Indiana University
Office of Mentoring Services & Leadership Development
Men and Women of Color Leadership Conference

“Good Behavior, Bad Behavior: Developing Leaders with a Moral Compass”

October 26-27, 2012
Wendell W. Wright Education Building
Willkie Auditorium

Office of the Vice President for Diversity, Equity, and Multicultural Affairs
Friday, October 26, 2012

12:00 – 7:00 p.m.
Registration _____________________________________ Willkie Foyer

1:30 – 2:45 p.m.
Opening General Session: Eric Love
“Let’s Get it Started!” ___________________________ SoE Auditorium

3:15 – 4:30 p.m.
Concurrent Session 1 ___________________________ School of Education (SoE)
See Program

4:30 – 6:30 p.m.
Free Time ______________________________________ Dinner on Your Own

6:30 – 8:00 p.m.
Welcome Keynote:
Mayor Karen Freeman-Wilson____________________ Willkie Auditorium

8:15 – 9:30 p.m.
Reception & Networking __________________________ SoE Atrium
Graduate School Fair ____________________________ SoE Atrium, 2nd floor

10:00 p.m. – Midnight
Bowling and Billiards Social Activity ______________ Back Alley Lanes
*With Support from Student Organizations Indiana Memorial Union
Saturday, October 27, 2012

9:00 - 11:30 a.m.  
**Registration/Continental Breakfast**  
Willkie Foyer

9:30 – 10:10 a.m.  
**Welcome**  
Willkie Auditorium

10:30 – 11:45 a.m.  
**Concurrent Session 2**  
School of Education  
See Program

12:00 – 1:30 p.m.  
**Lunch Keynote:**  
Joshua Fredenburg  
Willkie Auditorium

1:30 – 2:00 p.m.  
**Networking Time**  
On Your Own

2:15 – 3:30 p.m.  
**Concurrent Session 3**  
School of Education  
See Program

3:45 – 4:05 p.m.  
**Student Panel**  
Willkie Auditorium

4:05 – 4:45 p.m.  
**Reflection Groups**  
Willkie Auditorium

4:45 – 5:05 p.m.  
**Action Points: Eric Love**  
Willkie Auditorium

5:05 – 5:30 p.m.  
**Conference Closing: Patrick Smith**  
Willkie Auditorium
Welcome to the fourth annual Men and Women of Color Leadership Conference (MWOCCLC). In an effort to bring you a truly unique experience, the MWOCCLC planning committee has decided to partner with the College of Arts and Sciences Themester initiative. This initiative uses faculty from the College of Arts and Sciences to critically engage students utilizing an interdisciplinary approach to the topics being discussed in the classroom. Recognizing the benefits of this approach, the planning committee has decided to incorporate faculty of The College to contribute to the unique richness of this year’s conference.

The committee has done a wonderful job identifying speakers who will use their own unique set of experiences to enlighten everyone on issues that have an impact upon leadership. This year our conference theme is “Good Behavior, Bad Behavior: Developing Leaders with a Moral Compass.” The theme focuses on the ethics and values of leadership and what qualities one should consider when developing into a leader.

The committee has also seen fit to include sessions that complement the conference’s emphasis towards academic excellence, leadership development, career preparation, as well as promoting diversity education and political awareness. We want you to leave empowered and prepared to implement the ideas that you were exposed to while attending this event. With the theme in mind, conference speakers and session presenters will not only challenge you to focus your energies towards developing into strong and thoughtful leaders, but you will be inspired to take action once you have returned to your respective institution, agency, or home community.

The Men and Women of Color Leadership Conference is appropriate for all to attend regardless of one’s ethnic background, undergraduate or graduate status, or professional ranking. While you are here, take the time to introduce yourself to others and expand your network. In addition, I encourage you to experience and enjoy Hoosier hospitality. Have a great conference!

Patrick D. Smith
Conference Committee Chair

Executive Director
Office of Mentoring Services
& Leadership Development
In November 2011, the citizens of Gary, Indiana chose a new day for the city by electing Karen Freeman-Wilson Mayor. She is the first woman to lead the steel city and the first African-American female mayor in the State of Indiana. Along with her husband Carmen Wilson and their daughter Jordan, Freeman-Wilson resides in her native city of Gary, Indiana. She was valedictorian of her graduating class at Gary's storied Roosevelt High School and went on to become an honors graduate of Harvard College and Harvard Law School. She is the immediate past CEO of The National Association of Drug Court Professionals and Executive Director of The National Drug Court Institute based in Washington, D.C. As a twice-elected Gary City Judge, she helped pioneer the drug court movement in Indiana.

Freeman-Wilson has also demonstrated public service and leadership in state government. During her tenure as Indiana Attorney General, Freeman-Wilson fought passionately on behalf of youth, seniors and abused nursing home patients. She was one of the first Attorneys General in the country to combat gas price gouging and to ensure that tobacco settlement dollars were directed towards smoking cessation and health care. While she was the Executive Director of The Indiana Civil Rights Commission, Indiana was one of the first states to pass legislation comparable to the American with Disabilities Act.

