2015 Diversity Conference Detailed Information

Thursday, October 8th – Davis Campus (Mature Audiences Only)
5:30 PM-6:00 PM: Opening Reception
6:00 PM: Reader’s Theatre performance of the David Mamet play *Race* by Good Company Theatre. Followed by panel discussion
7:50 PM: Brief remarks by conference keynote speaker, Dr. Michael Eric Dyson, Sociology Professor at Georgetown University

*Race* tackles racial and sexual politics as three attorneys, two black and one white, are asked to defend an older wealthy white man accused of sexually assaulting a young black woman.

Friday, October 9th – Ogden Campus Shepherd Union
8:30 AM – Session One
Title: Forms of Social Oppression
Location: SU 321
Description: How does social oppression occur in our lives? How do we address micro-aggressions and forms of discrimination? This presentation will explore how social oppression occurs in our society and how as people we can find ways to address it.

Learning Outcomes:

- Participants will be able to describe the contextual nature of oppression from both an explicit and implicit point of view.
- Participants will be able to list various forms of oppression (e.g. racial, socio-economic, religious based, and/or ability)

Presenter: Dr. Janine Joseph, Assistant Professor of English

Presenter Bio: Janine Joseph is the author of Driving Without a License (Alice James Books, 2016), winner of the Kundiman Poetry Prize. Her poems and essays have appeared in or are forthcoming from *Best American Experimental Writing 2015, Kenyon Review Online, Best New Poets, Zócalo Public Square, The Journal, Hayden's Ferry Review, VIDA: Women in Literary Arts*, and elsewhere. Her commissioned work for the Houston Grand Opera (HGOco) includes a libretto, *From My Mother's Mother*, and a song cycle, *On This Muddy Water*: Voices from the Houston Ship Channel. She holds an MFA from New York University and a Ph.D. from the University of Houston, where she was poetry editor for Gulf Coast. A Kundiman fellow and contributing editor for *Tongue: A Journal of Writing and Art*, Janine is the recipient of a Paul and Daisy Soros Fellowship for New Americans, an Inprint/Barthelme Fellowship in Poetry, a Cynthia Woods Mitchell Center Fellowship for Collaboration Among the Arts, a PAWA Manuel G. Flores Prize, an Academy of American Poets prize, and other honors. She lives in Ogden and is a co-Vice President of Writers @ Work.

Facilitator: Maria Parrilla de Kokal

Title: Addressing the School to Prison Pipeline: What Can Education Do to “Clog” the System?
Location: SU 312
Description: Reactionary safe schools policies, put in place to address school violence, have had the unintended effect of funneling many of our students, particularly those from diverse backgrounds, into correctional systems. This presentation will discuss proactive measures schools and youth correction facilities have implemented to stop the pipeline.

Learning Outcomes:
• Understand of school policies, which created the school to prison pipeline.
• Determine why this disproportionately affects students of color.
• Compare programs currently used to address this issue.
• Discuss other means to combat this problem.

**Presenter:** Dr. Melina Alexander, Associate Professor of Teacher Education

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**Title:** Leveraging Diversity and Inclusion for an Enduring Competitive Edge  
**Location:** SU 316  
**Description:** While many businesses claim that "people are their most important resource," few actually have the vision and leadership needed to create business cultures that leverage the potential their people bring to the table. As a result, they squander the diversity and wealth of human capital they have at their disposal. This presentation will discuss the mechanisms by which organizations can avoid this mistake and instead leverage diversity and inclusion for an enduring competitive edge.  
**Learning Outcomes:**  
• Participants will have an understanding of the mechanisms by which diversity and inclusion can be used to create an enduring competitive advantage  
• Participants will gain an appreciation for the essential role played by diversity and inclusion for advancing organizational success.

