

Fourteenth Annual
DIVERSITY CONFERENCE

hosted by
Indian Hills Community College

MANY FACES; ONE VISION

March 23, 2018
St. John Auditorium
IHCC Ottumwa Campus

Sponsored by:



In Coordination with:

Iowa Workforce Development • Market On Main
Ottumwa Fellowship of Churches
SIEDA • Wapello County Children's Alliance



At Indian Hills Community College, part of our mission is to inspire diversity. When composing our mission, we debated (for quite a long time) the issue of whether we can truly inspire diversity. At the end of the discussion, we decided that those words absolutely capture what we want and intend to do.

Inspire: “to influence, to move, to guide” (Merriam-Webster);
diversity: “composed of differing elements especially the inclusion of different types of people in a group or organization” (Merriam-Webster).

So, to influence, move, guide ourselves and other organizations to be composed of and include different elements and types of people. That’s it! Inspire diversity.

Today, you are attending the Fourteenth Annual Diversity Conference at Indian Hills Community College. All of the partners who sponsor and help plan the conference welcome you and wish you a great day. We encourage you to be relaxed, engaged, and open to new ideas. Today, we hope to inspire you toward more diversity.

Marlene Sprouse, Ed.D.



President, Indian Hills Community College



Life. Changing.

MANY FACES; ONE VISION

Fourteenth Annual Diversity Conference

March 23, 2018

Welcome to Many Faces; One Vision, the 14th Annual Diversity Conference of the southern Iowa region.

Your program booklet is full of information that will assist you in your selection of conference sessions and will provide information about the facilities. If you have questions, please ask any of the committee members and session moderators who are on hand to facilitate today's activities. We hope you enjoy the conference.

Facilities Map:

The keynote presentations will be located in St. John Auditorium and conference breakout sessions will be located in Arts and Sciences Hall.

Lunch:

Today's lunch is being catered by Ottumwa's Market On Main. Great food selections will be available, including burritos, deli sandwiches, Filipino cuisine, and salads. All meals will also include a bag of chips, cookie, and drink. A menu will be posted inside the dining hall for your convenience. The full menu can be found on page 18 of this booklet.



Social Work Continuing Education:

Although it is the licensees' responsibility to determine if the continuing education programs they attend meet the

requirements of their professional licensure board, as a courtesy, IHCC lists contact hours for professions which we feel the class may meet continuing education requirements for. Please refer to the Session Summaries section (later in this program booklet) for specific sessions we feel meet Continuing Education requirements for Social Work.

To receive Continuing Education, participants will need to complete the following actions: 1) obtain the Continuing Education flyer from their session moderator (for each CE eligible session attended); 2) sign the Continuing Education attendance sheet (for each CE eligible session attended); and 3) complete the Certificate of Attendance after the conference using the online web-based request form (see final page of this program booklet for certificate weblink).

College Credit for Diversity Conference:

Are you interested in receiving IHCC college credit by attending the Diversity Conference? IHCC offers attendees of the 14th Annual Diversity Conference a one-credit online course designed for the Spring 2018 term. More detailed information can be found online at <http://www.indianhills.edu/news/events/diversity/>. You can also inquire at the front registration/check-in table during the conference.

Program Description:

Your booklet contains a program summary followed by detailed descriptions of each breakout session.

Session and Conference Evaluation Forms:

Your comments and suggestions will help us in planning and improving next year's conference. Please take the time to complete and return all evaluation forms. These forms will be handed out by the session moderators. There are evaluation forms for each of the breakout sessions and one for the overall conference. Please give your evaluations to the session moderator at the end of each session you attend.

MORNING KEYNOTE SPEAKER



Dr. Eddie Moore, Jr.

“Diversity, Privilege, and Leadership: Are We Making Any Progress in the 21st Century”

Dr. Eddie Moore Jr. is the Founder/Program Director for the White Privilege Conference, President of not-for-profit The Privilege Institute, and a nationally known consultant as America & Moore, LLC. Dr. Moore is co-founder of the on-line journal *Understanding and Dismantling Privilege*, co-editor of *Everyday White People Confront Racial and Social Injustice: 15 Stories* and *The Guide for White Women Who Teach Black Boys*.

