ENGAGE, EMPOWER, ACT
A CEDAR VALLEY CONFERENCE ON DIVERSITY & INCLUSION
University of Northern Iowa

OCT. 13, 2017
Featuring a welcome by UNI President, Dr. Mark A. Nook, Waterloo Mayor, Quentin Hart, & Cedar Falls Mayor, Jim Brown.
WITH KEYNOTE SPEAKER JASON SOLE

PART 1
THE DIVERSITY & INCLUSION MINDSET
From 8 a.m. to 12:30 p.m. at Commons, UNI Campus, Cedar Falls, IA

PART 2
EDUCATION, ADVOCACY & POLICING: SUPPORTING A SCHOOL TO SUCCESS PIPELINE
From 2:30 p.m. to 5 p.m. at YWCA Black Hawk County, Waterloo, IA

TO REGISTER, VISIT DIVERSITY.UNI.EDU
September 22, 2017

Greetings,

Thank you for interest in Engage, Empower, Act: A Cedar Valley Conference on Diversity & Inclusion (EEA2017). Our mission is to connect campus and community through education, outreach and engagement. The Cedar Valley has made great strides in fostering relations between persons of diverse cultures, ethnicity, religion and sexes, however, there is still work to be done.

This initiative is the culmination of more than 12 months of planning and collaboration efforts between many great area agencies. We tailored this conference to expand on specific tenants of the University's new strategic plan that were also in line with community objectives. Over the course of the day, local and national subject-matter experts will provide you with the knowledge and skills to effectively begin to view diversity as an essential leadership skill while exploring diversity and inclusion best practices.

I highly encourage you to join us, and not only actively participate with your colleagues and students, but take your newly acquired knowledge back to your classrooms and organization to share with peers, coworkers, managers, and senior leadership, in order to promote a more diverse and inclusive environment for all. Enclosed you will find the following information:

- Schedule
- Session Details
- Presenter Bios
- Task Force

Please feel free to contact me with any questions and or concerns you may have, and again thank you for being a part of this monumental event.

Best Wishes,

Gwenne Berry
University of Northern Iowa Chief Diversity Officer
Conference Chair
Schedule of Events

8:00 A.M. – 8:45 A.M. Registration & Continental Breakfast
8:50 A.M. Welcoming Remarks - President Nook, Mayor Brown and Mayor Hart
9:05 A.M. Morning Keynote “Energizer” – Jason Sole, President NAACP Minneapolis

EEA 2017 will provide attendees with a toolbox to assist with creating and nurturing a: **Value of Diversity.** Accepting and respecting differences—different cultural backgrounds and customs, different ways of communicating, and different traditions and values.

**Be Culturally Self-Aware.** Culture—the sum total of an individual's experiences, knowledge, skills, beliefs, values, and interests—shapes the sense of who they are and where they fit in their family, school, community, and society.

**Appreciate the Dynamics of Difference.** Knowing what can go wrong in cross-cultural communication and how to respond to these situations.

**Knowledge of Students' Culture.** Educators must have some base knowledge of their students' culture so that student behaviors can be understood in their proper cultural context.

9:40 A.M. Transition to Session 1

9:45 A.M. Session 1

**The Green Zone** - issues faced by student veterans
University of Northern Iowa

**Policing in Multicultural Communities**
Mark Prosser - Police Chief Storm Lake

**Probing Diversity Artistically**
Dr. Lena Hill – Iowa Interim Chief Diversity Officer

**Humanize my Hoodie**
Jason Sole – NAACP Minneapolis President

10:35 A.M. Transition to Session 2

10:40 A.M. Session 2

**Implicit Bias**
Dr. Bev Smith – Waterloo Schools and Felicia Smith – City of Waterloo

**Re-Framing Master Narratives of Dis/ability Through an Affective Lens: Sophia Cruz’s LD Story at her Intersections**
David Hernandez - University of Northern Iowa

