



# DAY OF DISCOVERY & DIALOGUE – 2016

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A FOCUS ON INCLUSION

## CONVERSATION GUIDE

February 24–25, 2016

## Welcome to the Day of Discovery & Dialogue – 2016.

It has been just over a year since we gathered to further our conversation about diversity and inclusion at our university. When we met last February for our first Day of Discovery & Dialogue, we knew that the event would be only one facet of our effort toward becoming a more engaged, welcoming, and inclusive community. The experience was meaningful and helped to motivate important next steps. We have made some significant progress, but there is an opportunity to do more.

This year, our focus is on inclusion and the difficult challenge of becoming the community we aspire to be where individuals are heard and respected. You will see a program format intentionally designed to generate thoughtful and deep conversation. Our hope is that all participants will leave with a better understanding of each other's perspectives and, in that way, better able to relate to one another.

I am grateful for you being here today. Together, we will continue to move forward and strengthen our community.

Sincerely,



Mark S. Wrighton  
Chancellor

### AGENDA AT A GLANCE

## Wednesday, February 24

### MEDICAL CAMPUS

Eric P. Newman Education Center

5:00–6:30 pm **Opening Program**

Remarks, Chancellor Mark S. Wrighton

Keynote Address: Maria Hinojosa  
“Inclusion: Finding New Ways of Thinking,  
Inspiring Action”

Conversation and Q&A  
Moderated by Vice Provost Adrienne Davis

6:30–7:30 pm Reception

## Thursday, February 25

### DANFORTH CAMPUS

Emerson Auditorium and Frick Forum, Knight Hall

12:00–12:45 pm Lunch

1:00 pm Welcome, Chancellor Mark S. Wrighton

1:00–2:30 pm **Session 1: Discovering Inclusion, Short-Form**

Short-Form Presentations  
Moderated by Dean William F. Tate

2:30–2:45 pm Break

2:45–4:30 pm **Session 2: Envisioning Inclusion, Real-Time**

A small-group, hands-on exercise; Introduction by Dean Jennifer Smith

4:30 pm Closing Reflections, Provost Holden Thorp

6:00–9:00 pm **Session 3: An American Conversation**

6:00–6:45 pm Reception  
Frick Forum

7:00–9:00 pm Panel Perspectives and Audience Q&A  
*An American Conversation: On Campus, Protest to Progress*  
hosted by SiriusXM radio host and  
Washington University alumnus Joe Madison





## SPECIAL GUESTS



**Maria Hinojosa**  
Award-winning NPR and PBS journalist and correspondent

For nearly 30 years, Maria Hinojosa has helped tell America's untold stories and brought to light unsung heroes in America and abroad. As the anchor and executive producer of the Peabody Award-winning show *Latino USA* which is distributed by NPR, and anchor and executive producer of the PBS show *America By The Numbers with Maria Hinojosa*, Hinojosa has informed millions about the changing cultural and political landscape in America and throughout the world.

In April 2010, Hinojosa created the Futuro Media Group, an independent nonprofit organization producing multimedia journalism that explores the diversity of the American experience. Hinojosa has worked for CNN, PBS, CBS, WNBC, and WGBH. Her previous projects include the PBS series *Need to Know* and the WGBH/La Plaza talk show *Maria Hinojosa: One-on-One*. She was the first Latina to anchor a *FRONTLINE* report: aired in October 2011, "Lost in Detention" explored abuse at immigrant detention facilities, garnering attention from Capitol Hill to mainstream and Spanish-language

media. During her eight years as CNN's urban affairs correspondent, she took viewers into communities rarely shown on television. Now on *America By The Numbers*, Hinojosa continues to bring attention to communities and issues usually ignored.

Hinojosa has received numerous awards for her work including four Emmys. She has also been a weekly syndicated columnist for King Features/Hearst and is the author of two books: *Raising Raul: Adventures Raising Myself and My Son*, a motherhood memoir; and *Crews: Gang Members Talk with Maria Hinojosa*, an in-depth collection of interviews with gang members in New York City.

Hinojosa was born in Mexico City and raised in Chicago. She received her bachelor's degree from Barnard College. She is currently the Sor Juana Inés de la Cruz Chair of Latin American and Latino Studies at DePaul University in Chicago and a *Global Post* "Voces" columnist.



