaine Wijeyesinghe, Consultant and Trainer, New York.

Lynn Wellnitz, Student, Iowa State University

Maisha Rudison, Student, Iowa State University

### 9:00 – 9:50 AM WORKSHOP C

#### **Ethnicity and the Campus Environment: Expanding Understanding**

This workshop will examine how the campus environment generates a range of feelings, reactions, assumptions and perspectives that make teaching and learning at predominately white institutions challenging. Participants will reflect upon what they know about themselves to deal effectively with these issues. They will be asked to identify specific issues and challenges one might encounter, be encouraged to develop constructive ways to address identified issues and challenges, and design an action plan along with identifying sources of support.

Irma Wilson-White, Program Assistant, Minority Student Affairs, Iowa State University

Herbert King, Program Coordinator, Minority Student Affairs, Iowa State University

**9:00 – 9:50 AM      WORKSHOP D**

**Multicultural View of NCORE**

In 1999, Iowa State University was represented at the National Conference on Race and Ethnicity in Memphis, Tennessee, by a delegation of faculty, staff, and students. A panel of students will discuss the purpose and structure of the delegation, as well as assigned readings and other conference preparations made by participants. They will also address workshops attended by delegate groups at the conference.

Iowa State University Students Melissa Martinez, Tam Luu, Christina Fernandez, Shanna Pitter, and Jessica Kuecker

**9:00 – 9:50 AM      WORKSHOP E**

**Successfully Recruiting and Retaining African American Students: An Afrocentric Model**

This workshop will present the Afrocentric Cultural Recruitment Model and provide examples of methods used grounded in heritage, pride, and opportunity. Initiatives that incorporate the culture, heritage, and historical experience of African Americans will be examined. The workshop will benefit recruiters, administrators, faculty, advisors, students, and others with an interest in strengthening African American student enrollment and community relations. The material discussed will provide a summary and reflection of a 1999 NCORE presentation, "Successfully Recruiting and Retaining African American Students: An Afrocentric Model that Works at Traditionally White Campuses", presented by Dr. Zenobia Hikes, University of Delaware, Julani Ghana, West Chester University, and Slyvia Terry, University Of Virginia.

Lyneene Richardson, Enrollment Services Advisor, Admissions, Iowa State University  
Roxanne Smith, Student, Iowa State University

**10:00 – 10:50 AM      WORKSHOP F**

**Understanding Racial Identity...so, What are You?**

Attendees will participate in an interactive, motivational, and thought-provoking workshop about racial identity, which will help them gain a better understanding of the diversity, as well as the complexity, of the human race. By engaging participants in a discussion about the assumptions and perceptions of racial identity, the presenters will challenge the stereotype of the one-dimensional "American identity". What impact does it have on the multiracial student who is challenged to answer the question, "...so, what are you"?

Meaghan Kozar, Program Assistant, Minority Student Affairs, Iowa State University  
Veronica Maldonado, Program Assistant, Minority Student Affairs, Iowa State University

#### 10:00 – 10:50 AM WORKSHOP G

##### **Broadening Course Objectives to Incorporate Diversity**

As the information revolution brings the world closer, teachers are obligated to prepare students for living and working in a global society. English instructor Shellie Orngard received a Culture Corps Grant for the 1999–2000 academic year to broaden the existing Business Communication undergraduate class to include business communication in a diverse environment. In this workshop, she will discuss (1) specific approaches to incorporating diversity that can be applied to any classroom, (2) the value of experiential learning, and (3) dealing with denial and backlash.

