



RACE & ETHNICITY

A DAY OF DISCOVERY AND DIALOGUE

Conversation Guide

February 5–6, 2015

 Washington University in St. Louis

Welcome

Thank you for participating in our Day of Discovery and Dialogue on Race and Ethnicity.

Our greatest hope is that this experience is meaningful and insightful, and that it helps us grow as individuals and as a university. It is intended as an important step toward becoming a more engaged, welcoming, and inclusive community. Not a punctuation mark. Not an end. Rather, a necessary beginning if we truly are to “do better and be better.”

The program is a unique combination of substantive backdrop and open conversations. We have gathered an outstanding cross-section of scholars and student leaders to help frame the conversation through their research, expertise, and personal experiences. Each of us has the opportunity to listen, learn, become more aware, and share perspectives.

We are grateful for your time, passion, and energy. We need your creative thinking. We value your candor.

This is an important moment for our university community ... not just for today, but also for all the generations to come. Our greatest asset is our people—our students, our staff, our faculty—and when we listen to each other, we grow and we learn.

Thank you for helping us move forward.



Mark S. Wrighton
Chancellor

AGENDA AT A GLANCE

Thursday, February 5, 2015

Medical Campus—
Eric P. Newman Education Center

5 p.m.

Introduction

5:15 p.m. | Session 1

**TALES TO ASTONISH: WHY RACE MATTERS
AND WHY IT SHOULDN'T** (Details p. 4)

Special Guest Speaker: Gerald Early, PhD

- Panel Conversation
- Open Forum

6:30 p.m.

Reception



Friday, February 6, 2015

Danforth Campus—Emerson Auditorium
and Frick Forum, Knight Hall

8:00 a.m.

Continental Breakfast

8:30 a.m.

Introduction

9:00–10:30 a.m. | Session 2

**THE SOCIAL CONSTRUCTION OF
RACE & ETHNICITY** (Details p. 8)

- Panel Conversation
- Open Forum

10:45 a.m.–12:15 p.m. | Session 3

RACE & ETHNICITY IN EVERYDAY LIFE

(Details p. 12)

- Panel Conversation
- Open Forum

Brief Closing

12:30–1:30 p.m.

Lunch

2:00–3:30 p.m. | Session 4

MOVING BEYOND STEREOTYPES (Details p. 16)

- Panel Conversation
- Open Forum

3:45–5:15 p.m. | Session 5

**THE FUTURE AND OUR UNIVERSITY
COMMUNITY** (Details p. 20)

- Panel Conversation
- Open Forum

6:00 p.m.

Reception and Exhibition by Artistic Scribe and
Student Chroniclers

6:30 p.m.

Continuing the Dialogue

A Pre-Show Discussion with Black Anthology to Explore the
Link Between Their Performance and Today's Themes

7:00 p.m.

“The Six”

A Performance by Black Anthology at Edison Theatre



ABOUT OUR HOSTS



Mahendra Gupta, PhD
Dean and Geraldine J. and Robert L. Virgil
Professor of Accounting and Management,
Olin Business School

Mahendra was appointed dean of the Olin Business School in July 2005. He has served on the Olin faculty since 1990. His research

has been published in leading academic journals in the United States and abroad. He has served on several editorial boards and is a frequent speaker at research workshops and conferences worldwide.

He serves on Brown Shoe Company's board of directors and audit committee and on the advisory committees for the Center for the Study of Ethics and Human Values and the Center for Health Policy.

Mahendra earned his PhD in accounting from Stanford University and his MS in industrial administration from Carnegie Mellon University.



Larry J. Shapiro, MD
Executive Vice Chancellor for Medical
Affairs and Dean, School of Medicine

Since becoming dean in 2003, Larry Shapiro has steered the School of Medicine through tremendous growth and advanced its endeavors in biomedical research and clinical programs. One of his major accomplishments was establishing BioMed21, an initiative to rapidly translate knowledge of the human genetic blueprint into new therapies for patients.

He is internationally recognized for his significant research in human genetics, molecular biology, and biochemistry. He is a member of many professional societies and organizations.

He earned his undergraduate and medical degrees from Washington University in St. Louis.