*Eddie's keynote qualifies for 1.5 contact hours for Social Work - Course Number: 18/YR*REL*4850*600*

AFTERNOON KEYNOTE SPEAKER



Ruth Buckels, LMSW

“SEE THIS DIFFERENTLY! Human Trafficking in Iowa”

Ruth I. E. Buckels, LMSW is the AMP and the Teens Against Human Trafficking (TAHT) Statewide Coordinator for Youth & Shelter Services in Ames, IA. AMP youth educated Ruth on Human Trafficking in Iowa by sharing their trafficking experiences. With permission, Ruth shares Iowa trafficking stories, creating awareness and increasing safety. Ruth has been a licensed foster parent since 1988 and an adoptive parent since 2008. Ruth has parented multiple survivors of human trafficking and advocates for all Iowa’s youth to learn about this crime and how it is thriving in Iowa.

*Ruth’s keynote qualifies for contact hours for Social Work -
Course Number: 18/YR*REL*4850*601*

2018 Diversity Scholarship Essay Contest

The Diversity Scholarship Essay Contest is now in its sixth year. This year's scholarship is sponsored in part by a \$300 donation from an anonymous donor, along with \$200 donated from the Ottumwa Hy-Noon Kiwanis Club.



The winning essay will be awarded \$500.



Those who are eligible to apply include the following:

1. All current IHCC students who are not high school students (see exception in #2 below).
2. High school seniors who have been admitted to IHCC and will attend IHCC as a non-high school student starting in either the Summer 2018 term or the Fall 2018 term in a degree-seeking program.

Applications & essays are due by midnight on March 28, 2018.

Applicants are asked to write a one-page original essay answering the question “How has diversity affected your life?”

The scholarship application form and additional details can be found at www.indianhills.edu/diversity.

Email your completed application form and your one-page essay to edith.cabrera-tello@indianhills.edu by midnight on March 28, 2018. Questions about this scholarship should be sent to Jean Dell at jeandell@lisco.com or 641-680-5885.

MANY FACES; ONE VISION
Fourteenth Annual Diversity Conference

March 23, 2018

AGENDA

9:00 – 9:10 a.m..... Welcome & Opening Remarks

9:10 – 10:30 a.m..... 1st Keynote Speaker – Dr. Eddie Moore, Jr.

10:45 – 11:45 a.m..... Session I – Breakout Sessions

11:45 a.m. – 12:45 p.m.Lunch

1:00 – 2:00 p.m.Session II – Breakout Sessions

2:15 – 2:30 p.m. Closing Remarks

2:30 – 3:30 p.m. 2nd Keynote Speaker – Ruth Buckels, LMSW

3:30 p.m.Conference Adjourns

14th Annual Diversity Conference: Many Faces; One Vision

“Sessions at a Glance”

March 23, 2018 • Registration begins at 8 a.m.

Indian Hills Community College - Ottumwa campus
 KEYNOTE SPEAKERS – Dr. Eddie Moore & Ruth Buckels, LMSW
 Dr. Moore 9:00 – 10:30 a.m. – St John Auditorium
 Ruth Buckels 2:30 – 3:30 p.m. – St John Auditorium

All conference sessions will be in Arts & Sciences Hall

SESSION I - 10:45 - 11:45 a.m.	SESSION II - 1:00 - 2:00 p.m.
<p>Dr. Eddie Moore “Courageous Conversations about White Supremacy, White Privilege and Oppression” Room - Auditorium</p>	<p>Dr. Eddie Moore “The Challenges of Addiction: A Zero-Hero Story” Room - Auditorium</p>
<p>Colleen Krantz “The Stories Behind the Immigrant Death Headlines” Room 116</p>	<p>Colleen Krantz “The Children on the Orphan Trains” Room 116</p>
<p>Vern Reed “Building Bridges in Southeast Iowa” Room 117 A & B</p>	<p>Vern Reed “Building Bridges in Southeast Iowa” Room 117 A & B</p>
<p>Amanda Arp “On Achieving Spatial Justice for Fat Bodies in Higher Education” Room 118</p>	<p>Crystal Hornback “Autism; Uncovering the Characteristics and Strategies for Support” Room 118</p>
<p>Jessie Myles “We the ‘Gerrymandered’ People of the United States” Room 121</p>	<p>Gary Ogren, LISW “Suicide Prevention, We Need to Talk about Suicide Thinking” Room 121</p>
<p>Nadine Petty, Ph.D. “How to Leverage Diversity in Non-Diverse Environments” Room 123</p>	<p>Nadine Petty, Ph.D. “Systemic Racism: What It Is, How We are Complicit, and What We Can Do About It” Room 123</p>
<p>Dr. John McKerley “The New Meatpackers: Voices from Recent Immigrant and Refugee Packinghouse Workers in Iowa and Illinois” Room 124</p>	<p>Jennifer Sabourin & Madison Rushing “Mentors in Violence Prevention” Room 124</p>
<p>C. Brimmer “You Are A Cake: Intersectionality 101” Room 125</p>	<p>C. Brimmer “Trans 101” Room 125</p>

Session Summaries

Continuing Education Hours (CEHs) will be awarded to Social Workers for noted sessions below.

