

12th Annual Diversity Conference

**Indian Hills Community College
Friday, March 18, 2016**

**Note: these breakout session offerings are subject to change

Tiffany Allison

Biography:

Tiffany Allison is a Survivor of Domestic Violence. She is the Founder and President of the Soaring Hearts Foundation, a non-profit agency that passionately advocates for victims of violent crime. She was the 2015 recipient of the John & Kay Egan Award for Excellence in Service to Crime Victims in Iowa. She is also the 2015 recipient of the Des Moines Police Departments Crime Fighter Award for Service to the Community. Tiffany is a public speaker and educator on domestic violence. She is serious about fighting to protect victims of violent crime and holding offenders accountable, and has drafted legislation currently in the Iowa Senate including the Violent Habitual Offender Bill and the new Lethality Assessment GPS Study Bill

Session Summaries:

“Striking Back: My Journey Through Domestic Violence”

Walk with Tiffany through her relationship with her abuser, Scotty Wayne Parks, including the night of the last brutal assault that finally lead her to involve law enforcement. Tiffany will make the victim experience real for you as she takes you through the crime scene and the court process, as well as her abuser's recidivism back into the system with yet another victim. She will also discuss how this experience has led her to fight for legislation to better protect victims of violent crime. *WARNING: Graphic images will be shown during this presentation that may be a trigger for survivors of violent crime.

“Recognizing Signs Of Domestic Violence & Ways You Can Help”

In this session you will learn the basics about recognizing the red flags of domestic violence. Have you ever witnessed a couple fighting verbally in public and felt afraid that it may escalate, but not known what to do? Tiffany will talk about how you can safely be an engaged bystander. She will also discuss how to support a friend, family member or co-worker that may be experiencing domestic violence. Local resource information will also be available to take with you.

Tiffany Cloke, LMHC

Biography:

Ms. Cloke is a therapist at Southern Iowa Mental Health Center, and has been with Southern Iowa Mental Health Center since August 2013. Ms. Cloke is a certified Parent Child Interactive Therapist and enjoys working with children and teens.

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Session Summary:

“Prevalence of Mental Health Disorders in Southern Iowa”

Mental Health disorders are more common than you might think. Come hear information regarding prevalence rates, as well as common signs and symptoms to be watching for in adults, teens and children.

Kristen Corey

Biography:

Kristen Corey is the Program Planner for the Iowa Department of Human Rights’ Office on the Status of Women. Kristen received her M.S. in Sociology and Sustainable Agriculture from Iowa State University in 2007. As a student, she worked for the Women, Food and Agriculture Network, served as a peer mentor and teacher for the Life in Iowa internship program, and was a researcher for Iowa State Extension. Most recently, she worked as a Program Planner in the Child Support Recovery Unit’s (CSRUs) central office in the policy unit writing administrative rules, providing answers and policy-related help for CSRU field offices, conducting systems testing, and writing manuals and other technical documents for CSRU field offices and for the public.

Session Summary:

“Pay Inequity – It’s Real: The Realities Behind Unequal Pay & Strategies for Achieving Equality”

Life for women in the workforce isn’t always easy. Women are often faced with harassment and discrimination because of their gender – sometimes in the form of paying women less than men for doing the same work. Join Kristen Corey, Program Planner for the Iowa Department of Human Rights’ Office on the Status of Women, in a conversation to discuss how we can work together to address this problem. Ms. Corey will give an overview of the large body of research showing that pay inequity is a reality for women nationwide and in Iowa and will discuss some of the strategies to advocate for change.

Erika Ellis & Amanda Hart

Biographies:

Erika Ellis completed her Bachelor of Arts in Humanities in 2003 at Colorado State University in Ft. Collins. While in school she began working in the human services field serving adults with disabilities in a variety of roles including direct care provider, case manager, and program coordinator. She received her master’s degree in social work from New Mexico Highlands University in Albuquerque, NM in 2011. Erika is a medical social worker and bereavement coordinator with Hospice of Davis and Wapello Counties in Ottumwa, IA.

Amanda Hart attended the University of Northern Iowa and graduated in 1993 with a Bachelors of Arts in Social Work. She has over 10 years of experience working with

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juveniles in residential facilities and as a juvenile probation officer. In 2003, she changed fields and began working in hospice. She worked in hospice for approximately 10 years, during which time she obtained her masters of social work degree. She is currently employed as a mental health therapist for Riverhills Behavioral Health.