When asked about her commitment to her hometown, Freeman-Wilson often acknowledges that Gary has a history of many obstacles, but quickly notes that the city's challenges pale in comparison to its potential. "Our opportunities far outweigh our challenges, and Gary is poised to become the next great comeback story of the Rustbelt."
Joshua Fredenburg is a National Speaker, Author, Leadership Expert, and Generation Y Television Commentator that speaks on current issues and is on a mission as a national speaker to empower at least 1 BILLION LEADERS WORLDWIDE with effective leadership strategies that will enable them to become one of America's Next Top Leaders! For the past seven years, not only has Joshua appeared as a television guest on BET, the Wayne Brady Show, the KTLA Morning Show in Los Angeles, and many other familiar radio and television programs throughout the country, but he has also served as a dynamic keynote speaker in 42 different states for lectures, leadership conferences, retreats and trainings at high schools, colleges, and corporate events.

In addition to his successful speaking and television career, Joshua has published four books and has developed an annual national leadership conference, Circle of Change Leadership Conference, that not only prepares student leaders in college for executive-level leadership positions after graduation, but connects student leaders with executives from companies such as Pepsi, Columbia Pictures, Hewlett Packard, CNN, Fox Searchlight Productions, UPS, VH-1, Nestle, and American Airlines to name a few. He also mentors and coaches student leaders throughout the country, writes a popular monthly newsletter on issues that revolve around leadership, is pursuing a PhD in Organizational Leadership at Nova Southeastern University, and serves on the Board of Directors for the Lois Swan Leadership Center at California State University, Long Beach.

As a Keynote Speaker, Joshua has been well-received by audiences for his amazing energy, inspiring and engaging messages, insightful wisdom and knowledge about leadership, and his strong commitment to help emerging leaders become great leaders for the 21st Century. He has also been very popular amongst high school and college audiences because of his positive attitude, exciting presentations, authentic message, and his strong ability to connect and make his message relatable to diverse audiences throughout the country.
Friday

Friday, October 26

Lets Get it Started  1:30-2:45 p.m.  Willkie Auditorium

Eric Love
Indiana University Bloomington

This workshop will use a small group dialogue to help participants prepare to get the most out of the conference. Dialogue topics will include reflecting on the theme of the conference, taking action and making a difference at our respective campuses.

Friday, October 26, Concurrent Session 1  3:15 – 4:30 p.m.

There Are No Strangers: Communicating Interculturally?  SoE 1004

Dr. Carolyn Calloway
Indiana University Bloomington

Author Thomas Friedman reminds us that despite cross cultural clashes and conflicts, “there is no chess board on which the entire world gets divided up into white or black squares.” In light of increasing global complexity, what should we know and do in order to become an effective intercultural communicator/leader? The purpose of this interactive presentation is to help participants improve their intercultural communication skills. Socio-cultural factors that influence how and why we communicate as we do, values, power dimensions, nonverbal behavior and communication styles will be discussed as well as the ten basic rules for becoming a more effective intercultural communicator.

Strengthening your Leadership Portfolio by Building Cross-Cultural Partnerships  SoE 1204

S.G. Carthell
Murray State University

This session will explore the important role developing cross cultural partnerships must play in building your leadership portfolio. Best practices, assessment, key steps to establishing productive and effective collaborative partnerships with key-stake holders at the local, state, regional and national level will be discussed.
Ubuntu African Philosophy, a force that propels to greatness  SoE 1220

Dr. Betty Dlamini
Indiana University

Ubuntu is an African philosophy that emphasizes the importance of other human beings in the life of each individual. This presentation attempts to illustrate the relevance of Ubuntu in today’s situation where universities and workplaces have diverse people who struggle to live together amicably because of their differences. Through Ubuntu people tend to focus on their similarities and endeavors to create good from what is bad. Using the South African early mine workers’ case, participants will identify tools of creating something good from bad.

When is Bad Behavior Good?:
Civil Disobedience & Civility  SoE 1225

Antonio Golán
Indiana University Bloomington
Department of Communication and Culture

While “civility” is widely espoused as a political virtue, it often serves as a means to discredit dissent, stifle debate, and perpetuate injustice. Our discussion will revolve around the “uncivil” act of civil disobedience. In it, we will explore the democratic potential of civil disobedience by deliberating when it is morally legitimate. Questions we will discuss include: Whether civility and civil disobedience are mutually exclusive? What things should we consider when judging the appropriateness of civil disobedience? Does civil disobedience have to be civil?

Students Speak Out  SoE Auditorium 1120

This panel of student leaders, some formal, some informal, will speak out about good behavior and bad behavior around issues of college life and diversity on college campuses. They will frame the issues they face and explore solutions with the audience. This will be an insightful and thought provoking presentation.
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<td>SoE 1004</td>
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<td>Boys to Men: How to Develop and Maintain a Moral Compass</td>
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**What Does Your Brand Say About You? SoE 1004**

Eileen Williamson  
INROADS

This session will allow participants to focus on their goals for their future careers and to identify strategies to enhance their development. Participants are challenged to consider their own personal “brand.” Brand discovery is about figuring out what you want to do in your personal and professional life, setting goals, establishing a life vision and personal brand statement as well as creating a development plan. Ethics and values are an integral part of brand development.