**Overcoming Barriers to Effectively Working with Immigrants**
Umaru Balde YWCA & Lisa Munoz - Hawkeye

**Building the Business Case for Diversity Chamber of Commerce**
11:30 A.M. Transition to Session 3

11:35 P.M. Session 3

**Beyond M/F: Supporting Gender Diversity**
Emily Harsch - University of Northern Iowa

**Active Bystander Approach: Inclusive Campus Strategies**
Alan Heisterkamp & Center for Violence Prevention

**How to Leverage Campus Strategies in the Business World**
Liang Wee – President, Northeast Iowa Community College

**Examining the Criminal Justice System**
Jason Sole – NAACP Minneapolis President

12:25 P.M. Break for Lunch - Reconvene 2:30pm at YWCA

2:30 P.M. Opening Remarks, UNI Chief Diversity Officer, Gwennette Berry
Intro to Diversity & Community Engagement via the Strategic Plan at UNI

2:45 P.M. Jason Sole Afternoon Address –
“Education, Advocacy, and Policing: Supporting a School to Success Pipeline”
Participants will use collaborative round table discussions to develop an action plan,
create measurable goals and leverage roles in the community to influence and promote
inclusion and equity practices in Black Hawk County schools, institutions of higher
learning, companies and the judicial system.

3:15 P.M. Public Forum Begins

Round tables include but are not limited to representatives from the following areas of
focus:
· Waterloo/Cedar Falls Public School Systems (teachers and administrators)
· Arts and Youth Outreach
· Neighborhood Engagement
· Criminal Justice (law enforcement, juvenile court, probation, students, etc.)
· Social Services (nonprofits, governmental, etc.)
· Interfaith Communities
· East Side Ministerial Alliance
· Human Rights Commission
· Iowa Workforce
· Chamber of Commerce

4:55 P.M. Closing Remarks-Jason Sole

5:00 P.M. Conference Ends/Students Depart

5:30 P.M. – 7:00 P.M. Post Networking Event – Rodney’s Kitchen
Session Details

The Green Zone - issues faced by student veterans
University of Northern Iowa
Green Zone Training: Green Zone Training is for faculty, students and staff who wish to learn more about the military affiliated student experience. The session goal is to train members of the UNI community to know more about the issues and concerns faced by military affiliated students and to identify individuals who are available to support these students. These individuals are not expected to be experts who can “solve problems.” They are individuals who can lend a sympathetic ear and help the student veteran identify and connect with the appropriate resources.

Policing in Multicultural Communities
Mark Prosser - Police Chief Storm Lake
Police departments tackle many challenges in contemporary communities’ due to socioeconomic factors, migration, urbanization, and the increasing multicultural composition of communities. Intergroup conflict is not an unavoidable result of historical factors. Rather, it is frequently a uniquely modern occurrence with potentially serious consequences. Preventing, mitigating, and negotiating intergroup conflict in communities must become an integral part of police practice. Our law enforcement has to implement training to develop an understanding of cultural issues; be open and accessible to all groups, offer services in an unbiased manner that respects diversity; foster a sense of trust and rapport with community members; monitor demographic and social trends; strive to prevent intergroup conflict; and demonstrate intercultural respect by example and embrace diversity in the workplace. This session delves deeper into problems and possible solutions with governing multi-cultural communities.

Building the Business Case for Diversity
Chamber of Commerce
There has always been a feeling that business owners should embrace diversity, however, we are learning this “nicety” also equals a more talented workforce. The New York-based Center for Talent Innovation (CTI), recently conducted a survey, involving more than 40 case studies and 1,800 employee surveys. The study examined what it termed “two-dimensional diversity”, namely “inherent diversity” – such as gender and race – combined with “acquired diversity” – such as global experience and language skills.

The results demonstrated that publicly traded companies with two-dimensional diversity were 45 per cent more likely than those without to have expanded market share in the past year and 70 per cent more likely to have captured a new market. When teams had one or more members who represented a target end-user, the entire team was as much as 158 per cent more likely to understand that target end-user and innovate accordingly. We can conclude that diversity is a pathway to creativity.
Humanize my Hoodie  
Jason Sole  
This session is aimed at building awareness on the benefits of mainstreaming socio-economic inclusion and empowerment of the local communities, especially vulnerable groups, in/through tourism and creative industries. Furthermore, it will discuss the lessons learned from good practices which have proven successful in improving the livelihoods of the communities by creating concrete enterprise opportunities and an inclusive tourism value chain linked to creative industries and the hospitality sector.

