Indiana University
Office of Mentoring Services and Leadership Development

Men and Women of Color Leadership Conference
“Pluralism, Antagonism & Civil Engagement:
Developing Leaders in 21st Century America”

November 12-13, 2010
Godfrey Graduate and Executive Education Center
Kelley School of Business
and
Indiana Memorial Union

Office of the Vice President for Diversity, Equity, and Multicultural Affairs
Kelley School of Business

Friday, November 12, 2010

12:00 - 6:00 p.m.
Registration ................................................................. CG1004

2:00 - 3:30 pm
Opening General Session: Eric Love
“Let's Get it Started” ......................................................... CG036

3:45 - 4:45 p.m.
Concurrent Session I ....................................................... See Program Schedule

6:00 - 7:30 p.m.
Welcome Keynote: Rafael A. Sanchez .................................. BU 219

7:30 - 9 p.m.
Pricewaterhouse Coopers Networking Event .............................. Forum KSB

10:00 p.m. - Midnight
Bowling and Billiards Social Activity Sponsored by:
The Men and Women of Color Leadership Institute ........... IMU Back Alley Lanes

All Day
AIDS Memorial Quilt on Display ........................................ IMU

Sections of the internationally celebrated AIDS Memorial Quilt — a 54-ton, handmade tapestry commemorating more than 91,000 lives lost to AIDS — will be on display November 11-15 at Alumni Hall in the Indiana University Indiana Memorial Union, Bloomington.

The 520-panel exhibit will be the largest AIDS Memorial Quilt display in Indiana history.

Visit www.thecaag.org for more information.

Presented by the Community AIDS Action Group (CAAG) of South Central Indiana,
The Names Project, and Indiana Memorial Union Board.
Indiana Memorial Union
Saturday, November 13, 2010

8:00 - 11:00 a.m.
Registration/Continental Breakfast ............................ University Club, IMU

9:00 - 10:15 a.m.
Opening Keynote:
Brigadier General Bryan T. Roberts ............................ Whittenberger, IMU

10:30 - 11:30 a.m.
Concurrent Sessions .................................................. See Program Schedule

11:30 a.m. - 12:00 p.m.: Shuttle to Henke Hall of Champions

12:00 - 1:30 p.m.
Lunch Keynote:
Major James Young .................................................. Henke Hall of Champions

1:30 - 2:00 p.m.: Shuttle to IMU

2:00 - 2:50 p.m.
Concurrent Sessions .................................................. See Program Schedule

3:00 - 3:50 p.m.
Concurrent Sessions .................................................. See Program Schedule

4:00 - 5:00 p.m.
Conference Closing: Dr. Evelyn Hu-DeHart ....................... Whittenberger, IMU

5:00 - 5:15 p.m.
Closing Notes

5:30 - 7:00 p.m.
Closing Reception ...................................................... University Club, IMU

All Day
AIDs Memorial Quilt on Display ..................................... IMU
Brigadier General Bryan T. Roberts, who hails from Hampton, Va., is a Distinguished Military Graduate of Eastern Michigan University. General Roberts was commissioned as a second lieutenant of Armor in August 1983. Throughout his career he has served in Army units in the United States, Germany and Iraq.

His principle staff assignments have been as Operations Officer in 2-7th Armored Cavalry Squadron at Fort Carson, Colorado, 1-4th Armored Cavalry Squadron, Schweinfurt Germany and Bosnia during Operation Joint Endeavor, The White House Military Office, Washington, D.C., and the National Military Command Center, The Joint Staff at the Pentagon. He also served as Executive Officer in the 2d “Dagger” Brigade in Schweinfurt, Germany; as Special Assistant to the Chief of Staff of the Army; and Chief of Information Operations for the 1st Cavalry Division in Baghdad, Iraq, during Operation Iraqi Freedom II.

He commanded Alpha Troop, 2-7th Armored Cavalry Squadron, 4th Infantry Division at Fort Carson; 1-66th Armor Battalion, 4th Infantry Division at Fort Hood, Texas; and the 2d “Black Jack” Brigade Combat Team at Fort Hood in New Orleans during Hurricane Katrina Relief Operations, and Baghdad during Operation Iraqi Freedom 06-08.

Before coming to the Recruiting Command in July 2010, he served as the Director of Integration in the Headquarters, Department of the Army G-8, at the Pentagon.

General Roberts holds a Bachelor’s Degree in Commercial Marketing and Merchandising from Eastern Michigan University, and Master’s Degrees in Administration from Central Michigan University and National Security Strategy and Strategic Studies from the National War College.