**Joe Madison**  
SiriusXM Satellite Radio host

He was arrested in front of the UN for protesting against human rights abuses in South Sudan; he went to the heart of Detroit to hold an open Town Hall forum on the issues crippling the blighted city; he's won awards for his audio documentaries on Haiti and other hot button topics of human rights; and he has interviewed both the President and First Lady on his radio show.

Joe Madison is a highly regarded human and civil rights activist and the preeminent African-American radio host, known as "The Black Eagle," on SiriusXM where his show reaches a potential audience of 26 million.

Madison was born in Dayton, Ohio. After graduating in 1971 from Washington University in St. Louis with a bachelor's degree in sociology/urban planning, Madison spent a brief period working in corporate public relations. In 1974 the NAACP board of directors named him, at the age of 24, executive

director of the 10,000-member Detroit NAACP, becoming the youngest person appointed to that position.

Today, he continues to be as much activist as radio host. He has worked on voter registration efforts in the United States and led marches and demonstrations to end the genocide in Darfur.

Last year, Joe Madison received the Freedom Flame Award presented by the Selma, Alabama Bridge Crossing Jubilee Commission and was named Outstanding Media Personality at the 104th Annual NAACP Convention. Madison has been selected as one of *Talker Magazine's* top 10 talk radio personalities for 10 consecutive years.



## OPENING PROGRAM & KEYNOTE ADDRESS

### Inclusion: Finding New Ways of Thinking, Inspiring Action

This opening program will set the stage for our dialogue, with insight and inspiration from one of America's leading journalists and storytellers, Maria Hinojosa.

## Wednesday, February 24

### MEDICAL CAMPUS

Eric P. Newman Education Center

5–6:30 p.m.	<p>Remarks Chancellor Mark Wrighton</p> <p>Keynote Address: Maria Hinojosa “Inclusion: Finding New Ways of Thinking, Inspiring Action” Award-winning NPR and PBS journalist who covers America's untold stories and explores today's critical issues</p> <p>A Conversation and Q&amp;A Moderated by <b>Adrienne Davis</b>, Vice Provost</p> <p>Featuring <b>Maria Hinojosa</b> and <b>Lawrence Benjamin</b>, medical student and member, Student National Medical Association</p>
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6:30–7:30 p.m. Reception

## Participants

### Mark S. Wrighton

Chancellor

Mark S. Wrighton is chancellor and professor of chemistry at Washington University. Since he assumed his duties in 1995, Washington University has made unprecedented progress in campus improvements, resource development, curriculum, international reputation, and in undergraduate applications and student quality.

He served as a presidential appointee to the National Science Board (2000–06), which is the science policy advisor to the president and Congress and is the primary advisory board of the National Science Foundation. He has received many awards for his research and scholarly writing, including the distinguished MacArthur Prize. He is the author of over 300 articles in professional and scholarly journals and the holder of 16 patents. He is a fellow of the American Academy of Arts and Sciences and of the American Association for the Advancement of Science and a member of the American Philosophical Society. Active in public and professional affairs, he has served on numerous governmental panels and has been a consultant to industry. He is an active member of numerous professional organizations and serves as a director on the boards of national companies and St. Louis organizations.

He received his bachelor's degree with honors in chemistry from Florida State University in 1969 and his doctorate in chemistry from the California Institute of Technology in 1972.

### Adrienne Davis

Vice Provost, William M. Van Cleve Professor of Law, School of Law

Adrienne is renowned for her scholarship and teaching on gender and race relations, theories of justice and reparations, law and popular culture, and feminist legal theory. She is the co-editor of the book *Privilege Revealed: How Invisible Preference Undermines America* (1996).

Adrienne also directs the Black Sexual Economies Project at the law school's Center for Interdisciplinary Study of Work and Social Capital, and she coordinates university-wide diversity programs in her role as vice provost.

In 2009, Adrienne founded the Law & Culture Initiative at the School of Law to facilitate scholarly engagement and exchange on the intersection of legal, cultural, and other interdisciplinary studies.

Adrienne earned her bachelor's degree from Yale College and her JD from Yale Law School.