Session Summary:

“Memorializing The Dead”

How do the living use art and other objects to memorialize the dead? This workshop will explore the relationship between death and material culture examining the customs of people living locally and abroad, with an emphasis on discovering how the use of material culture affects the expression of grief.

Rich Kennedy & DaJuan Foster

Biography:

Rich Kennedy is a training facilitator at Iowa Works-Southern Iowa who deals with diverse populations in our ten county area. He is a combat wounded veteran who served in Operation Iraqi Freedom and Operation Enduring Freedom from 2003 through 2006. He achieved his master’s in business administration from St. Ambrose University and his bachelors from Buena Vista University in Criminology. Rich received his Associates Degree from Indian Hills Community College.

DaJuan Foster works as a Training Facilitator at IowaWORKS for 2 years. He holds a bachelors in Sociology from William Penn University and a Masters in Business Leadership as well. He serves as an assistant coach on the William Penn men’s basketball team. DaJuan resides in Oskaloosa with his wife and 2 children.

Session Summary:

“True Colors”

In this session you will find your dominate color and how that translates to your everyday life. Understanding colors will help you foster better communication with co-workers, family and friends. This session is fun and interactive. Participation is mandatory!

Jessie Myles

Biography:

Jessie Myles currently serves as the Coordinator of Diversity/At Risk Programs for the Midwest Equity Assistance Center in Manhattan, Kansas. He is the Pastor of No Greater Love Christian Fellowship Church, located in Lincoln, Nebraska.

Session Summary:

“We The People Of The United States”

Participants are given the opportunity to explore the phrase “We The People”, in terms of who were the “we” in this phrase. Have we as a people lived up to the ideals that were espoused over 200 years ago? Participants will be given an opportunity to form

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a human bar graph to indicate how far we have come in meeting those ideals. This activity is an excellent tool to differentiate between individual and institutionalized “isms”. It concludes with a discussion on necessary strategies needed in organizations and communities to combat racism, sexism, ethnocentrism, classism, etc.

Gary Ogren, LISW

Biography:

Gary Ogren has been a clinical therapist for twenty years with the mental health and addiction community. Gary has experience with couples, teens and group work for anger issues to reduce destructive anger behaviors and improve positive focus with anger energy.

Session Summary:

“Anger Can Be A Good Thing”

While anger can all too often be a destructive force, the individual can use their own anger energy to focus on positive change in their life. The diversity community has used their own anger energy to respond with a positive focus for change. Both individual and group movements can use this energy for improving life.

Resmiye Oral, MD

Biography:

Resmiye Oral, MD, is a professor of pediatrics and the director of the Child Protection Program at the University of Iowa Children’s Hospital. She has published numerous articles on Child Abuse and Neglect. She wrote a book and three book chapters on child abuse, and co-authored two training kits on physical and sexual abuse. She gives 50-60 lectures a year to medical and non-medical professional audiences on child abuse and neglect to regional, national and international audiences.

Session Summary:

“Poverty is Associated with Childhood Adversity and Child Abuse Leading to Intergenerational Negative Outcomes!”

This presentation will bring together poverty, childhood adversity, and child abuse and neglect; and will explore the interconnections among these three domains that feed off of one another with subsequent intergenerational vicious cycle for millions of children and families.

PANEL: Latino Students At Ottumwa High School

Biography:

A total of five male and female Latino students from Ottumwa High School.

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Session Summary:

“PANEL: Living Between Two Cultures: A Unique Perspective From Local Latino High School Students”

This student panel explores some of the difficulties that Latino high school students face in the Ottumwa community. Students will discuss an array of topics including cultural inclusivity, language barriers, and common misconceptions. The panel will focus on opportunities for growth and change in our educational system from the viewpoint of students currently navigating the system.

PANEL: Refugees & Immigrants

Biographies:

Zeljka Krvavica came to the United States in 1993 as a refugee from Bosnia and Herzegovina after fleeing her home in war-ravaged Sarajevo. Since then she has devoted her life to helping other refugees make Iowa home because all refugees, regardless of their cultural, educational or economic background, have one thing in common: a great sense of loss – loss of the life they once knew, loss of the loved ones, loss of dignity. She is the recipient of the Iowa Council for International Understanding 2010 Passport to Prosperity Award. Ms. Krvavica learned to be grateful for the refugee clients in her life who had been teaching her to always look on the bright side and to cherish all the miracles in this world. Ms. Krvavica is a 2015 recipient of the White House Champions of Change Award for World Refugees which recognizes every day Americans who are making positive changes in their communities.