Holden Thorp, PhD
Provost

In his role as provost, Holden oversees the academic pursuits of all of the university's undergraduate, graduate, and professional schools. In addition, he holds an endowed chair in chemistry and medicine.

Before coming to Washington University, Holden was chancellor of the University of North Carolina at Chapel Hill. He also has founded multiple companies, and his most recent book is titled *Engines of Innovation*, which focuses on entrepreneurship.

He is a member of the National Security Higher Education Advisory Board, and he chaired a committee for the National Academy of Sciences charged with promoting safety in academic laboratories.

He earned a bachelor's degree in chemistry from UNC and a doctorate in chemistry from the California Institute of Technology.



Mark S. Wrighton, PhD
Chancellor

Mark S. Wrighton is chancellor and professor of chemistry at Washington University in St. Louis. 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 BS degree with honors in chemistry from Florida State University in 1969 and his PhD in chemistry from the California Institute of Technology in 1972.

A Creative Experience

To help capture these important conversations, Maketa Wilborn, a Seattle-based facilitator, artist, and educator, will be visually transcribing our discussions in real time on the stage.

For over 10 years, Maketa has been leading individuals and groups toward their objectives and their highest potential. He delivers interactive keynotes, designs and facilitates organizational development processes, and guides systemic equity and inclusion efforts. In all that he does, Maketa integrates creative expression to elicit active engagement and deeper insight.

The visual expressions he creates will be available for closer viewing during the receptions on February 5th and 6th. Learn more about Maketa and his work at maketawilborn.com.

In addition, we have engaged students from the Sam Fox School of Design & Visual Arts to contribute to the creative experience. Working under the guidance of Doug Dowd, professor of communication design, several of our design students will capture these discussions via a variety of media, including illustration and photography. We plan to share their work with the wider university community through a number of different channels.

We encourage you to contribute to this experience by sharing your thoughts and images using #WashUVoices.



1 SESSION AND OPEN FORUM: Tales to Astonish: Why Race Matters and Why It Shouldn't

This opening session will set the stage for our day-long dialogue, with insight and inspiration from one of the university's foremost scholars, who also is a nationally recognized leader on issues of race and American culture.

Special Guest Speaker:

Gerald Early, PhD

Merle Kling Professor of Modern Letters, Departments of English and African and African-American Studies; Director, African and African-American Studies; Editor, *The Common Reader*

Panel Discussion and Q&A

Session Leader:

Victoria J. Fraser, MD

Adolphus Busch Professor and Chairman, Department of Medicine, School of Medicine

Panelists:

Gerald Early, PhD

Merle Kling Professor of Modern Letters, Departments of English and African and African-American Studies; Director, African and African-American Studies; Editor, *The Common Reader*

Richard Wilson, PhD

Professor of Genetics and Professor of Molecular Microbiology, School of Medicine; Research Member, Siteman Cancer Center; and Director, The Elizabeth H. and James S. McDonnell III Genome Institute

Cynthia Rogers, MD

Assistant Professor, Department of Psychiatry, School of Medicine

Adrienne Davis, JD

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

Bob Hansman, BFA

Associate Professor of Architecture, Sam Fox School of Design & Visual Arts

Questions to Consider

1. What motivated you to participate in the Day of Discovery and Dialogue? What do you hope to bring to the conversation? What do you hope to take away?
2. How do race and ethnicity contribute to your own personal identity?
3. Has your understanding of race and ethnicity changed in light of recent and ongoing events? If so, how?

Session Participants

Adrienne Davis, JD

**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 universitywide 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.

Gerald Early, PhD

**Merle Kling Professor of Modern Letters, Departments of English and African and African-American Studies;
Director, African and African-American Studies;
Editor, *The Common Reader***

A leading authority on race, jazz, and American culture, noted essayist Gerald Early has written for *The New York Times*, *The Washington Post*, *Time*, *Harper's*, and other national publications. He's also authored or edited more than a dozen books, including his most recent: *A Level Playing Field: African American Athletes and the Republic of Sports* (2011).