### Lawrence Benjamin

Medical student and member, Student National Medical Association

Lawrence is a fourth-year medical student at Washington University's School of Medicine (WUSM).

He has been a member of WUSM's chapter of the Student National Medical Association for the past four years and served as co-president during his second year. He also served as a student representative on the Faculty Diversity Committee, and he was a student representative for the committee to develop the Washington University Medical Plunge (WUMP) program and Diversity Weekend required for all medical students. He is also a student representative on the university's Sexual Assault and Relationship Violence Task Force.

Lawrence is active in the Saturday Scholars Program, providing lectures and anatomy lab demonstrations for local high school students interested in the health sciences. He earned his bachelor's degree from Harvard University.



## SESSION 1: Discovering Inclusion, Short-Form

In lecture and creative form, presenters will help us confront issues related to inclusion and challenge each of us to do better and be better.

### Thursday, February 25

12:00–12:45 p.m. Lunch

1:00–2:30 p.m. Welcome  
Chancellor Mark S. Wrighton

“Discovering Inclusion,  
Short-Form”  
Moderated by **William F. Tate**, Dean,  
The Graduate School

### Questions to Consider

1. Think about the vignette which impacted you the most. How would you explain the vignette to your friend?
2. What do you now know that you did not know previously?
3. How has this experience helped you to envision inclusion in new ways?

### Moderator

#### William F. Tate

**Dean, The Graduate School  
Vice Provost for Graduate Education  
Edward Mallinckrodt Distinguished University Professor in  
Arts & Sciences**

William F. Tate is dean of the Graduate School and vice provost for graduate education at Washington University, and he also serves as the Edward Mallinckrodt Distinguished University Professor in Arts & Sciences. His university academic and research endeavors include serving as a participating faculty member in the Institute for Public Health.

He directs the Center for the Study of Regional Competitiveness in Science and Technology (CSRCST), where researchers examine the alignment of people, policy instruments, and partnerships as well as other relevant factors associated with regional scientific and technological growth and production.

He is a past president of the American Educational Research Association (AERA), where he was awarded fellow status in 2011. In 2010, he received a Presidential Citation from AERA for “his expansive vision of conceptual and methodological tools that can be recruited to address inequities in opportunities to learn.” He completed postdoctoral training in psychiatric epidemiology in the Department of Psychiatry at Washington University’s School of Medicine. He served as a member of the For The Sake of All research team, a multidisciplinary group that is studying the health and well-being of African Americans in St. Louis.

### PRESENTATIONS

#### “Spectrum”

##### Black Anthology

**Performed by Dana Robertson, Class of 2016, and  
Amarachi Onyema, Class of 2019**

There is not a single Black experience in America. Any individual’s experience is shaped by class, social mobility, immigration status, gender, sexuality, and religion. Yet, all too often these intersections of identity are cast aside when telling the stories of black people. “Spectrum” is a scene from the 2016 production of *woke*, which takes on social media’s impact on the lives of Black college students.

#### “Cultural Connectedness in Native American Country”

##### Kathryn M. Buder Center for American Indian Studies

**Presented by Jeremy Vu (Oglala Lakota), first-year  
MSW student; Rhonda Coursey-Pratt (Nanticoke Tribe),  
second-year MSW student; and Joe Masters, MSW ’13  
(Sault Ste. Marie Chippewa)**

An exploration of cultural responsiveness with indigenous populations who have endured historical and current trauma and how the Buder Center plays an integral part in the restoration and reclamation of American Indian/Alaska Native communities through education, research, and alumni engagement.

#### “Reckonings and Reconciliations: The Challenge and Promise of Community Inclusion Efforts”

##### David Cunningham, professor of sociology

How have communities engaged with difficult and contentious histories to work toward an inclusive future? By examining a range of recent restorative justice initiatives, we consider both the pitfalls and promise of such efforts, and how they might provide models for other communities, including our own.

#### “Shame, Stigma, and Silence: Transcending Gender and Sexual Violence”

##### Christine Dolan, WashU LGBT coordinator, and Wolf Smith, Candidate, joint JD/MSW program

The stories of TGQN students who face and survive sexual violence are brought to life. As research distills these experiences into numbers, this presentation reminds us of the people behind the numbers.