**Presenter:** Dr. Michael J. Stevens, Chair of Business Administration and Professor of Human Resource Management

**Presenter Bio:** Michael J. Stevens is a Professor of Management and a Buehler Research Fellow at the Goddard School of Business and Economics at Weber State University, where he currently serves as the Chair of the Business Administration Department. His areas of expertise include: improving organizational performance through teamwork, empowerment and cross-cultural effectiveness; individual assessment and selection; leadership development and organizational culture; and interpersonal effectiveness in the global workplace. He is a noted employment test developer and has conducted award-winning research in the areas of assessing aptitudes for working successfully in teams and in culturally diverse work environments. He is also an experienced corporate trainer and executive development coach, has consulted with a wide variety of organizations, has held leadership and board positions in industry, government, and not-for-profit enterprises, and is active in several professional associations.

**Facilitator:** Nicola Corbin

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**9:30 AM – Session Two**  
**Title:** Building Inclusivity in STEM: Welcoming Women and Minorities to Stay  
**Location:** SU 321  
**Description:** Just when we start to see an increase in inclusion in science, technology, engineering and math fields, we are seeing the number of women and minorities in these fields leave. Once invited to participate, what will keep us here? Join us for a panel discussion where we will examine possible pathways of inclusion for women and minorities in STEM programs. The perspectives and experiences of panelists will be shared with recommendations on how to increase the diversity of the field to improve outcomes for all.

**Learning Outcomes:**  
**Presenter:** Dr. Michelle Paustenbaugh, Professor of Chemistry; Dr. Julian Chan, Assistant Professor of Mathematics; Dr. Chloe Cai, Associate Professor of Mathematics; and Rainie Ingram, EAST Academic Advisor
Title: Looking at Henrietta Lacks: Race, Medicine and the Use of Identity
Location: SU 312
Description: Immortalized against your will? What rights do you really have over your body? This workshop explores the uninformed immortalization of Henrietta's cells for the purpose of scientific research.
Learning Outcomes:
• Participants will learn about medical advancement made possible through the use of Henrietta Lacks' cells.
• Participants will also discuss the circumstances under which Henrietta Lacks' cells were taken, bought and sold and how this relates to identity.
Presenter: Dr. Michele Culumber, Professor and Chair, Department of Microbiology
Presenter Bio: Ph.D. in Environmental Toxicology from the University of Wisconsin-Madison. Has taught at Weber State University since 2004. Her research interests are in environmental microbiology, microbial ecology and diversity. She has studied microorganisms from interesting environments including the Great Salt Lake, Peat Bogs, Hawaii and most recently, Cheddar Cheese. This semester, Fall 2015, she will have students researching the microbiology of Timpanogos Cave.
Facilitator: Maria Parrilla de Kokal

Title: Intersectionality 101
Location: SU 316
Description: What is the meaning of intersectionality of identities? This panel will describe what it means to have multiple intersecting identities and how intersectionality influences how individuals navigate the world in which they live.
Learning Outcomes:
• Participants will be able to describe and define intersectionality of identities.
• Participants will be able to demonstrate understanding of their own intersectionality.
Presenter:
• Dr. Azenette Garza, Associate Professor of Psychology
• Dr. Pepper Glass, Assistant Professor of Sociology
Presenter Bio:
• Dr. Azenette Garza is the Associate Professor of Psychology for Weber State University. Dr. Garza’s research involves investigating issues of prejudice, stereotyping and discrimination.
• Dr. Pepper Glass is the Assistant Professor of Sociology at Weber State University. Dr. Glass is an ethnographer and qualitative researcher. His teaching and scholarly interests include the topics of deviance, social psychology, social movements, race and ethnicity, and urban studies.
Facilitator: Jayson Stokes

10:30 AM – Session Three
Title: Understanding Racial Microaggressions & Mundane Extreme Environmental Stress for Students of Color
Location: SU 321
Description: In this presentation, Dr. William A. Smith will use findings from his research to help the audience better understand how incidents of racial microaggressions, experience by Students of Color, frequently occur on college campuses. He will explore several common types of mundane and overt racial microaggressions. Challenging the applicability of Vincent Tinto's three stages of passage for college students, Dr. Smith will offer ways that Students of Color respond to racial
microaggressions and confront hostile campus racial climates. Institutions must offer opportunities not barriers for Students of Color to build community and develop critical navigation skills.