Gerald has also appeared in several of Ken Burns' documentaries, including *Baseball*, *Jazz*, and *Unforgivable Blackness: The Rise and Fall of Jack Johnson*. He was twice nominated for Grammy awards for best album notes, and won the National Book Critics Circle Award in 1994.

In 2014, President Barack Obama appointed Gerald to the National Humanities Council.

Gerald earned his bachelor's from the University of Pennsylvania and his PhD from Cornell University.

Victoria J. Fraser, MD

**Adolphus Busch Professor and Chair,
Department of Medicine, School of Medicine**

Victoria's academic and professional interests include infectious disease, health services research, and health care epidemiology. Her clinical interests include the care of underserved patients, specifically patients with HIV/AIDS, sexually transmitted infections, and/or substance abuse and mental health problems. She has experience developing and implementing interventions to improve health care outcomes in multiple clinical settings.

With funding from the CDC, Victoria is studying the prevention and control of hospital-acquired infections, and with funding from the NIH, she's studying the epidemiology of surgical site infections and providing clinical research training and mentoring.

Victoria completed her undergraduate education at William Woods College and earned her MD from the University of Missouri.

Bob Hansman, BFA

Associate Professor of Architecture, Sam Fox School of Design & Visual Arts

Bob Hansman is an artist-in-residence who leads the Sam Fox School's undergraduate community studies course, "Community Building, Building Community," which takes students into the broader St. Louis community.

Bob has long been one of St. Louis's most prominent community activists. His work as director of City Faces and the Jermaine Lamond Roberts Memorial Art Studio in the Clinton-Peabody Housing Project has garnered national attention and awards, and for years he has had his students working with residents of the 22nd Ward in St. Louis City.

Bob earned his BFA from the University of Kansas.

Cynthia Rogers, MD

**Assistant Professor, Department of Psychiatry,
School of Medicine**

As a child and adolescent psychiatrist, Cynthia is particularly interested in high-risk populations including children born preterm, children with elevated sociodemographic risk, and children born to parents with psychiatric illnesses. She is director of the Washington University NICU Behavioral Health Service at St. Louis Children's Hospital, where she treats both parents and formerly preterm infants with psychiatric symptoms. She is also a member of the multidisciplinary Washington University Neonatal Development Research (WUNDER) group where she investigates the relationship between altered brain development, psychosocial risk factors, and childhood psychiatric disorders, utilizing advanced brain MRI analytic techniques.

She earned her bachelor's from Harvard University and her MD from Washington University School of Medicine.

Richard Wilson, PhD

**Professor of Genetics and Professor of Molecular
Microbiology, School of Medicine; Research Member,
Siteman Cancer Center; and Director, The Elizabeth H.
and James S. McDonnell III Genome Institute**

Richard is an expert in molecular genetics and large-scale DNA sequence analysis, and his laboratory is among the world's leaders in genome analysis. Richard and his colleagues at The Elizabeth H. and James S. McDonnell III Genome Institute sequenced the first animal genome and contributed substantially to the sequencing and analysis of the human genome. More recently, his laboratory was the first to sequence the genome of a cancer patient.

He received his bachelor's degree from Miami University in Ohio and his doctorate from the University of Oklahoma.



2 SESSION AND OPEN FORUM: The Social Construction of Race & Ethnicity

What is race? What is ethnicity? Race as a construct is rooted in false conceptions that observed physical differences are symbols of human capacity and behaviors. In this session we will explore biological, historical, and social evidence to demonstrate that race is an idea manifested by human thought and interaction rather than a material fact supported by science. Similarly, ethnicity is a product of human invention and self-selection, and thus, like race, is socially constructed. Implications for our community will be discussed.