#### “Confident Pluralism: Surviving and Thriving Through Deep Difference”

##### John Inazu, associate professor of law and of political science

Confident Pluralism allows genuine difference to coexist without suppressing or minimizing our firmly held convictions. We can embrace pluralism precisely because we are confident in our own beliefs. Instead of the elusive goal of unity, Confident Pluralism suggests a more modest possibility—that we can live together in our ‘many-ness.’

#### “I Thought You Were All Extinct?”

##### Savannah Martin, graduate student in Anthropology

A discussion of Native American identity and inclusion in a society that often forgets Native existence. Focus will be given to the presenter’s personal narrative and scholarship as a budding researcher of native and indigenous communities.

#### “Collecting from the Margins: Creating Opportunities for Inclusive Research and Teaching”

##### University Libraries

A video featuring the University Libraries’ efforts to document and preserve critical moments in our history, which include national, local, and campus social movements. The visual arrangement highlights multiple voices, experiences, and imagery of community members over time and demonstrates the university’s commitment to inclusion through preserving diverse stories.

#### “I Feel Most Colored When I Am Thrown Against a Sharp White Background: Constructing a Black Identity on a White Campus”

##### WU-SLam

##### Presented by Mimi Borders, Class of 2018, and Amarachi Onyema, Class of 2019

Established in 2008, WU-SLam takes poetry from the classroom to the dorm room to the stage. WU-SLam makes an effort to reach out of the “WashU Bubble” and bring poetry to the Greater St. Louis area, telling members’ stories and inspiring others to do the same.



## ABOUT THE PRESENTERS

### Black Anthology

Black Anthology began at Washington University in 1989 as part of the “Quest for Success” minority programming series. It was envisioned by Marcia Hayes-Harris as a way of educating others about the rich history of African-American culture. As the program developed, it also provided an avenue for students to celebrate the great contributions of African American literary artists through the performance of prose, poetry, music, and dance.

Across the years, Black Anthology has become an important event at Washington University, as well as Saint Louis. Black Anthology has served as a platform for our students to showcase their talents while addressing different issues and time periods. In past years, Black Anthology has celebrated the Black man and Black woman, expanded thinking about the struggle for Black independence, presented the Harlem Renaissance, reminded us of the impact of the Motown sound, revisited the creation of Black Studies departments while re-assessing Affirmative Action on college campuses, examined relationships between Africans and African Americans, and explored varying decades of student activism. Besides gaining experience in performing arts, students also utilize skills in research, program planning and implementation, marketing, and set design.

Performing “Spectrum,” a scene from Black Anthology’s most recent production, *woke*, are **Dana Robertson**, Class of 2016, and **Amarachi Onyema**, Class of 2019. Dana directed the 2015 Black Anthology production *The Six*, and has appeared in the WashU Performing Arts Department productions *Oedipus at Colonus* and *In the Next Room (or the vibrator play)*. She also serves as a resident advisor. Amarachi is active in WU-SLAM, WashU’s student-run poetry slam group, and has also been involved with Students Today Leaders Forever and Pride Alliance.

### Rhonda Coursey-Pratt

**MSW student, Brown School**  
**Kathryn M. Buder Center for American Indian Studies**

Rhonda is a second year MSW student and a Buder scholar at the Brown School. Part of the Nanticoke Tribe, Rhonda specializes in policy and system dynamics. Her current work with the Center for Diabetes Translation Research is researching the relationship between diabetes and obesity in indigenous populations from a systems perspective. Her interests include working on the United Nations Declaration on the Rights for Indigenous Populations as well as the United Nations Human Rights Council. During her undergraduate studies at Brigham Young University, she focused on political science and Russian.

### Joe Masters, MSW ’13

**Kathryn M. Buder Center for American Indian Studies**

Joe’s research has examined Native Americans transitioning from prison to communities, both on and off reservations, in Michigan’s Upper Peninsula (U.P.). The goal of this research is to understand subjective experiences with reintegration, identifying common barriers and challenges associated with the return to community life and to uncover processes associated with successful and unsuccessful reintegration.

He has been active in the Buder Center’s Two Spirits film and panel discussion and the “Hunt. Fish. Gather.” culinary event. He has also worked on the annual Pow Wow held at WashU. Joe earned his bachelor’s degree in social work from Northern Michigan University.