**Boys to Men: How to Develop and Maintain a Moral Compass SoE 1204**

Alvin Lee, Jr.  
Purdue University

This session will focus on what males of color at any College or University can do to take full advantage of their academic and leadership opportunities.

**The P.O.W.E.R. To Be A Leader Is Inside Of You SoE 1220**

Walter A Davis III  
Southern Illinois University

In this session, the word POWER is an acronym for Prepare, Organize, Work, Evaluate, and Rethink- a process that will help students better understand the meaning college readiness and how the power to be a leader and to be successful is within them. The session includes an activity to help students look at their goals in life and objectives in reaching those goals.
Miss Representation

Melissa Utomo
Office of Mentoring Services and Leadership Development

Media is the most persuasive force shaping today’s cultural norms and the collective message we overwhelmingly receive is that a woman’s value and power lies in her youth, beauty, and sexuality, and not in her capacity as a leader. In the film, “Miss Representation,” we will explore the glaring reality of why, even today, it is difficult for women to achieve leadership positions and for the average woman to feel powerful herself. The film features Codoleezza Rice, Nancy Pelosi, Katie Couric, Gloria Steinem, and Margaret Cho. Learn about what we, both men and women, can do today to combat media’s strong yet subtle influences towards women in leadership.

Saturday, October 27, Concurrent Session 3 2:15 – 3:30 p.m.

Bystander Intervention: Step Up, Speak Up, and Stop the Violence

Savant Peer Educators
DEMA

This workshop is tailored to educate students about incidents of sexual violence and subsequently provide research-based strategies about effective verbal and behavioral intervention. The workshop is intended to encourage a sense of shared responsibility by both female and male students in building and maintaining a safe community.
The Two Faces of Leadership: To Thine Own Self Be True  
Terri Roberts & Ketwana Schoos  
Franklin College and IUPUI

How do you maintain your identity and stay true to yourself while still appropriately fulfilling the role of a student leader? Through participating in this session, students will reflect on their personal leadership style and discuss challenges in striking a balance between their individuality and responsibility to their leadership position(s). This session will focus on the unique challenges that women of color face when navigating leadership opportunities.

Fine-Tune your Moral Compass Today to Become a Successful Leader Tomorrow  
Gary Sailes  
Indiana University Bloomington

This award-winning “hands-on” participation oriented program will focus on the individual skills necessary to become a successful professional leader in a society that is in desperate need of new directions and leadership. Skills will focus on the four principles of Human Performance Technology, and will be presented in a humorous and enjoyable presentation.
Responding to Communication Situations: Tools for Analysis and Preparation  

SoE 1220

Cynthia Duquette Smith  
Indiana University Bloomington  
Department of Communication and Culture

When we face a situation we can influence using speech or writing, the challenge is how to respond appropriately to the situation’s complexities in a manner that helps rather than harms our cause. This session explores the idea of a “rhetorical situation” with the goal of providing participants with tools they can use to analyze any communication situation and respond in a manner best suited to achieving their persuasive goals.

Your Personal Brand  
SoE Auditorium 1120

Target

This workshop will focus on your personal brand and how you can use your brand to contribute positively to the environment that you are in. We will focus on understanding that each of us projects a personal brand image (whether planned or not). We will also explore the components that help create a personal brand. And finally, we will help develop an action plan to further develop the brand called “You.”
Making SMART Goals

SMART is an acronym used in effective goal-planning. Each letter represents an important aspect of a successful goal, and by following this mnemonic, you can create productive goals yourself.

S **Specific.** The goal should be clear and unambiguous. It should specify exactly what is expected, why it is important, who’s involved, where it is going to happen and which attributes are important.

M **Measurable.** The goal needs concrete criteria for measuring progress towards reaching the goal. This will help you stay on track and meet deadlines.

A **Attainable.** A goal should be realistic - neither out of reach nor below standard performance. Attainable goals will promote the development of the attitudes, abilities, and skills needed to reach them.

R **Relevant.** Choose a goal that matters. It should be worthwhile, appropriate for current needs, and should drive you forward.

T **Time-bound.** Create a time frame for your goal. A deadline will keep you motivated and on track, and make sure the goal doesn’t fall by the wayside.

Example of a SMART Goal: “I will spend an hour every weekend this semester reading my Biology textbook and making notes for the week.” This is specific in regards to what is being done by whom. It is measurable in notes accumulating each week. It is attainable- one hour per week is a reasonable commitment. It is relevant and helpful for a biology student, and there is a time parameter- once a week for a semester. This is likely to be an effective goal.
Notes
Map to the Willkie Auditorium for Welcome Keynote on Friday at 6:30