Probing Diversity Artistically  
Dr. Lena Hill – Iowa  
There is an art to every practice, activism included. It’s what distinguishes the innovative from the routine, the elegant from the mundane. One thing that can help the “art of activism” is applying an artistic aesthetic tactically, strategically, and organizationally. Throughout history, the most effective political actors have married the arts with campaigns for social change.

Re-Framing Master Narratives of Dis/ability Through an Affective Lens: Sophia Cruz’s LD Story at her Intersections  
David Hernandez, University of Northern Iowa  
Learning disabilities (LD) researchers have produced a wealth of knowledge about the cognitive dimensions of this condition, including educational and psychological interventions. Although there is a robust knowledge base on socioemotional aspects of LDs, there is a significant need to expand this work. A significant gap in the LD field is the lived experiences of individuals with LD, particularly in regard to their emotional sense-making about having LDs. This presentation centers on, Sophia Cruz’s understanding of LD and her lived experiences about being labeled with LD at her intersections. Sophia is one of the three case studies from Hernández-Saca’s larger three-year qualitative dissertation study. Interdisciplinary critical ethnographic research methods were used. Sophia’s voice emphasized the hegemony of smartness in her school experiences, the role of disability micro-aggressions in school everyday practices, and the idea that LD is a complex multifaceted construct that can be regarded as a double-edge sword and as having multiple associations. Hernández-Saca ends with a discussion of these findings and identify implications for the socioemotional dimensions of LD and the LD field.

Overcoming Barriers to Effectively Working with Immigrants  
Umaru Balde WCA & Lisa Munoz - Hawkeye  
The face of America is changing: more than half of Americans under age five are of color, and by 2044 we will be a majority people-of-color nation. But while communities of color are driving growth and becoming a larger share of the population, inequality is on the rise and racial inequities remain wide and persistent. Dismantling racial barriers and ensuring that everyone can participate and reach their full potential are critical for the nation’s prosperity. Equity—just and fair inclusion of all—is essential to growing a strong economy and building vibrant and resilient communities. This issue briefly
describes how immigrant inclusion can benefit families, communities, and the economy.

**Beyond M/F: Supporting Gender Diversity**  
*Emily Harsch - University of Northern Iowa*  
It's time to talk about the "T" in LGBTQ. This session explores past and present legal and social issues affecting our transgender and gender non-conforming community members. A brief overview of identity-related terminology will be reviewed, making this session accessible to beginners. Participants should come prepared to reflect upon the barriers to justice for gender diverse people and learn about how to be more inclusive in their own day-to-day lives.

**Active Bystander Approach: Inclusive Campus Strategies**  
*Alan Heisterkamp & Center for Violence Prevention*  
The changing face of America’s demographics is challenging all educational institutions to implement more ways to understand and embrace the notion of diversity and inclusion and to include faculty, staff, students and the community in reaping the benefits of more diverse and inclusive campuses. Through institutional leadership and commitment, faculty and staff development, curriculum innovations, and campus and community partners, institutes of higher education will be better prepared to provide the best possible educational environment for all.

**How to Leverage Campus Strategies in the Business World**  
*Liang Wee Northeast Iowa Community College*  
Over 50% of children born in the United States are of people of color and it is estimated by the year 2050 there will be no defined ethnic or racial majority. It is in the best interest of our developing workforce to understand how to maximize talent from a multiplicity of diverse talent pools. Cultivating this environment on campus allows for an easier transition to adulthood.

**Implicit and Unconscious Bias**  
*Dr. Bev Smith – Waterloo Schools and Felicia Smith Neighborhood Services*  
Robust diversity programs that include training on unconscious bias can help understand how pervasive bias is in today’s society. Cultural diversity training provides eye-opening studies and statistics about the prevalence of unconscious bias and its damaging effects and explores the differences between impact and intent. Attendees will be introduced to cutting edge research that bears not only on the highly relevant substantive areas of discrimination in areas such as communications, education, voting, health care, immigration, and property. Attendees will learn how implicit bias works and possible remedies.