### Jeremy Vu

**MSW student, Brown School**  
**Kathryn M. Buder Center for American Indian Studies**

Jeremy is interested in mental and behavioral health in American Indian communities, specifically, in the Oglala Sioux in the Northern Plains region. He is a research assistant at the Center for Diabetes Translation Research studying the effects that poor mental and behavioral health have on diabetes. He serves as secretary to the American Indian Student Association (AISA), a significant supporter of the annual WashU Pow Wow.

Jeremy earned his bachelor’s in social work in 2015 from Oglala Lakota College in South Dakota. He was named the American Indian College Fund Student of the Year in 2014.

### David Cunningham

**Professor of sociology**

David’s research focuses on the scope, organization, and legacy of racial contention. His past work centers on the Ku Klux Klan, in particular the complex roles that the klan played in various communities throughout the 1960s and the enduring impacts of KKK activity on contemporary voting patterns and crime rates. His recent book *Klansville, U.S.A.: The Rise and Fall of the Civil Rights-Era Ku Klux Klan* (Oxford University Press, 2013) has been featured on NPR’s *Fresh Air*, CBS News, the Miller Center Forum, and in a PBS *American Experience* documentary.

Prior to joining Washington University’s faculty, David served as professor of sociology and department chair at Brandeis University. He earned his master’s and doctoral degrees in sociology from the University of North Carolina–Chapel Hill and his bachelor’s degrees from the University of Connecticut.

### Christine Dolan

**Coordinator of LGBT Student Involvement and Leadership**

Christine is dedicated to creating an LGBTQIA\*-affirming environment at Washington University. They work closely with LGBT student organizations such as Open, Pride Alliance, +PLUS, Transcending Gender, and other groups toward this goal. They work to support and empower student leaders at the Destination Q retreat and through recognizing LGBTQIA\* leadership at Lavender Recognition and the James M. Holobaugh Honors each year. They serve on the LGBT Advisory Board, and they have co-authored policies to serve trans student needs with gender inclusive housing, gender inclusive restrooms, and preferred names. They are currently the chair of the Social Justice Center Advisory Board and serve as the Trans & Genderqueer Chair for the Consortium of LGBT Resource Professionals in Higher Education. Christine earned their bachelor’s degree from Lehigh University and a master’s degree from the University of Vermont.

### Wolf Smith

**Candidate, joint JD/MSW program**

Throughout Wolf’s academic career, ze noticed little overlap between the fields of relational violence and LGBTQ+ identities. As a Queer survivor, Wolf is studying LGBTQ+ people and their past or potential experiences with relational violence, focusing not just on the rates of violence, but on the stories.

Wolf is founder of the St. Louis Anti-Violence Project, the only local agency dedicated to addressing violence within and to LGBTQ+ communities. Ze earned zir bachelor’s degree from WashU in psychology and Women, Gender, and Sexuality studies and also founded Transcending Gender during that time.

### John Inazu

**Associate professor of law and of political science**

John’s scholarship focuses on the First Amendment freedoms of speech, assembly, and religion. His book, *Confident Pluralism: Surviving and Thriving Through Deep Difference*, will be published by the University of Chicago Press in 2016. John’s articles have appeared in a number of law reviews and specialty journals. He has written broadly for mainstream media audiences, including for *USA Today*, CNN, the *Hedgehog Review*, and the *Washington Post*.

John was the law school’s 2014 David M. Becker Professor of the Year. In Fall 2016, he will be co-teaching (with Mark Valeri) an undergraduate course on Religious Freedom in America. He earned his bachelor’s and juris doctorate degrees from Duke University and his doctorate from the University of North Carolina–Chapel Hill.

### Savannah Martin

**PhD student in physical anthropology**

Savannah is interested in the intergenerational effects that historical trauma has on Native Communities, especially regarding obesity, diabetes, and other stress-related diseases. A member of the Confederated Tribes of Siletz Indians, she hopes to use her research to benefit her tribe.

Savannah, who is an Olin Fellow, was awarded Honorable Mention last year from the National Science Foundation for a grant proposal comparing short-term health outcomes of traditional and governmentally subsidized diets on her tribal homelands in Siletz, Oregon. She graduated from Dartmouth College in June 2014 with a bachelor’s degree in anthropology and psychology.