Session Leader:

Adrienne Davis, JD
Vice Provost and William M. Van Cleve Professor of Law,
School of Law

Panelists:

Maryam Kashani, PhD
Postdoctoral Research Associate, John C. Danforth
Center on Religion and Politics

Sonia Song-Ha Lee, PhD
Assistant Professor and Director of the Honors Program,
Department of History, Arts & Sciences

Robert Sussman, PhD
Professor, Physical Anthropology, Arts & Sciences

Rebecca Wanzo, PhD
Associate Professor, Women, Gender, and Sexuality Studies,
Arts & Sciences; and Interim Director, Center for the Humanities

Denise Ward-Brown, MFA
Associate Professor of Art, Sam Fox School of Design &
Visual Arts

Questions to Consider

1. How do you personally define race and ethnicity?
2. How do you believe the construction and experience of race and ethnicity vary across groups?
3. Through your own personal experience, how do you see the influence of the entertainment industry, especially film and TV, on the construction of race and ethnicity?
4. Why does it matter that race is a social and political construct, rather than a biological fact?

Session Participants

Adrienne Davis, JD

Vice Provost and 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 universitywide 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.

Maryam Kashani, PhD

Postdoctoral Research Associate, John C. Danforth Center on Religion and Politics

As a researcher and filmmaker, Maryam's work is organized around the centrality of visual culture in everyday Muslim life and its critical relation to questions of morality, politics, ethics, and social justice. Her doctoral dissertation, *Seekers of Sacred Knowledge: Zaytuna College and the Education of American Muslims*, is based on 18 months of fieldwork conducted at Zaytuna College, an emergent Muslim liberal arts college that was established in 2009 in Berkeley, California. As a postdoctoral fellow, Maryam is developing her dissertation towards publication and offering courses on Islam, Muslims in America, and the construction of race and religion as analytical categories.

Maryam completed her undergraduate education at the University of California, Berkeley, earned her MFA from the California Institute of the Arts, and earned her PhD from the University of Texas at Austin.

Sonia Song-Ha Lee, PhD

Assistant Professor and Director of the Honors Program, Department of History, Arts & Sciences

Sonia's research focuses on constructions of racial and ethnic identities, Puerto Rican and black freedom movements, immigration, labor, and urban and psychology/psychiatry history. She has been involved with efforts to preserve and rehabilitate buildings linked to the history of black-owned businesses in St. Louis through a partnership with the Tillie's Corner Historical Project. She recently published *Building a Latino Civil Rights Movement: Puerto Ricans, African Americans, and the Pursuit of Racial Justice* (Chapel Hill: The University of North Carolina Press, 2014). In 2013, she was awarded the National Endowment for the Humanities Summer Stipend and in 2014 the John W. Kluge Fellowship from the Library of Congress.

Sonia earned her BA from University of California, Berkeley, and her PhD from Harvard University.

Robert Sussman, PhD

Professor, Physical Anthropology, Arts & Sciences

Robert, a specialist in the ecology and social structure of primates, does extensive fieldwork in primate behavior and ecology in Costa Rica, Guyana, Madagascar, and Mauritius. His groundbreaking study of two species was the subject of Marlin Perkins' documentary *Lemurs of Madagascar* in 1981. His research focuses on primate populations and threats to their habitats, including deforestation.

Robert is conducting a long-term study of the ring-tailed lemur's demography, ecology, and social organization in Madagascar's Beza Mahafaly Reserve, which he co-founded. He is co-author of *Man the Hunted* (2005), for which he won a 2006 W.W. Howells Book Prize.

He earned his doctorate from Duke University.

Rebecca Wanzo, PhD

Associate Professor, Women, Gender, and Sexuality Studies, Arts & Sciences; and Interim Director, Center for the Humanities

Rebecca's research interests include African-American literature, history, and culture; theories of affect; popular culture (particularly the history of popular genre fiction and graphic storytelling in the United States); critical race theory; and feminist theory.

Her book, *The Suffering Will Not Be Televised: African American Women and Sentimental Political Storytelling* (Albany, NY: SUNY Press, 2009), explores how the suffering of African-American women has been minimized and obscured in U.S. culture.

Rebecca earned her undergraduate degree from Miami University and her doctorate from Duke University.

Denise Ward-Brown, MFA

Associate Professor of Art, Sam Fox School of Design & Visual Arts

Denise is a filmmaker and internationally exhibited sculptor whose art frequently explores African and African-American themes and history.