His awards and decorations include the Legion of Merit, Bronze Star Medal with Oak Leaf Cluster, Defense Meritorious Service Medal with Oak Leaf Cluster, Meritorious Service Medal with four Oak Leaf Clusters, Army Commendation Medal with three Oak Leaf Clusters, Army Achievement Medal, Combat Action Badge, Parachutist Badge and the Ranger Tab.

General Roberts is married to the former Cassandra Valorine Thompson of Detroit, Michigan, and they have three children: Bryan, 23, Ericka, 18, and Brandon, 12.
Letter from the Chairman
Patrick D. Smith

Welcome to the annual Men and Women of Color Leadership Conference! Last year this event was the first of its kind here at Indiana University. It was a monumental event in that we witnessed 474 participants which represented students and professionals from sixteen collegiate institutions. It was also important in the sense that two conferences came together to build upon the significance of the election of our nation’s first Black president. The conference planning committee has decided to take advantage of the success of last year’s event and continue building upon the success of its platform.

This year we have come together to present a theme that will prompt critical thought and action among those who attend. This year’s theme, “Pluralism, Antagonism, and Civil Engagement: Developing Leaders in 21st Century America,” is one we feel that encapsulates current issues and trends that we as a nation are experiencing. We have created an environment for our participants that will allow them the space to address essential topics that impact their communities. To ensure that the essential conversations will take place, the committee has endeavored to seek out speakers that will encourage participants to critically engage around selected topics. In addition, the committee has seen fit to include sessions in keeping with the conference goal of promoting academic excellence, leadership development, career preparation, as well as promoting diversity and political awareness. The keynotes and workshop presenters will engage their audience and challenge them to reach their fullest capacities to lead.

Regardless of our gender, racial or ethnic background, we have the responsibility as leaders to determine what our role will be in this transforming process. While this conference gives us the chance to dialogue on critical issues, it is even more important to understand that in order for the process to be transforming, we must act upon our words. Commitment must be demonstrated, not simply stated.

Whether you are a student, academic or community professional, take the time to introduce yourself to others and expand upon your network while you are here. In addition, I encourage our guests to experience and enjoy Hoosier hospitality. Have a great conference!

Patrick D. Smith
Conference Committee Chair

Executive Director
Office of Mentoring Services & Leadership Development
**Friday, November 12, Opening Session**

2:00 - 3:30 p.m.

**“Lets Get it Started”**

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, November 12, Concurrent Sessions I**

3:45 - 4:45 p.m.

**“Caring for Yourself as a Student Leader”**

Alison Schwing, Amanda Voils-Levenda, Whitney Stewart, and Ian Arthur
Indiana University Bloomington

This session aims to raise participants' insight about the most important contributors to sustainable well-being, the most difficult barriers to sustaining well-being, and how available resources can be utilized to enhance self-care.

**“Has the Absence of Authentic Leaders Created an Atmosphere of Antagonism”**

Michelle Pierce-Mobley
Indiana Wesleyan University

Society is at a crossroads for leadership action. With too many scandals behind us, with a potential for more on the horizon, regulatory forums and watch groups are no longer sitting back and watching in silence but demanding accountability from societal leaders. Business Schools respond by offering ethics training as a core curriculum in hopes of arresting the cycle of moral incompetence, only to see the same mistakes being repeated as groupthink overshadows individual courage.
Leadership can be learned. “He who knows other is wise, He who knows himself is enlightened” (Lao Tzu) - these words are the foundation for becoming a successful and self-aware leader. Who are you? What are your goals and dreams? What are your hot buttons? What motivates you? What does having a healthy self esteem mean? Attend this interactive session and learn how being able to answer these and other questions contribute to your capacity for leadership.
“Discovering the Inner You” ................................................. Dogwood, IMU

Sh’Nita Mitchell
Southeast Missouri State University - Diversity Peer Educators

This is an interactive session dealing with diversity that will challenge the participants to be honest with others about their own individual opinions on controversial topics such as race, religion, gender, historical events, sexual orientation, and disabilities. After the exercise is over, a discussion will be led dealing with the students feelings while taking part in this activity.

“An Objective Approach to School and Social Life/
A Republican-Democratic Approach to Political
Policy and Private Life” ................................................. Oak, IMU

La Tanza Johnson
Indiana University Northwest

The end to the overall academic experience is to refine and define the role of the individual and their role in our society. The lines will be drawn along the categories of politics, race, class, and religion. A key element to the elevation and truth in all of these matters will be how one deals with and integrates politics, race, class, and religion after academic life.