**Learning Outcomes:**

**Presenter:** Dr. William A. Smith, Associate Professor of Education, Culture & Society and Associate Professor of Ethnic Studies, University of Utah

**Presenter Bio:** William A. Smith is an associate professor in the department of Education, Culture & Society and the Ethnic Studies Program at the University of Utah, where he also serves as the Associate Dean for Diversity, Access, & Equity in the College of Education as well as the Special Assistant to the President & NCAA Faculty Athletics Representative. Dr. Smith is the co-editor (with Philip Altbach & Kofi Lomotey) of the book, *The Racial Crisis in American Higher Education: The Continuing Challenges for the 21st Century* (2002). His work primarily focuses on his theoretical contribution of Racial Battle Fatigue which is the cumulative emotional, psychological, physiological, and behavioral effects that racial microaggressions have on People of Color. Dr. Smith’s work has appeared in such journals as *The Journal of Negro Education, Harvard Educational Review, Educational Administration Quarterly,* and *American Behavioral Scientist.* Dr. Smith is a former postdoctoral fellow for both the Ford Foundation and the Center for Urban Educational Research and Development at the University of Illinois at Chicago and a former Research Associate with the CHOICES Project at the University of California, Los Angeles. He has worked as an administrator or professor at Eastern Illinois University, Governors State University (University Park, IL), Western Illinois University, and the University of Illinois at Chicago. He received his undergraduate and master’s degrees from Eastern Illinois University (BA in psychology and MS in guidance and counseling) and his Ph.D. is from the University of Illinois at Urbana-Champaign (educational policy studies, sociology/social psychology of higher education).

**Title:** Is Biology Destiny? What the Genome Tells Us About Race

**Location:** SU 312

**Description:** Suggested change: Science is often used to define and categorize many aspects of human existence. However, the work of some biologists muddy the waters of everyday assumptions. This presentation addresses why, for the biologist, only an unclear and changing definition of race exists.

**Learning Outcomes:**

- Participants will learn about the human genome and the social construction of race.

**Presenter:** Dr. Jim Hutchins, Professor of Health Sciences

**Facilitator:** Maria Parrilla de Kokal

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**Title:** Weber County Libraries as “Third Place” Community Hubs: Restructuring Library Spaces and Philosophies

**Location:** SU 316

**Description:** Public libraries are being transformed into third places where new knowledge is created as diverse community members connect with one another in learning as a social activity. Weber County voters recently approved the largest bond in County history ($45 million) to build and renovate four libraries, based on the successful third place model of Weber County’s Pleasant Valley Branch. Presenters will offer an overview of the scope of this five-year capital project and share the learning platforms that bring diverse children, teens, and adults together to engage their community.

**Learning Outcomes:**

- Audience members will gain insight regarding the evolution of library missions and 3rd generation libraries
• Audience members will understand the “Third Place” concepts and philosophies
• Audience members will gain familiarity with library programs and making Weber County libraries into Community Hubs
• Audience members will gain appreciation of how libraries are providing services to many marginalized groups and individuals

Presenters: Lynnda Wangsgard, Library Director; Phoebe Carter, Manager, Youth Services; Sarah Lovato, Manager, Southwest Branch; Kathryn Pudlock, Manager, Pleasant Valley Branch Library

Presenter Bio:
• Lynnda Wangsgard is director of the Weber County Library System and an effective advocate for third place library services. She holds master’s degrees in Library and Information Science and Public Administration from Brigham Young University.
• Phoebe Carter is the children's services manager for the Weber County Library System. She earned a master's of Library and Information Science degree from Simmons College in Boston. She is originally from Colorado, has lived in Santa Fe, Boston, and Brooklyn, where she worked for the Brooklyn Public Library before being recruited to come to Weber County. She has been in Ogden since 1998.
• Sara Lovato has been with the Weber County Library System for 12 Years. She is the Manager of the Southwest Branch Library, and manages teen services System-wide. She has a master's degree in Information Science from the University of North Texas, and a master's degree in Public Administration from the University of Utah. Sarah is currently overseeing the development of Teen and Technology-based programming for the new Headquarters Library.
• Kathryn Pudlock has been working as a librarian in university, medical, and public libraries for over 20 years. She received a master’s degree in Library and Information Science from the University of California, Los Angeles. She began working for the Weber County Library System during 2007, after working at Ogden Regional Medical Center for 11 years. Currently, she is the manager for the Pleasant Valley Branch and the adult services program coordinator for the new Southwest Branch/Headquarters Library.