SESSION I: 10:45 – 11:45 a.m.

“Courageous Conversations about White Supremacy, White Privilege and Oppression”

Dr. Eddie Moore, Jr, Motivational Speaker and Educator, American MOORE, LLC

Session I • Room: Auditorium

Qualifies for 1 contact hour for Social Work –

Course Number: 18/YR*REL*4850*602

Participants examine these issues and other forms of oppression in this interactive session. Explore the recent surge of open racial violence and the use of media to spread and combat our thoughts, interactions, institutions, and cultural practices. Learn to engage in critical conversational tactics to deepen understanding and engagement, especially when viewpoints differ and tensions run high. Explore not only where we have been and where we are, but also how to prepare new insights, skills and tools to empower your activism as a role model and agent for social and institutional transformation.

“The Stories Behind the Immigrant Death Headlines”

Colleen Krantz, Independent Journalist, Author and Documentary Filmmaker, Pink Spear Productions

Session I • Room: 116

Qualifies for 1 contact hour for Social Work –

Course Number: 18/YR*REL*4850*603

The New York Times headline in 2002 said: “11 Found Dead in Rail Car in Rural Iowa.” For much of the nation, it was a story about immigrants dying as they attempted to enter the country without proper documents. But when

Krantz researched and wrote the book and companion documentary, *Train to Nowhere; Inside an Immigrant Death Investigation*, the more detailed look into the lives of those involved – both from Central America and from the U.S. – unexpected insights emerged.

“Building Bridges in Southeast Iowa”

Vern Reed, Director “The Corners,” West Burlington High School

Session I • Room: 117 A&B

Qualifies for 1 contact hour for Social Work –

Course Number: 18/YR*REL*4850*604

This session will focus on learning from the Bridges out of Poverty Constructs. Those in attendance will be challenged to view generational poverty through a different lens. Some of the learning will focus on brain-based research regarding the chronic stress of poverty and its impact on students.

“On Achieving Spatial Justice for Fat Bodies in Higher Education”

Amanda Arp, Graduate Student, Iowa State University

Session I • Room: 118

This session will focus on the results of Amanda Arp’s cross-disciplinary study on how graduate students who identify as “fat” spatially experience their intersectional identities as graduate students and “fat” on a college campus. To begin, Amanda will provide an overview of the history of fat studies. During the rest of her presentation, Amanda will combine theories of physical environment, spatial justice, and fatness and review the results of interviews with fat-identified graduate students. This will lead into a discussion about how educators and administrators could better plan for inclusive environments by designing spaces in such a way as to achieve spatial justice for fat bodies in higher

education and beyond. Session attendees will then get the chance to apply this research in regard to personally relevant spaces.

“We the ‘Gerrymandered’ People of the United States”

Jessie Myles, Coordinator, Diversity/At Risk Programs,
Midwest Equity Assistance Center

Session I • Room: 121

Are we as a people living up to the ideals that were espoused by our founders over 200 years ago? How does gerrymandering help us reach those ideals. Is it a tool of justice or injustice? Does it unite or divide us? One of our Supreme Court Justices asked, “What is its value to a democratic society, and/or How does it help our system of government?” This interactive workshop will allow participants to examine their beliefs about gerrymandering in discussing these and other generated questions. Come and let us have an honest and courageous conversation.

“Buxton, Iowa: A Coal Mining Town Ahead of Its Time”

Rachelle Chase, Author of *Lost Buxton*

Session I • Room: 122

In 1900, at a time when Jim Crow laws, segregation, and the Ku Klux Klan kept blacks and whites separated, Buxton was a thriving coal mining town where African Americans and Caucasians lived, worked, and went to school side by side. African Americans—miners, teachers, business owners, doctors, lawyers, and more—made up more than half of the population for the first 10 years and remained the largest ethnic group until 1914. By 1922, Buxton was a ghost town. Using rare photographs and audio clips from former

residents, “Buxton, Iowa: A Coal Mining Town Ahead of Its Time” shows how vastly Buxton differed from other mining towns-- both in terms of the town itself, and the people-- and how it reputedly became the largest unincorporated town in Iowa.