Fatima Bourane is originally from Morocco and arrived in the United States in 2014 after receiving her Bachelor of Arts in English and teaching in Morocco for four years. In her first month in the United States, she began working with Public Allies of Iowa as a Student Support Specialist at DMACC through an AmeriCorps Program. After a year with Public Allies, she worked as an interpreter for LSI, ITS, and USCRI – Des Moines. She has always had a desire to work with refugees and immigrants because of her deep understanding and sympathy for the struggles refugees around the world endure. Her passion to serve her community and assist refugees find the resources they need drove her to become a Health Advocate.

Hem Bhandari was born and raised and spent his childhood life in a small Himalayan country called Bhutan; it is located in Asia between India and China. He left his country Bhutan when he was 9 years old and moved to a refugee camp in Nepal, where he grew up and studied in the camp. He completed his high school studies and earned a bachelor's degree in Nepal in 2006. He was a teacher for 10 years in the camp and also worked as a volunteer in the community. He came to United States in 2008, began working on the overnight stock team at Wal-Mart while studying to get his GED and became a certified nursing assistant. Here in Iowa he worked as an interpreter for various medical and social service to assist members of his community. Currently he works as a health advocate to provide outreach services to the Nepali population as well as the diverse community in Des Moines. He is married to his beautiful wife Tika and has two adorable kids Sophiya and Suagm.

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Carly Ross A native Iowan, Carly has over fifteen years of overseas experience in Europe, East and West Africa, Southeast Asia, and Central America. She holds a B.A. from Carleton College and a graduate degree in International Development and Forced Migration from the Asian Institute of Technology in Bangkok, Thailand. Carly worked as a resettlement case manager for Lutheran Services in Iowa, overseeing family literacy and refugee medical programs. Carly then served as a staff member for Refugee Support Center Africa (RSC) based in Nairobi, Kenya and for International Organization for Migration (IOM), traveling to refugee camps in Ethiopia, Tanzania, Kenya, and Uganda to conduct screenings under the United States Refugee Admissions Program. A proven leader, Carly owned a small business for over six years before joining USCRI as the Des Moines Field Office Director in 2014. She is committed to building an inclusive community of opportunity for new Iowans.

Session Summary:

“Refugees and Immigrants: Stories Of Survivors And Strivers”

With recent high-profile stories of refugee crises and anti-immigrant platforms in national news, public discussion often excludes our actual refugee and immigrant neighbors from participating in discourse. Our session aims to remedy this issue. This panel discussion asks an immigrant, refugees, and U.S. Refugee and Immigration Specialists about their experiences of resettlement in Iowa, their views toward immigration in America, and what the future of U.S. refugee and immigrant settlement might be.

Michael Peters

Biography:

Michael Peters is a former school Social Worker with Great Prairie Area Education Agency (GPAEA). For the past ten years, Mr. Peters was involved in assisting schools in southeastern Iowa in developing and implementing bullying prevention programs. Mr. Peters also assisted a number of area high schools who participated in the Iowa Safe & Supportive Schools Grant (2010-2015).

Session Summary:

“Bullying: Back to Basics”

“Bullying” is a term that is thrown around a great deal in our culture. It is a term that is often misused and misunderstood. This session will focus on what “bullying” is and is not, its prevalence, and most importantly, its prevention. Attention is given to both school and workplace settings.

Nancy Robertson & Lorraine Uehling-Techel

Biographies:

Nancy Robertson – Director of Crisis Intervention Services (CIS)

Lorraine Uehling-Techel – Director of Crisis Center and Women’s Shelter (CCWS)

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Session Summary:

“Victim Services Delivery In Region 5”

After the state of Iowa reorganized domestic violence and sexual assault response programs, there has been lingering confusion as to what services are available to victims and who provides those services. The Directors of CCWS & CIS will be present to discuss services and answer questions. This program will be beneficial to anyone who interfaces with victims in south central Iowa.

Kurt Rosenberg & Doug Buttikofer

Biographies:

Kurt Rosenberg is a Probation/Parole Officer III with the 8th Judicial District Department of Correctional Services. Officer Rosenberg has over 15 years' experience in law enforcement and corrections. Kurt has held several district positions previously, including residential officer and Probation/Parole Officer II. Kurt is currently assigned to the Mental Health Court Supervision Program in special services. Kurt is a certified field training officer (FTO) as well as DOC trainer in several areas including: supervision style, communication, risk assessment, core correctional practices and is an ICON master trainer.