“What’s Hope Got to do With It?” ................................. State Room East, IMU

Dr. Deborah Godwin-Starks
Indiana University - Purdue University at Fort Wayne

No student ever came to a college or a university with a goal to fail. Yet many students, in an attempt to maneuver through their college courses, do just that; they fail. According to C. R. Snyder, students fail because they lack HOPE and OPTIMISM. They cannot see themselves being able to obtain a college degree. Hope is defined as, “The Sum of the Mental Willpower and Waypower that a person has for their goals.” Hope is the desire with expectation of obtainment. Where as, hope against hope, is the expectation of none obtainment. Most students come to college with hope against hope. In order for students to succeed, they need hope and optimism which work together to build willpower and waypower as they move towards their ultimate destiny, which is obtaining a college degree. Everyone has the potential to hope, but few have the key ingredient which is optimism.
“Making it Work: Inside the Black Male Graduate Student Experience”
State Room West, IMU
Terrance A. Range, Christopher M. Barnes, Brandon H. Common, and Michael S. Williams
University of Illinois at Urbana Champaign

Graduate education is essential for maintaining a vibrant economy and healthy communities especially in the face of increasing global competition. Our society can only hope to move beyond the status quo by embracing new ideas and empowering underrepresented communities. This workshop will call attention to the cultural salience of the African American male experience in higher education. Additionally, the presenters will identify viable social and cultural resources that can aid academic success and persistence for African American graduate students.

“Building Leadership for Collective Action Across Cultural and Institutional Lines”
Whittenberger, IMU
Joan Linton, Claudia Brink, Arlene Diaz, Eric Love, Bill Shipton, Tarez Graban, & Valerie Grim
Indiana University Bloomington

This roundtable addresses the hate and bigotry in public discourse and action since Obama’s election, and argues for the need to build leadership for collective action in advocating across cultural and institutional lines. In a 3-stage conversation, we will (1) examine “white privilege” and ethnocentrism as barriers to collective action; (2) analyze how certain discourses work to maintain the status quo; and (3) apply Nobel Laureate Elinor Ostrom’s theories/practices for building trust and leadership in collective advocacy and action beyond the cultural and institutional boundaries.
**“Men and Women of Color and Career: As an Accomplished Attorney.”**

Jimmie McMillian  
Barnes & Thornburg LLP - Indianapolis, IN

This roundtable discussion is designed to allow college students, interested in a career in law, the opportunity to ask and have questions answered regarding admission to law school, LSAT preparation, law school selection, law school course work, securing employment as an attorney and working as a lawyer.

**“NABMU ‘Ten Principles’ Workshop”**

Jason Smedley  
National Association of Black Men United

The NABMU “Ten Principles” Workshop provides students with strategies and resources to aid their graduation efforts. Students learn practical tools and insightful approaches to overcome challenges such as improving classroom performance, developing a financial plan and maximizing their ability to graduate within four years. This workshop includes group exercises that encourage attendees to work together towards finding solutions to college-related issues. This workshop teaches students “Ten Principles” needed to graduate from college and how to apply these principles in their daily graduation efforts.

**“The Silent Epidemic: Sexual Assault on College Campuses”**

Eric Mokube & Savant Peer Educators  
Indiana University Bloomington

The goal of this workshop is to first of all help women become more effective and assertive communicators, especially when confronted with sexual coercion, and also help men to understand the dynamics of sexual coercion. Secondly, to promote normative institutional arrangements which facilitate accountability structures and romantic and equitable approaches, and improvements toward gender equality on campus.
“Energize Your Work Culture”  
Karen D. Royster-James  
Columbia College - Chicago, Illinois

Are you ready to catch the energy? Release your potential! This interactive workshop is filled with fun, laughter, and information about FISH!

“College to Career, Know your Resources: Affirmative Action, Veteran’s Affairs, GLBT Centers”  
Rob Aspy, Winnie Wilson, Bryan Bradford and GLBT Student Support Services Representative  
Indiana University, IUPUI

This lively and interactive session addresses facts and explores myths about Affirmative Action, Equal Employment Opportunity and Diversity. IUPUI Veterans-Military Affairs and IU Bloomington’s GLBT Support Services will provide knowledge and understanding about academic recourses for students and involvement for employees through discussion of realistic practices and techniques for empowerment. Most importantly, participants will have opportunities to ask questions.