**Examining the Criminal Justice System**  
It is estimated that more than two million people are incarcerated in the United States, disproportionately for nonviolent drug offenses, and eventually the majority of them are eventually released back into our communities; With the average prison stay in the United States at about two years. More than 700,000 individuals leaving U.S. prisons
each year, however our communities continue to struggle with the unique challenges presented by those who presumably have “paid their debt to society”, however continue to face barriers to reentry. Explore the need for prison reform and how systemic governmental policies over the decades have perpetuated a cycle of poverty and crime in the African American community, and why we are presently, perfectly positioned as a people to finally correct decades of racist policies through economic, social, and educational empowerment.
Jason Marque Sole is a former drug dealer, leader of a notorious street gang, and a three-time convicted felon. The middle of three children, Jason was raised on the mean streets of Chicago by a father who was addicted to cocaine and an overburdened mother left to pick up the pieces. He joined a gang and turned to a life of crime to gain a lucrative position of authority and financially improve his life.

Sole has been incarcerated in numerous correctional facilities due to his criminal activity (i.e. possession of a firearm, first degree possession of controlled substance, second degree possession of controlled substance, terroristic threats, disorderly conduct, etc.). Yet despite the height of the odds stacked against him, Sole earned his Bachelor of Arts and Master of Science degrees in criminal justice. He has completed the research for his doctoral studies in public safety leadership with a specialization in criminal justice and currently seeking dissertation approval.

Jason has been an educator for nearly eight years, serving as an adjunct and fixed-term assistant professor at Metropolitan State University and Hamline University. Sole will become a Visiting Lecturer at Hamline University in the fall. He is also a national keynote speaker and gang trainer, including serving as a trainer for One Circle Foundation. In addition, he is the president of the Minneapolis NAACP.

Through his firm, Jason Sole Consulting LLC, he provides juvenile and criminal justice agencies with the knowledge and resources they need to assist people affected by delinquency, incarceration, poverty, and other social ills. Sole was a 2013 Bush Fellow who focused on reducing the recidivism rate among juveniles throughout the state of Minnesota. He is currently traveling the country discussing his memoir, From Prison to Ph.D.: A Memoir of Hope, Resilience, and Second Chances.
Mark Prosser was born and raised in East St. Louis, IL. After college, he became a police officer for the City of O'Fallon, Ill., a suburb of St. Louis, Mo. While in O'Fallon, he moved through the ranks of the department between 1980 and 1989. He reached the rank of Chief of Detectives in 1986. He further served for five years as an Investigator and Supervisor for the St. Louis Major Case Squad, multi-jurisdictional homicide unit.

Prosser was hired as Chief of Police in Storm Lake in October of 1989 and was named Public Safety Director in June of 2000 where he still serves. He is a life member and Past Executive Board member of the International Association of Chiefs of Police, is a member and Past President of the Iowa Police Executive Forum now known as the Iowa Police Chiefs Association and is a member of the Police Executive Research Forum. Prosser is a current member of the Law Enforcement Immigration Task Force. Prosser taught for 19 years at the Illinois Police Academy, Buena Vista University and Iowa Central Community College.

Prosser has spoken at state and regional conferences in Iowa, Minnesota and Illinois on topics such as management, administration, budgeting and grant writing. Prosser speaks extensively throughout Iowa on issues related to diversity and shifting demographics and has presented in New York, Washington DC, Seattle, Minneapolis and for the US Attorney’s Office in Nebraska.

Prosser holds a Bachelor of Science Degree in Police Administration and has completed some Graduate Studies in Public Administration and Management. Prosser has completed formation courses of study in Theology at Briar Cliff University and through the Sioux City Catholic Diocese.