### Camille “Mimi” Borders

**Arts & Sciences, Class of 2018**

Camille “Mimi” Borders is a sophomore Ervin and Honorary Scholar studying history and Women, Gender and Sexuality Studies. She is interested in the historical manifestations of race and sexuality in 19th-century America. Along with WU-SLAM, WashU’s student-run slam poetry group, she is a member of St. Louis Students in Solidarity and is active in organizing on and off campus with the ultimate goal of freeing the world of racial injustice and inequities. Mimi is also on the search committee to find the next WUPD police chief. Her poetry was recently published in *Sublime Literary Magazine* and has appeared in online zines including “the Sula Collective.” In March, she will represent St. Louis in the Women of the World Poetry Slam in Brooklyn, New York. In April she and her teammates will represent WashU at the College Unions Poetry Slam in Austin, Texas.

### Amarachi Onyema

**Arts & Sciences, Class of 2019**

Amarachi is a freshman studying global health and the environment at WashU. She is planning on conducting research within the field of epidemiology and social work.

Amarachi has always been in love with poetry, and her participation in WU-SLAM introduced her to the power of spoken word. Amarachi is involved in Students Today Leaders Forever, a nonprofit campus organization that conducts a cross-country community service trip each year, and has been active in Pride Alliance. She also has worked with the Student-Worker Alliance. Recently, she performed with Black Anthology, and she’s currently on WashU’s team for the College Unions Poetry Slam held in Austin, Texas.





## SESSION 3: An American Conversation

Join us for an evening with Joe Madison, SiriusXM radio host and Washington University alumnus, as we continue exploring how inclusion can be better achieved in America.

### Thursday, February 25

6:15 p.m. Reception

7:00–9:00 p.m. *An American Conversation: On Campus, Protest to Progress* with Joe Madison, SiriusXM radio host and WashU alumnus (taped for national broadcast at a later date)

### *An American Conversation*

SiriusXM’s *An American Conversation* is an ongoing series focused on the need for a national dialogue about race in America. Urban View host Joe Madison (“The Black Eagle”) is moderator of the series, which features additional SiriusXM hosts and includes journeys to locations around the country to facilitate this national conversation.

The *American Conversation* series, launched in 2015, tackles numerous issues related to race that are critical to Americans of all backgrounds. Inspired by conversations happening within households across the country, *An American Conversation* aims to raise awareness about underreported issues and find actionable solutions to the problems the country faces.

The notion of not just debating serious topics, but also working with others to find solutions, aligns with Madison’s lifelong passion. An activist who at just 24 was named executive director of the 10,000-member Detroit NAACP chapter, Madison is now a broadcaster who readily dives into the thick of the debate, making him the perfect voice for *An American Conversation*. On his daily SiriusXM program *Joe Madison The Black Eagle*, Joe’s signature question to his audience is “What are you going to do about it?” He continues that mission with *An American Conversation*.



## Continue the Conversation...

### Washington University offers even more ways for faculty and staff to explore diversity and inclusion.

Employees can participate in four levels of training, including awareness, understanding, commitment, and action. Each level builds on concepts to help participants grow and work toward a concrete approach for creating positive change. In the end, employees leave with a plan of action.

Sign up for an open session, or consult with your department about customized sessions for schools and units.

To schedule diversity training, visit [hr.wustl.edu/diversity/Pages/Diversity-Training.aspx](http://hr.wustl.edu/diversity/Pages/Diversity-Training.aspx)

“We did a complete turnabout after learning and participating in the four sessions. We use what we learned every day. We now have strategies and tips for how to work better in very diverse groups in high-stress situations on a daily basis.”

—Susan Mackinnon, MD  
The Sydney M. Jr. and Robert H. Shoenberg Professor and director of the Division of Plastic and Reconstructive Surgery, School of Medicine

“‘Striving Toward Inclusive Excellence’ was an essential piece of our law students’ orientation experience this past August. It reinforced the idea that inclusion and diversity are tremendously important to the law school, the university, and the legal profession more generally. Students across campus would benefit from this excellent training.”

—Nancy Staudt  
Dean of the School of Law and the Howard & Caroline Cayne Professor of Law