While spending a year in Ghana, West Africa, as a Senior Fulbright Scholar, Denise developed her love of video. She has filmed her travels and research in Africa, and she has produced several documentaries. Most recently, she directed *Jim Crow to Barack Obama*, which received runner-up honors in the documentary category at the 2013 San Francisco Black Film Festival.

Denise earned her BFA at Temple University and her MFA in sculpture at Howard University.



3 SESSION AND OPEN FORUM: Race & Ethnicity in Everyday Life

How do race and ethnicity influence everyday life? Race and ethnicity can serve as assets or risks during the life course. We will discuss evidence from a variety of disciplines and fields to better understand how to support positive academic, social, and emotional development across the life span.

Session Leader:

Vetta L. Sanders Thompson, PhD
Professor, Brown School

Panelists:

Linling Gao-Miles, PhD
Postdoctoral Fellow, International and Area Studies,
Arts & Sciences

Christian Gordon
Undergraduate Student, Psychology, Arts & Sciences,
Class of 2015

Sean Joe, PhD
Benjamin E. Youngdahl Professor of Social Development,
Brown School

Juliette McClendon-Iacovino
PhD Student, Clinical Psychology, Arts & Sciences

Adina Sterling, PhD
Assistant Professor, Olin Business School

Questions to Consider

1. Thinking about the details of a typical day, what can you do to be more aware of and more sensitive to issues related to race and ethnicity?
2. Can you think of a time when race and ethnicity have affected your opportunities in life, either to your benefit or detriment?
3. Talking about race and ethnicity is often fraught with emotion. How can we encourage members of our community to engage respectfully on these important topics, despite the difficulties and discomfort?

Session Participants

Linling Gao-Miles, PhD

**Postdoctoral Fellow, International and Area Studies,
Arts & Sciences**

Linling is a postdoctoral fellow in International and Area Studies, an interdisciplinary major that allows undergraduate students to develop a broad understanding of the world, while exploring the diversity and richness of other cultures. Linling earned a doctoral degree from Nagoya University in Japan.

Christian Gordon

**Undergraduate Student, Psychology, College of Arts & Sciences,
Class of 2015**

Christian is a senior in the College of Arts & Sciences majoring in educational studies and minoring in psychology and women, gender, and sexuality studies. He is also a Mellon Mays Undergraduate Fellow and is working on a research project about how African-American boys construct, navigate, and perform successful academic identities.

In fall 2014, Christian worked with many other students to found the activist group St. Louis Students in Solidarity, which organizes and participates in protests and conversations on campus and around the city of St. Louis in response to racial injustice and police violence. He is also the co-president of Mr. Wash U, a charitable organization that raises money for City Faces, an arts and mentoring program in the Clinton-Peabody housing project.

Sean Joe, PhD

**Benjamin E. Youngdahl Professor of Social Development,
Brown School**

Sean's research focuses on African-American adolescents' mental health service use patterns, the role of religion in African-American suicidal behavior, salivary biomarkers for suicidal behavior, and development of father-focused, family-based interventions to prevent urban African-American adolescent males from engaging in multiple forms of self-destructive behaviors.

Sean is a nationally recognized authority on suicidal behavior among African Americans. He is the 2009 recipient of the Edwin Shneidman Award from the American Association of Suicidology for outstanding contributions in research to the field of suicide studies and the 2008 recipient of the Early Career Achievement Award from the Society for Social Work and Research. He has published in the areas of suicide, violence, and firearm-related violence.

Sean earned his PhD from the University of Illinois at Urbana-Champaign.

Juliette McClendon-Iacovino

PhD Student, Clinical Psychology, Arts & Sciences

As a sixth-year graduate student in Clinical Psychology, Juliette is working with Professor Thomas Oltmanns on the SPAN (St. Louis Personality and Aging Network) study, which examines the development of personality, health, and psychosocial outcomes in a large sample of midlife adults living in St. Louis. Juliette's research broadly focuses on mechanisms of the links among personality, health, and health disparities. She is the recipient of an NIH Diversity Supplement award to study the impact of personality and stressful life events on racial health disparities in the SPAN sample. Juliette's work is focused on identifying novel targets for health interventions aimed at eliminating health disparities.