Doug Buttikofer, M.A., LMHC, has a Master's degree in clinical psychology. He is a State of Iowa licensed mental health counselor, and works fulltime as a psychologist for the 8th Judicial District Department of Correctional Services where he facilitates individual therapy, conducts psychological testing, participates in the Mental Health Court Supervision Program, is a liaison for the Wapello County Drug Court, facilitates Special Needs Sex Offender treatment, and coordinates mental health care for many of the probationers/parolees in the 8th Judicial District. Doug is also in private practice in Fairfield.

Session Summary:

“Mental Health Prison: The De Facto Mental Health Provider”

This session will cover the variety of road blocks mentally ill offenders face being involved in the criminal justice system. Prison diversion programs, re-entry initiatives, and the changing system will be presented. This will also include an overview of the Mental Health Court Supervision Program, located in Wapello County, including the challenges and adaptations, since the program began in December 2011.

Consul Sanchez

Biography:

Consulate of Mexico – Omaha Center

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Session Summary:

“Breaking The Stereotype”

Consul Sanchez is the Consulate of Mexico for the Omaha, Nebraska center. In this session, Consul Sanchez will cover the services provided by the Consulate to Mexican citizens residing in the USA. This session will also touch on issues related to the benefits of migration of Mexican citizens to the USA.

Stephanie Snow

Biography:

Ms. Stephanie Snow was raised on the Meskwaki Settlement with traditional Meskwaki beliefs and language, and carries the name Aditea of the Swan Clan. She is an enrolled member of the Ho Chunk Nation of Wisconsin. Along with her Meskwaki and Ho Chunk heritage, Stephanie is also part Oglala Lakota and Omaha. Stephanie is currently employed at Grinnell College where she earned a degree in Anthropology. As a member of a local Native American song, storytelling and dance troupe, she’s also had the opportunity to work with acclaimed Native American artists, performers and actors.

Session Summary:

“Coming Back: Native American Traditional Lifeways in the 21st Century”

Ms. Snow is a Native American woman who was raised on the Meskwaki Settlement with traditional Meskwaki beliefs and language and carries the name Aditea of the Swan Clan. Along with her Meskwaki and Ho Chunk heritage, Stephanie is also part Oglala Lakota and Omaha. Join this session to be involved in a discussion about returning to traditional Native American tribal practices to heal from historical and intergenerational trauma.

Conner Spinks

Biography:

Conner is the Prevention and Outreach Specialist with Transformative Healing, a sexual assault agency for LGBTQAI survivors.

Session Summary:

“LGBTQAI Folks and Violence: Interpersonal and Institutional”

LGBTQAI folks are disproportionately at risk of violence from both the state and other people. Trans women of color are especially vulnerable to violence. This workshop will discuss some of the intersectional factors that contribute to their vulnerability such as racism, cissexism, economic deprivation, and the prison industrial complex. Participants will learn about current issues facing queer communities and discuss ways to radically undo some of the harms faced by our community.

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Clemencia Spizzirri

Biography:

Clemencia Spizzirri was born in Quito the capital of Ecuador, and in 2015 she received the most prestigious award in education as the Iowa Teacher of the Year. Clemencia is the first Latino Female immigrant to receive this honor in the whole country based on the information obtained by CCSSO Council of Chief State School Officers at the time of her designation. Currently she is serving as the Ambassador of Education for the State of Iowa and is working on many educational initiatives across the state and the country.

Session Summary:

“The Teacher of the Future”

Clemencia Spizzirri is the 2015 Iowa Teacher of the Year. In this session, educators will reflect upon the challenges that teachers face today and will face in the future, and the importance of becoming culturally competent educators who teach a culturally relevant curriculum.

Sandra Trejo & David Suarez

Biographies:

Sandra Trejo: Sandra has worked at Iowa Workforce Development for five years. She has assisted eligible permanent residents to study for their U.S. Citizenship interview/test. Sandra became an U.S. Citizen to learn the process first hand.

David Suarez: Jose David Suarez Moreno came from Ecuador to the United States in March 2006. For most of his professional life, David worked with the media (radio, newspapers and TV Stations) as a writer, reporter, producer and Chief of news. Currently, David works as Bilingual Community Development Manager with Community 1st Credit Union. Community 1st is one of the six largest Credit Unions in Iowa, with more than \$572 million in assets, 16 branches and more than 50,000 members.