Shellie Orngard, Instructor, Department of English, Iowa State University

#### 10:00 – 10:50 AM WORKSHOP H

##### **Social Problems or Social Assets: A Prototype for Integration of Microcultures into the Curriculum**

Integration is the key to making multicultural education a vital part of the curriculum at all levels. The goal of this workshop is to provide participants with a prototype for a fully integrative, interdisciplinary multicultural class that presents cultural information for each of the major ethnic "families" (Hispanic American, Native American, African American, and Asian American) and their multicultural offspring (bicultural groups such as Hispanic-Native American, Black Indians, African-Asian Americans, and Asian-Hispanic Americans). No one unit is separated from the others; yet, as individual ethnicities are studied and integrated into the material already presented, contributions to the following fields will be addressed: math, science, arts, language, social science, education, politics, public service, and sports. Four threads run through the entire class: the Eurocentric view with which students are familiar, the inclusion of women, the multicultural lens through which to view all the perspectives presented, and an emphasis on dispelling myths. Non-Eurocentric learning styles will be addressed through strategies that include responsive activities and Mind Mapping.

Sherry Washburn, Teaching and Research Assistant, Human Development and Family Studies, Iowa State University

#### 10:00 – 10:50 AM WORKSHOP I

##### **Harassment Prevention Training**

This workshop will review and discuss Iowa State University's newly adopted Racial & Ethnic Harassment Policy and Iowa State University's Sexual Harassment Policy. The primary goal of the policy is to express the university's intent to (1) prohibit racial, ethnic, and sexual harassment, (2) prevent the occurrence of any harassing activity, and (3) stop the harassment when it occurs

Carla Espinoza, Vice President for Human Resource Services and Director of Affirmative Action, Iowa State University

Eveadean Myers, Associate Director of Affirmative Action, Iowa State University

**11:00 – 11:50 AM WORKSHOP J**

**The Joys and Concerns of Bi-Racial and Multi-Ethnic Identities**

What are the special challenges and opportunities for people who come from family backgrounds representing more than one ethnicity? How do people cope with multiple levels of oppression? How do people manage a sense of belonging to both a privileged group and a disenfranchised group? How do people choose to name themselves and identify themselves to individuals and institutions? What impact does identification have on access to resources? The presenters will briefly present stages of identity development, then invite participants to share their answers to the above questions. This is an opportunity for learning and mutual support.

Suzanne Zilber, Staff Psychologist, Student Counseling Service, Iowa State University  
Ron Jackson, Staff Psychologist, Student Counseling Service, Iowa State University

**11:00 – 11:50 AM WORKSHOP K**

**Culture Through Film**

America's college campuses have been the sites of some of the most acrimonious recent confrontations over cultural diversity, racism, and understanding of differences. This workshop offers a model for using the videos "Higher Learning" and "Skin Deep" as agents for understanding who we are as people from different ethnic backgrounds. The presenters will use video excerpts from the two films to engage the participants in dialog about ways in which culture through film can open the lines of communication. The presenters will also share with the participants a list of films that are ideal for educating students on the issues of cultural diversity, racism, sexism, and homophobia. This workshop should particularly benefit persons interested in using films which can lead to learning and understanding in a non-threatening way.

Robert Lipsey, Coordinator for Residential Minority Programs, Iowa State University  
Charles Wright, Student, Iowa State University

**11:00 – 11:50 AM WORKSHOP L**

**Sport and the Black Community**

An American sociologist has dubbed sport as the national religion. Religion, a Latin term which means to bind, appears to make the sociologist's characterization of American sport quite accurate. American popular culture has ordained major sports figures with supernatural status at worst, or demi-God status at best. Perhaps sports stars fill a void in the lives of Americans unlike any other segment of society. Sport embodies all the great ideals of American patriotism, loyalty and rugged individualism; a saga replete with characters overcoming odds in the face of adversity. This session will explore racial myths that have plagued the Black community in sports, Black achievement in sport, and the struggle for democracy and human decency.

Japannah Kellogg, Minority Liaison Officer, College of Liberal Arts and Sciences, Iowa State University  
Sedric McClure, Minority Student Affairs Coordinator, Macalester College, St. Paul, MN

**11:00 – 11:50 AM      WORKSHOP M**

**Transplanting Your Roots to Ames**

Panelists from the Ames community will deliver personal perspectives on the ISU/Ames environment for people of color and will discuss practical steps which might be taken to help people of color who are unhappy with the community environment. Panelists will include high school and university students, a university professor, and local business leaders.