Adina Sterling, PhD

Assistant Professor, Olin Business School

Adina's research focuses on how individuals and firms acquire social capital and the effects this has on personnel selection, mobility, and entrepreneurial success. In addition, she studies the influence of social capital in market-mediated employment arrangements, such as temporary and contractual work.

Adina's first career was in chemical engineering, and she blogs for the American Institute of Chemists and Chemical Engineers about breaking down barriers for women in STEM fields.

She earned a bachelor's degree from Ohio State University and a doctorate from Emory University.

Vetta L. Sanders Thompson, PhD

Professor, Brown School

Vetta is a leading researcher in the areas of racial identity, psychosocial implications of race and ethnicity in health communications, access to health services, and determinates of health and mental health disparities.

She joined the Brown School in 2012 and serves as a member of the Faculty Advisory Council of the Institute for Public Health at Washington University.

A licensed clinical psychologist, Vetta is active in numerous professional associations. She is also an associate editor for the journal *Contemporary Psychology*.

Vetta earned her doctorate from Duke University.



4 SESSION AND OPEN FORUM: Moving Beyond Stereotypes

Why move beyond stereotypes? Stereotypes are oversimplified images or ideas about a person. Racial and ethnic stereotypes have a profound influence on opportunity. Generating opportunities that extend beyond stock images requires intervention. In this session, we will share historical insight and evidence that supports protective factors and opportunity.

Session Leader:

Kimberly J. Norwood, JD

Professor of Law, School of Law; and Professor, African and African-American Studies, Arts & Sciences

Panelists:

Shyam Akula

Undergraduate Student, Biology and Neuroscience, Arts & Sciences, Class of 2016

LaTanya N. Buck, PhD

Director, Center for Diversity and Inclusion

Alan Lambert, PhD

Associate Professor, Psychology, Arts & Sciences

Molly Metzger, PhD

Assistant Professor, Brown School

Carrie Pettus-Davis, PhD

Assistant Professor, Brown School

Questions to Consider

1. We commonly speak about “stereotypes.” What does this term mean to you?
2. What would be most helpful to you—as you move into a career or continue as a member of the workforce—to better confront the challenges posed by the harmful stereotyping that often occurs in professional contexts? What can the university be doing?
3. Thinking about what drew you to Washington University and what you know about our recruitment efforts, are there ways in which our university can improve the recruitment of faculty, students, and staff to help move beyond stereotypes?
4. What are some existing university programs or initiatives that you believe are helping to dismantle stereotypes, and how can we strengthen these programs?

Session Participants

Shyam Akula

**Undergraduate Student, Biology and Neuroscience,
Arts & Sciences, Class of 2016**

Shyam is a junior in the College of Arts & Sciences majoring in biology and neuroscience and minoring in psychology and global health. He does research in the Department of Genetics in the lab of Assistant Professor Joe Dougherty, PhD. After graduation, he plans to pursue an MD/PhD. He is part of the Gephardt Institute Civic Scholars 2016 cohort. During the two-year public service program, he has decided to study health care at primary care clinics in urban St. Louis and develop ways to improve health outcomes through community involvement. In addition, Shyam teaches music, works in a lab in the Department of Genetics, and is a residential advisor in the Thomas Eliot Residential College.

LaTanya N. Buck, PhD

Director, Center for Diversity and Inclusion

LaTanya serves as the inaugural director of the university's Center for Diversity and Inclusion, a department that works to enhance and strengthen Washington University's commitment to fostering a diverse and inclusive community. Aligned with the mission of the center, LaTanya supports and advocates for students from traditionally underrepresented and marginalized populations, and fosters collaborative relationships with campus and community partners to promote dialogue and social change.

A dedicated student affairs practitioner, LaTanya's professional interests include college access, student identity development, multicultural competence, and student transition and persistence programs.

LaTanya earned a master's degree in college student personnel administration from the University of Central Missouri and completed her doctoral studies in higher education administration at Saint Louis University.

Alan Lambert, PhD

Associate Professor, Psychology, Arts & Sciences

Alan is an associate professor of psychology and director of the Attitude and Social Cognition Laboratory. A major focus of the laboratory's research is to understand the role of emotion and affect in the process by which people form attitudes and judgments about persons and events.