“How to Leverage Diversity in Non-Diverse Environments”

Nadine Petty, Ph.D., Executive Director of the Center for Diversity and Enrichment, University of Iowa
Session I • Room: 123

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*REL*4850*605

Diversity has been a buzzword for many years. Colleges and universities as well as businesses across the country are working towards incorporating diversity initiatives in strategic plans with the hopes of creating more diverse climates and/or addressing the needs of a growing heterogeneous population; however, how does an institution leverage diversity when there is a lack of it? This interactive session will explore notions of diversity and how spaces with little to no “difference” can still leverage it.

“The New Meatpackers: Voices from Recent Immigrant and Refugee Packinghouse Workers in Iowa and Illinois”

Dr. John McKerley, Oral Historian,
Iowa Labor History Oral Project,
University of Iowa Labor Center
Session I • Room: 124

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*REL*4850*606

For over thirty years, new groups of immigrants and refugees from around the world have been transforming

packinghouse work and community life in the Midwest. This presentation sets these transformations in historical context and explores their significance through the lens of oral history interviews conducted as part of a project supported by the University of Iowa Labor Center and the American Folklife Center at the Library of Congress in Washington, DC.

“You Are A Cake: Intersectionality 101”

C. Brimmer, MA, They/Them/Their

Session I • Room: 125

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*REL*4850*607

In this workshop participants will engage in conversations about intersectionality as a social justice and diversity issue. In this workshop the term intersectionality is informed by Kimberle Crenshaw a black woman scholar in 1989, as well as by poet and theorist Audre Lorde’s work considering hierarchies of oppression. This workshop asks individuals to actively participate in the materials, and, while informative in nature, the workshop works best and goes easier with participant engagement.

SESSION II: 1:00 – 2:00 p.m.

“The Challenges of Addiction: A Zero-Hero Story”

Dr. Eddie Moore, Jr, Motivational Speaker and Educator,
American & MOORE, LLC

Session II • Room: Auditorium

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*HEA*3104*600

Hear the true-life story of Dr. Eddie Moore Jr. as he takes participants from his youth growing up facing the challenges of poverty, drugs and alcohol in a Florida “hood” to his role as a national leader, educator, consultant

and motivational speaker. Honest, raw and challenging, participants will hear the story of how, despite a support system, the temptations of 'street life' left him facing addictions, scared, insecure, lost and out of control. But this is not the story of the "Zero." This is the story of how when those around you believe in you, and can convince you to believe in yourself, then anything really is possible. For those who are facing life's many, many challenges, this is a powerful story of redemption, forgiveness, hard, work, determination and Moore. The "Hero" is about excellence, achievement, capabilities, opportunities. The "Hero" means focus, attitude, community and excellence. These are some of the key concepts connected to leadership, building relationships, creating change, athletics, and academics. This session is designed to leave participants enlightened and empowered to change the world, one person at a time.

"The Children on the Orphan Trains"

Colleen Krantz, Independent Journalist, Author and Documentary Filmmaker, Pink Spear Productions

Session II • Room: 116

This session will explore how the relocation of nearly a quarter of a million children via "orphan trains" was influenced by evolving attitudes toward families or children who were often lower-income and/or homeless. We will also discuss specific cases of children whose placements in homes in the late 1800s and early 1900s both went well and not so well.

"Building Bridges in Southeast Iowa"

Vern Reed, Director "The Corners," West Burlington High School

Session II • Room: 117 A&B

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*REL*4850*604

This session will focus on learning from the Bridges out of Poverty Constructs. Those in attendance will be challenged to view generational poverty through a different lens. Some of the learning will focus on brain-based research regarding the chronic stress of poverty and its impact on students.

“Autism; Uncovering the Characteristics and Strategies for Support”

Crystal Hornback, Challenging Behavior and Autism Specialist, Great Prairie AEA
Session II • Room: 118

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*HEA*4797*600

This session will briefly explain the characteristics of Autism and how they impact individuals within their home and school environments. Tips and strategies to support individuals on the Autism Spectrum will also be shared.