Linda Dasher, Ames Business Leader (Panel Moderator)

**12:00 – 2:00 PM      LUNCHEON AND KEYNOTE ADDRESS**

**2:00 – 2:50 PM      WORKSHOP N**

**Bridging the Gap**

This fun program is experiential in nature, with audience members participating in three rounds of games. Similar in nature to the “blue eyes/brown eyes” experiment, the goal of the program is to increase audience awareness of the effect of intentional and unintentional differential treatment. Participants will discuss their personal reaction to the game rules. The discussion will also include generalizing this experience to how it may be similar to experiences at Iowa State and/or other life situations.

Martha Norton, Staff Counselor, Student Counseling Service Peer Education Program, Iowa State University

Members of the Cultural Kaleidoscope Peer Educators, Student Counseling Service, Iowa State University

**2:00 – 2:50 PM      WORKSHOP O**

**Race Matters**

In this workshop, participants will ponder various definitions of race and attempt to answer the central question of "why does race matter in society today?" Participants will also learn tools for understanding racial issues, discuss steps for resolving racial incidents, and engage in techniques developed to enhance competency in the area of interracial communication.

John Taylor, Graduate Assistant, Training and Development, Iowa State University



**2:00 – 2:50 PM      WORKSHOP P**

**Multicultural Issues at Iowa State – What Needs to be Done?**

The Multicultural Task Force is a group of ISU faculty, staff, and students who are committed to raising awareness of multicultural issues at Iowa State University. The task force has been working to assess the campus climate and make recommendations for the future. Members of the task force will present the preliminary results of their assessment, as well as discuss feedback from workshop participants.

Vernon Wall, Assistant Dean of Students and Director of Student Activities, Iowa State University

Members of the Multicultural Task Force, Iowa State University

**2:00 – 2:50 PM      WORKSHOP Q**

**Study Circles: Honest Conversations About Race and Community**

The panel will share information and experiences about study circles. These small multiracial groups openly discuss hard questions about race, race perceptions, and experiences. Study circles are used in hundreds of cities, including Des Moines, Waterloo, and Sioux City, as a starting point for community problem-solving. The groups use materials prepared by the Study Circle Resource Center and are led by a trained facilitator. Study circles will soon be started in Ames by the Ames Human Relations Commission. There will be an opportunity to sign up to join local study circles; students are encouraged to participate.

Jan Beran, Human Relations Commission, City of Ames

Adin Davis, Study Circle Director, National Council for Community and Justice, Iowa Region

Nikki Dempsey, Human Relations Commission, City of Ames

Joyce Samuels, Program Specialist, Cooperative Extension, Iowa State University

## NOTES

## **ABOUT NCORE**

The National Conference on Race and Ethnicity (NCORE) is the leading and most comprehensive forum on issues of race and ethnicity in higher education. The conference, annually attended by approximately one thousand people, assists higher education institutions in creating inclusive higher education environments, improving campus racial/ethnic relations, and expanding opportunities for educational access and success by culturally diverse, traditionally underrepresented populations. In addition, the conference provides policy, planning, programmatic, curricular/pedagogic, research/assessment, training, and theoretical perspectives on the issues of race and ethnicity from experts around the country.

## **ABOUT ISCORE**

The Iowa State Conference on Race and Ethnicity (ISCORE) is a forum on issues of race and ethnicity at Iowa State University and beyond. This local conference is designed to model the National Conference on Race and Ethnicity. ISCORE seeks to bring the more salient ideas and concepts of the national conference to Iowa State University and local perspectives, and

- develop and enhance student, faculty, and staff awareness of racial and ethnic issues in higher education around the country
- promote multiculturalism in the classroom and in American higher education
- provide information regarding the issues of race and ethnicity to the university community.