Facilitator: Ruby Licona

Conference Keynote Speaker: Dr. Michael Eric Dyson

Michael Eric Dyson  
Best-Selling Author / Scholar / Cultural Critic  
Dr. Michael Eric Dyson – who is an American Book Award recipient and two-time NAACP Image Award winner – is one of the nation’s most influential and renowned public intellectuals. He has been named one of the 150 most powerful African Americans by Ebony magazine. The Philadelphia Weekly contends that Dr. Dyson “is reshaping what it means to be a public intellectual by becoming the most visible black academic of his time.”

Dr. Dyson’s pioneering scholarship has had a profound effect on American ideas. His first book, 1993’s Reflecting Black: African American Cultural Criticism, helped establish the field of black American cultural studies. His next book, 1994’s Making Malcolm: The Myth and Meaning of Malcolm X, was named one of the most important African American books of the 20th century. Dr. Dyson’s first book on Martin Luther King, 2000’s I May Not Get There with You: The True Martin Luther King, Jr., made a significant contribution to King scholarship by recovering the radical legacy
of the slain civil rights leader. According to book industry bible Publisher's Weekly, his 2001 book, *Holler if You Hear Me: Searching for Tupac Shakur*, helped to make books on hip hop commercially viable. His 2006 book *Come Hell or High Water: Hurricane Katrina and the Color of Disaster* was the first major book on Katrina and probed the racial and class fallout from the storm. Dr. Dyson’s 2005 *New York Times* bestseller, *Is Bill Cosby Right? Or Has the Black Middle Class Lost Its Mind?*, helped to jumpstart a national conversation on the black poor that has been called the most important debate in black America since the historic debate between Booker T. Washington and W.E.B. Du Bois. His book, *The New York Times* best-selling *April 4, 1968: Martin Luther King Jr.’s Death and How It Changed America*, has been hailed by *The Washington Post* as “an excellent sociological primer on institutionalized racism in America.” His most recent book, *Can You Hear Me Now? The Inspiration, Wisdom, and Insight of Michael Eric Dyson*, offers a sampling of his sharp wit, profound thought, and edifying eloquence on the enduring problems of humanity, from love to justice, and the latest topics of the day, including race and the presidency. It is both revealing and relevant, and at once thoughtful provoking and uplifting.

Not only has Dr. Dyson taught at some of the nation’s most prestigious universities – including Brown, Chapel Hill, Columbia and the University of Pennsylvania – but his influence has carried far beyond the academy into prisons and bookstores, political conventions and union halls, and church sanctuaries and lecture stages across the world.

Dr. Dyson has appeared on nearly every major media outlet, including *The Today Show, Nightline, O’Reilly Factor, The Tavis Smiley Show*, and *Real Time with Bill Maher* – and he has cemented his star appeal on such shows as *Rap City, Def Poetry Jam*, and *The Colbert Report*. He is also a contributing editor of *Time* magazine. In addition, he hosts an hour-long news and talk program on NPR, “The Michael Eric Dyson Show,” where he delivers thoughtful analysis of today’s biggest stories from pop culture to race relations.

His powerful work has won him legions of admirers and has made him what *The Washington Post* terms a “superstar professor.” His fearless and fiery oratory led the *Chronicle of Higher Education* to declare that with his rhetorical gifts he “can rock classroom and chapel alike.” Dr. Dyson’s eloquent writing inspired *Vanity Fair* magazine to describe him as “one of the most graceful and lucid intellectuals writing on race and politics today.”

Dr. Dyson is presently University Professor of Sociology at Georgetown University where, in 2011, he received widespread attention for his course “Sociology of Hip-Hop: Jay-Z.” His legendary rise – from welfare father to Princeton Ph.D., from church pastor to college professor, from a factory worker who didn’t start college until he was 21 to a figure who has become what writer Naomi Wolf terms “the ideal public intellectual of our time” – may help explain why author Nathan McCall simply calls him “a street fighter in suit and tie.”