“Suicide Prevention, We Need to Talk about Suicide Thinking”

Gary Ogren, LISW, Clinical Therapist, First Resources Corp
Session II • Room: 121

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*REL*4036*600

Suicide is the second leading cause of death among young people between ages 14 to 25. Many more suicides occur, but they are reported as “accidental deaths.” While suicide is a serious problem among teens and all ages, for many the problem is preventable. Knowing the signs that are a cry for help can be identified by family, friends, and professionals. A major service helping with prevention is the Society for the Prevention of Teen Suicide with a social media program called “You are not alone.” This program can be used with Twitter, Facebook, and other media to let teens download the program and connect with others struggling with suicidal

thoughts. This program, other national programs and local counseling services will be presented to continue this needed conversation about teen suicide.

“Changing the Paradigm of Recovery”

Joni M Elder, BA, Recovery Coach, Optima Behavioral Health

Session II • Room: 122

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*REL*3104*601

We will address changing the paradigm of recovery from a medical model to a wellness recovery model. The concept of the medical model in traditional medicine—“Take two and call me in the morning,”-- is not working in our current mental health environment.

“Systemic Racism: What It Is, How We are Complicit, and What We Can Do About it”

Nadine Petty, Ph.D., Executive Director of the Center for Diversity and Enrichment, University of Iowa

Session II • Room: 124

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*REL*4850*608

This session will analyze the who, what, when, where, and why of systemic racism. It will explore how deeply embedded it is in our culture and provide resources for awareness. During this interactive exploration, participants will be guided through little known occurrences of historical significance, engage in personal assessments, and have the opportunity to interact with colleagues in small group settings as we work together to unpack systemic racism and its effects on our daily lives.

“Mentors in Violence Prevention”

Jennifer Sabourin & Madison Rushing
Indian Hills Community College

Session II • Room: 124

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*REL*4790*600

MVP is a widely acclaimed leadership program that motivates both men and women to play a central role in solving problems that historically have been considered “women’s issues:” rape, relationship abuse, sexual assault and harassment. Founded in 1993, MVP is the original program in the field of gender violence prevention education. The MVP approach views all individuals not as potential perpetrators or victims, but as empowered bystanders who can recognize and confront harassment and abuse before, during and after the fact. The MVP Program inspires leadership by empowering individuals with tools to lead, and with concrete options, to effect change in their peer cultures, as well as with younger students and others. In Iowa, MVP training is available through the UNI Center for Violence Prevention and is delivered by certified teams under the guidance of Alan Heisterkamp, Ed.D., Director, Center for Violence Prevention at the University of Northern Iowa

“Trans 101”

C. Brimmer, MA, They/Them/Their
Session II • Room: 125

Qualifies for 1 contact hour for Social Work –
Course Number: 18/YR*REL*4850*609

In this workshop participants will learn the basics of affirming trans identity. Topics may include, but are not limited to concepts, such as coming out, pronouns, identity terms (e.g. trans, genderqueer, nonbinary, gender fluid/gender-flux, agender, designated male or female at birth), bathrooms, gendered violence against trans people (including statistics about hate crimes, and relationship violence). Participants will also learn about which questions are not appropriate to ask trans or gender variant persons. This workshop asks individuals to actively participate in the materials, and, while informative in nature, the workshop works best and goes easier with participant engagement.

MARKET ON MAIN MENU

Burritos Los Roy

- Chicken Burritos
- Ground Beef Burritos

w/ a variety of homemade salsas

Market on Main

- Salads with Dressings (w/ assorted meats and vegetarian proteins)
- Deli Turkey Sandwiches
- Deli Ham Sandwiches
- Tuna Salad Sandwiches

Scratch

- Chop Suey
- Beef Caldereta

Crazy Churros

- Chocolate Chip Cookies

All meals include chips, cookie, and water/soft drink.



NOTES:

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If you would like to request a “Certificate of Attendance” for the conference, please complete the online form at www.indianhills.edu/diversitycertificate.

A certificate will be issued upon verification that the registration & session attendance forms were signed according to the sessions you select in the online form.

A big thank you to all those who assisted in the planning and preparation of our Fourteenth Annual Diversity Conference, including our many session presenters and our keynotes, Dr. Eddie Moore, Jr. & Ruth Buckels, LMSW. Its success would not be possible without you!

2017-2018 Diversity Conference Planning Committee

www.indianhills.edu/diversity