## **NCORE/ISCORE: A FORUM ON RACE AND ETHNICITY**

Iowa State University's commitment to diversity predates its first diversity plan, which was developed in 1922. The NCORE/ISCORE Project is one of a number of initiatives aimed at enhancing diversity.

### **Background**

The Iowa State University community dedicated the 1998-1999 academic year to the legacy of Dr. George Washington Carver, Iowa State's first African American student and faculty member. The George Washington Carver Celebration Steering Committee, comprised of faculty, students, and staff, developed and implemented a variety of programs, events, and activities that honored and celebrated the contributions of Dr. Carver. The steering committee identified the need to develop an ongoing program that would promote dialogue and raise awareness of issues involving race and ethnicity in higher education. The NCORE/ISCORE Project was developed to address this need, and the project was approved and funded by President Martin C. Jischke.

### **The NCORE/ISCORE Project**

The NCORE/ISCORE Project consisted of having a delegation of students (14), faculty (3), and staff (16) attend the 12th Annual National Conference on Race and Ethnicity in Higher Education in Memphis, June 3-7, 1999. Conference participants are disseminating information gathered in Memphis at ISCORE 2000, the Iowa State Conference on Race and Ethnicity. The NCORE/ISCORE Project, framed by the philosophy promulgated at NCORE and supported by Iowa State University's long-standing commitment to diversity, enhances an ongoing dialogue on race and ethnicity.

## The NCORE/ISCORE Project: A Forum on Race and Ethnicity

NCORE Subcommittee of the George Washington Carver Celebration Steering Committee,  
1998-99

Thomas L. Hill	Vice President for Student Affairs Chair, NCORE Subcommittee
Christopher Barker	Residence Hall Coordinator, Department of Residence
Frank Bell	Student Service Specialist, College of Design
Cathy Brown	Campus Planner, Facilities Planning/Space Management
Lee Ann Davis	Minority Coordinator, College of Family and Consumer Sciences
Melissa DeRadcliffe	Academic Advisor, College of Liberal Arts and Sciences
Sandra Gartz	Secretary, Office of the Vice President for External Affairs
Nina Grant	Minority Programs Coordinator, College of Agriculture
Sandra Mitchell	Minority Recruitment/Retention Coordinator, College of Education
Lynette Pohlman	Director of Museums
Rafael Rodriguez	Director, Minority Student Affairs
Mary Tandia	Manager, Residence Hall Maintenance

NCORE/ISCORE Project, Attendees at National Conference on Race and Ethnicity, Memphis,  
Tennessee, June 1999

Christopher Barker	Angela Joyner	Nancy Muecke	Roxanne Smith
Rosa Bell	Jessica Kuecker	Eveadean Myers	Mitchell Squire
Lee Ann Davis	Robert Lipsey	Giang Nguyen	Mary Tandia
Carla Espinoza	Phong Luu	Yen Nguyen	John Taylor
Christina Fernandez	Tam Luu	Chudi Okafor	Pamela Thomas
Nina Grant	Melissa Martinez	Shanna Pitter	Lynn Wellnitz
Phyllis Harris	Theresa McCormick	Rafael Rodriguez	
Thomas L. Hill	Walter Melendez	Maisha Rudison	
Ronald Jackson	Sandra Mitchell	Howard Shapiro	

### ISCORE 2000 Planning Committee

Thomas L. Hill	Vice President for Student Affairs
Rafael Rodriguez	Director, Minority Student Affairs
Phyllis Harris	Graduate Assistant, Human Development and Family Studies
Nina Grant	Minority Programs Coordinator, College of Agriculture
Pamela Thomas	Coordinator, Women's Center
Lee Ann Davis	Minority Coordinator, College of Family and Consumer Sciences
Meaghan Kozar	Program Assistant, Minority Student Affairs
Veronica Maldonado	Program Assistant, Minority Student Affairs
Sherry Cronin	Secretary, Minority Student Affairs

Special acknowledgment to Iowa State University President Martin C. Jischke for his continued support and commitment to the NCORE/ISCORE project.