Saturday, November 13, Concurrent Sessions III  
3:00 - 3:50 p.m.

“It’s Easier Than You Think”  
Tobias Q. Brown  
East-West University

Throughout his academic success in College, one question always came to mind; ‘What are A and B level students doing that I’m not?’ The previous question was the fuel that Tobias needed to catapult himself from a 1.2 cumulative grade point average to a 3.93; placing him in the top 1% academically. It’s Easier Than You Think! shares 5 principles ALL highly successful students use and any student can use to boost their grade point average.
“Going Beyond 'F**@ the Police': Differentiating Between Resistance and Agency in Hip Hop Music”

Juan G. Berumen
Indiana University Bloomington

In what ways can these calls for collective action be counter-productive, and actually reinforce the hegemonic socio-economic-political subjugation that many seek to undermine? How are the representations of collective action, including revolution, in Hip Hop Rap music inheriting both possibilities and contradictions for social transformation? What leadership models are being promoted and simultaneously excluded with such representations?

“Degrees vs. Disrespect” Navigating the Balances Between Cultural Respect and Educational Goals of Mexican-American Young Women Pursuing Higher Education Degrees”

Cecilia E. Suarez
University of Illinois at Urbana Champaign

How do cultural expectations, such as parental care-taker or family financial obligations, affect degree completion for Mexican American young women? How does this population negotiate a balance between obtaining their own educational goals and respecting their culture? This presentation aims to illustrate the stories of young Mexican-American women in college to call attention to overlooked and often unspoken stressors for this population in pursuit of higher education and create support, understanding, and hope for other Mexican-American women pursuing a degree.
“Reclaiming the Throne: Empowering Black Males Through (In)formal Mentoring”

Parris Carter & Terrance A. Range
Wilberforce University, University of Illinois Urbana - Champaign

The majority of research on mentoring undergraduate students has focused exclusively on formalized mentoring programs. Notwithstanding, studies show that informal mentoring relationships for students of color develop students’ scholarly potential, and provide vital information regarding the college experience (Wallace, Abel, & Roper, 2000). The general session will highlight the narratives of current students from a mid-western, minority serving institution who participated in informalized mentoring throughout their undergraduate matriculation. The presenters will outline the “best practices” for informal mentoring for mentors and mentee’s and provide detailed interpretations of those practices through experiential perspectives.

“Degrees vs. Disrespect” Navigating the Balances Between Cultural Respect and Educational Goals of Mexican-American Young Women Pursuing Higher Education Degrees”

State Room East, IMU

“Young African-American Scholars: A New Day.”

Dr. Deborah Godwin-Starks & Christopher Douse
Indiana University-Purdue University at Fort Wayne

Students are admitted conditionally for the second summer session. They enrolled in a two-course load of academic classes which may include Sociology and Creative Writing. They are also enrolled in the Hope Academy for six weeks focusing on building Hope and Optimism. At the end of the summer, depending on grades, they are admitted to the University as incoming freshmen. With the success of this program, the attention has now being focused on young African-American males which is the largest population of students dropping out of school. As the new leaders, what advice would they have to empower other African-American males?
James A. Young
Saturday Keynote Speaker


In Mayor Young’s own words he believes “that Philadelphia has made a huge step forward in our relationships, in our politics, and in our effort to bring change in our community.”

Mayor Young pledges to move Philadelphia forward by any means necessary. “We are going to work hard and we are going to pray hard. We are going to fuss and yes, we may fight, but the job is going to get done in Philadelphia.”

Rafael A. Sanchez
Friday Keynote Speaker

Rafael Sanchez primarily concentrates his practice in civil and business litigation. In addition, he assists individuals and enterprises with general corporate matters including entity selection and formation, contract drafting and negotiation, general business advice, and certification. He also is a member of the firm’s Diversified Business Solutions Team, which focuses on providing a wide range of legal services to minority- and/or women-owned businesses, as well as the firm’s media law task force.
Evelyn Hu-DeHart
Saturday Keynote Speaker

Evelyn Hu-DeHart is Professor of History, and Director of the Center for the Study of Race and Ethnicity in America at Brown. She joined Brown from the University of Colorado at Boulder where she was Chair of the Department of Ethnic Studies and Director of the Center for Studies of Ethnicity and Race in America. She has also taught at the City University of New York system, New York University, Washington University in St. Louis, University of Arizona and University of Michigan, as well as lectured at universities and research institutes in Mexico, Peru, Cuba, France, Hong Kong, Taiwan, and China.