Prosser is the chairman of the Buena Vista County 911 Board and serves on the Buena Vista County DECAT Board. Prosser chairs a variety of internal organizational committees for the City of Storm Lake. He is a charter member of the Storm Lake Diversity Committee. Prosser has served on a variety of boards in and around Storm
Lake including but not limited to board chairman and vice board chairman positions for the United Community Health Center and Faith, Hope and Charity.

Prosser was named Law Enforcement Executive of the Year for 2016 by the Iowa Police Chief’s Association.

Prosser is one of two recipients in the State of Iowa of the 2017 Dr. Martin Luther King Jr., Achievement Award.

Prosser is an ordained Deacon in the Catholic Church and serves the St. Mary’s Parish Cluster in Storm Lake, Iowa. Prosser serves on a variety of committees for St. Mary’s Parish.

Emily Harsch, who uses the pronouns she/her/hers, is UNI’s first LGBT* Student Services Coordinator. Emily works in an advocacy role across campus as a resource to LGBTQ+ students and their allies as the main point of contact for the LGBT* Center. Her work in the Center includes providing direct support to students, maintaining the Safe Zone Ally training program, collaborating with off and on-campus partners on inclusive initiatives, and overseeing the Center's events.

Umaru Balde was born in Guinea-Bissau in West Africa. He has travelled around the world before settling in the United States in 2007. He speaks multiple languages including English, French, Spanish, Portuguese, Arabic, Hebrew, Urdu and additional African dialects. Currently, he works at YWCA as the director of Latino and Multicultural immigrants or refugees. Balde says there are often misconceptions of what immigrants or refugees are doing here and who they are.

“There are a lot of misconceptions, who is who and what they are doing here. Taking away jobs of course. And criminals, bad guys, we don’t know them. They don’t have the right to be here,” he said.

The topic of immigration and refugees is a very personal topic for Balde. He has travelled all around Africa and parts of the Middle East, staying in countries as an immigrant as well as refugee before settling in the United States.

Dr. Beverly Smith serves as Associate Superintendent For Human Resources & Equity for the Waterloo Community School district. She earned a bachelor’s degree in theatre and elementary education from Cornell College, a master’s degree in educational psychology with an emphasis in teaching and a doctorate of education in educational leadership from the University of Northern Iowa.

Dr. Felicia Smith-Nalls graduated from Wartburg College in Waverly in 1999 and the law school in 2004. She serves as the Neighborhood Services Coordinator with the City of Waterloo. She singlehandedly reinvigorated National Night out, with a profound belief in the strength of neighborhoods and community. She also has been involved in organizing a revived North End Fest the past several years and was program manager for the first-ever “Bridging the Gap” mayoral ball, initiated by supporters of newly elected
Waterloo Mayor Quentin Hart. She also helped organize a mentoring program for young girls at East High School in the early 2000s.

Dr. Heisterkamp served as director of the MVP Leadership Institute at the Center for Violence Prevention at UNI from 2011 -2014. Prior to that, he served as a consultant with the Waitt Institute for Violence Prevention from 2007-2011 and as the principal investigator on a four-year case study entitled, The Sioux City Project. He was the education consultant on the award winning film documentary, BULLY. He also co-facilitated research on the Coaching Boys Into Men program in 2007 and continues to instruct school and community leaders in bystander prevention education using the Mentors in Violence Prevention Model (MVP). Dr. Heisterkamp served as a public school administrator, school counselor, teacher and athletic coach for 23 years.

Dr. Wee was named president of Northeast Iowa Community College in October 2011. He joined the College as the Calmar campus provost in August 2007 and served as interim president from July through October of 2011. Wee earned a Bachelor of Science and a Bachelor of Arts in management information systems, a Master's of Arts in business administration and a Ph.D. in business administration, all from the University of Arizona, Tucson.

President Wee has transformed the culture of the college, gained the respect of the individuals in the communities served by NICC and of those who lead, govern and support community colleges across Iowa. Wee’s leadership and commitment to partnerships has guided many successful programs, such as Opportunity Dubuque, an advanced manufacturing initiative that has received state, national and international recognition. He was named a White House Champion of Change in 2011 and a Person to Watch in 2014 by the Des Moines Register. The NICC president has received numerous state, national and international honors.