Session Summary:

“The Path to Citizenship”

The path to receiving US Citizenship can be a long, difficult, and expensive journey. This session will provide information about the requirements, the interview/test, and the fees to obtain US Citizenship. It will also cover the benefits of becoming a US Citizen and ways you can pay for the immigration process.

Deborah Ann Turner, MD, JD

Biography:

Dr. Turner is a Gynecologic Oncologist, specialist in female cancer and precancerous conditions including their detection and prevention. After 35 years of practice she

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repurposed rather than retired and now works at The Outreach Program as VP of International Programs. She was born and raised in Mason City and was educated at ISU, UI, and MD Anderson Cancer Center in Houston, Texas. She lives in Des Moines.

Session Summary:

“It’s Your Life! Embrace It – Save It!”

Many times we think that health problems are inevitable and we take the approach of treating them when they occur. But many disorders such as cervix and uterine disorders – including cervical and uterine cancer – are highly preventable if you take action before you develop problems. So come learn what you can do to help prevent problems and save your life and the lives of your friends and family!

Clark Young

Biography:

Clark Young is the Disability Navigator for the 10 county Iowa Workforce Development Region 15. His primary role is to work with people who have disabilities and are interested in pursuing gainful employment. He focuses on topics such as the Ticket to Work program, whether to disclose a disability to potential employers, and how employment and income may affect disability benefits.

Session Summary:

“To Share or Not to Share: Do I Have to Disclose a Disability to a Potential Employer”

People with disabilities have multiple questions as it relates to employment. Should I disclose my disability in the beginning or wait until I have been offered a job? Do I even need to disclose or talk about my disability? If I choose to disclose, how and when should I do so? What are obvious and non-obvious disabilities? What questions can employers ask me in a job interview? What is a reasonable job accommodation and how can it benefit me? What are some examples of accommodations that might be useful to me? Are there good reasons for me to disclose my disability? Come find out about the possible answers to these questions as we navigate together through the job search process. Knowing how to discuss these issues with an employer can be an important part of being successful in the workplace.

Nina Yu

Biography:

Nina Yu is the 2015 Miss Iowa's Outstanding Teen where she advocates for her platform, "Diversity Advocacy: Embracing the Unique in Everyone" by attending various cultural events and sharing her story of becoming an Asian American beauty queen. She is currently a senior at John F. Kennedy High School in Cedar Rapids where she avidly participates in Happiness Inc Show Choir, Speech Team, and various musicals and plays.

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Session Summary:

“Tiger Moms, Culture Shock, And The Miss Iowa Crown”

The road to becoming the 2015 Miss Iowa's Outstanding Teen wasn't always sunshine and rainbows. Being an Asian American competing for a role stereotyped for a "blonde and blue-eyed" female created challenges by society, friends, and even herself. Nina will be sharing her story of acceptance, and with this, will hopefully encourage others to break barriers and pursue their passions.

Sandra Zapata

Biography:

Sandra is the coordinator of Iowa Pride Network, a program of One Iowa. Iowa Pride Network strives to involve youth and allies in creating a safer and more accepting space for students in Iowa. Sandra works with LGBTQ+ youth through supporting efforts to establish and develop strong Gay-Straight Alliances.

Session Summary:

“Demystifying Gender”

To create safe spaces for LGBTQ+ youth, it is necessary to understand ever-evolving changes in language. In this session, we'll discuss the differences between gender identity, gender expression, and biological sex. We will also discuss implications for individuals identifying outside of the gender binary, and practices for providing a safer and more accepting space for transgender individuals.

Juanita Zavala, Christine Morris, & Megan Evans

Biography:

Juanita Zavala is the Field Coordinator for Active Ottumwa, a community-based research project based in Ottumwa, IA, whose goal is to increase physical activity in adults and the usage of parks and trails. The Active Ottumwa project is part of the University of Iowa Prevention Research Center.

Session Summary:

“Active Ottumwa: Addressing Health Disparities in Ottumwa”

Active Ottumwa, a partnership between The University of Iowa Prevention Research Center (UI-PRC) and Ottumwa Community Advisory Board (CAB), conducted a community assessment in 2013 that asked residents about their health. This presentation will discuss the findings from the assessment: 1) The relationship between smoking and unemployment type; and 2) Factors associated with mental health, and 3) Active Ottumwa, a program designed to promote health and physical activity in Ottumwa. Specifically, we will describe the partnerships established to conduct the program, activities planned, and opportunities to get involved.