Lena Hill is the University of Iowa’s Interim Chief Diversity Officer and Associate Vice President. She also serves as Senior Associate to the President and is an Associate Professor of English and African American Studies. She holds a Ph.D. in English from Yale, and her scholarship focuses on nineteenth & twentieth century African-American literature and visual culture. Nationally regarded as an expert on Ralph Ellison, she has published three books: Invisible Hawkeyes: African Americans at the University of Iowa during the Long Civil Rights Era (UP of Iowa, 2016; co-edited with Michael Hill), Visualizing Blackness and the Creation of the African American Literary Tradition (Cambridge UP, 2014), and Ralph Ellison’s Invisible Man: A Reference Guide (Greenwood, 2008; co-authored with Michael Hill).

Hill joined the University of Iowa in 2006. An active member of the UI community, Hill has held a variety of leadership and service positions on campus as well as in local Iowa City organizations. She currently serves on the boards of the Iowa City Community School District Foundation and the Iowa City Area Chamber of Commerce.

Lisa Speicher Muñoz is an Associate Professor of Sociology at Hawkeye Community College, and former adjunct instructor in Sociology and Women’s and Gender Studies
at the University of Northern Iowa. She holds an M.A. in Sociology from Loyola University Chicago and a Graduate Certificate in Diversity, Social Justice, and Inclusion from the University of Colorado—Colorado Springs. Since moving to the Cedar Valley in 2004, Ms. Muñoz has been involved in various community organizations, having served on the Boards of the YWCA of Black Hawk County, the ACLU-IA, and El Centro Latinoamericano.

She currently serves on the Community Development Board for the City of Waterloo, as well as the Mission Committee at the YWCA. In 2014 she co-founded the community group, Cedar Valley Advocates for Immigrant and Refugee Rights (CVAIRR), which has conducted professional development for the Black Hawk County Sheriff’s Office and Cedar Valley Friends of the Family, been featured on KWWL’s The Steele Report, organized community discussions, etc. She was the recipient of the Sammie Dell Commitment to Diversity Award (in 2009) and the Outstanding Faculty Award (2010) at Hawkeye Community College, the YWCA’s Women of Persimmon Professional Woman of the Year in 2013 and Special Friend awardee in 2014, and the Alicia Schmidt Camacho Leadership Award recipient from New Jerusalem Ministries at Jubilee Church in 2017.

She resides in the Liberty Park Neighborhood of Waterloo with her husband, Antonio, who is employed at Omega Cabinets. Together, they enjoy watching the Cubs win, spending time with family in Des Moines, and traveling in the U.S. and internationally.

**David I. Hernandez-Saca** is an Assistant Professor in the Department of Special Education at the University of Northern Iowa. He received his PhD from Arizona State University and MA from UC Berkeley. Dr. Hernandez-Saca is a former multi-subject teacher and his teaching responsibilities at UNI include undergraduate teacher preparation courses in the areas of post-school transition programming and issues and applications in special education. Dr. Hernandez-Saca’s research agenda is problematizing the common sense assumptions of learning disabilities (LD). Dr. Hernandez-Saca’s two lines of research include: 1) (a) the emotional impact of LD labeling on conceptions of self. This work has implications for the problematization of LD that takes into account the sociocultural contexts of students living with this condition and the social construction of emotions about LD. Dr. Hernandez-Saca engages in this line of inquiry by documenting the perspectives of historically marginalized youth and culturally and linguistically diverse students with LD and in collaborative autoethnographic projects.

Dr. Hernandez-Saca’s second line of inquiry is (b) the role of emotion and affect in teacher learning about social justice issues. What ties both of his lines of inquiry together is his commitment to educational equity through an interdisciplinary research design and methodology. Overall, Dr. Hernandez-Saca investigates these as they relate to historical equity issues in general education and special education and current movements for inclusive education. He has published in journals such as Learning Disability Quarterly and the Journal of Educational and Psychological Consultation, and has presented at numerous national and regional conferences.
EEA2017 Task Force

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Annette Lynch, Ph.D,
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