Alan conducts research on the expression versus suppression of stereotypes, focusing on how aspects of the "situation," the perceiver's personality, as well as transitory mood states (e.g., happiness versus sadness) might lead people to either use—or avoid using—stereotypic knowledge as a basis for responding to others. In addition, he is interested in the processes underlying perceptions of risk and self-vulnerability.

Alan earned his bachelor's degree from Cornell University and both his master's and PhD from University of Illinois, Urbana-Champaign.

Molly Metzger, PhD

Assistant Professor, Brown School

At the Brown School, Molly strives to engage students in real-world problem-solving in the St. Louis region. Her current research focuses on how housing policies in the United States create and reproduce segregation and inequality, so that these policies might be improved. Her research also extends into other areas of social welfare, including early childhood health and education. Prior to her doctoral training, she worked in low-income housing in Chicago as a social services coordinator. Molly also serves as a board member at the Metro St. Louis Equal Housing and Opportunity Council.

She earned her bachelor's from Carleton College and her doctoral degree from Northwestern University.

Kimberly J. Norwood, JD

Professor of Law, School of Law; and Professor, African and African-American Studies, Arts & Sciences

Kimberly's research focuses on African-American identity issues, colorism within the African-American community, and the intersection of race, class, and public education in America. She created a unique, award-winning service learning program that allows law students to receive credit and high school students to receive mentoring and guidance for a possible future career in the law.

Kimberly is both editor and contributor on the book *Color Matters: Skin Tone Bias and the Myth of a Post-Racial America*. She recently secured a contract with the American Bar Association to produce a book dealing with Ferguson-related issues. The book, entitled *Ferguson Fault Lines: Social and Legal Reverberations*, will be published in fall 2015.

Kimberly earned her bachelor's from Fordham University and her JD from the University of Missouri.

Carrie Pettus-Davis, PhD

Assistant Professor, Brown School

Carrie has an active portfolio of research and direct practice experience centered on criminal justice. Her work in this area has earned her several awards including a prestigious Impact Award for conducting research of high significance.

Carrie is focused on decarceration of American prisons and jails through policy reform and behavioral intervention development. She is exploring how policies can be transformed to reduce racial and economic disparities within the criminal justice system. Carrie concentrates her behavioral intervention research on working with community partners to develop and test interventions to enhance positive social support, reduce substance abuse, and respond to trauma experiences among justice-involved adults.

Carrie earned her bachelor and master of social work degrees from the University of Kansas and her doctoral degree from the University of North Carolina at Chapel Hill.



5

SESSION AND OPEN FORUM: The Future and Our University Community

How do we move forward together? This question will guide the panel's discussion.

Session Leader:

Holden Thorp, PhD
Provost

Panelists:

Amee Azad
Undergraduate Student, Biochemistry and Anthropology,
Arts & Sciences, Class of 2015

Dedric A. Carter, PhD
Associate Provost; Associate Vice Chancellor for Innovation
and Entrepreneurship; and Professor of Practice, School of
Engineering & Applied Science

Edward F. Lawlor, PhD
Dean and William E. Gordon Distinguished Professor,
Brown School

Ashley Macrander
PhD Student, Lynne Cooper Harvey Fellow in American
Culture Studies, Arts & Sciences

Will Ross, MD
Associate Dean for Diversity and Professor of Medicine,
School of Medicine

Rose Windmiller, MA
Associate Vice Chancellor for Government & Community
Relations

Questions to Consider

1. How can we extend the conversation on race and ethnicity and broaden engagement within our university community? How, as individuals and as a university, can we move from discussion to action?
2. How can we build better consensus among university groups (such as faculty, staff, students, and administrators) on how best to move forward on critical issues related to inclusivity?
3. How should we as individuals—and as a community—measure progress toward achieving a more inclusive community?

Session Participants

Amee Azad

Undergraduate Student, Biochemistry and Anthropology, Arts & Sciences, Class of 2015

Amee, a senior from Indiana, studies biochemistry and anthropology on a pre-medical track. Her goal is a career in international public health and policy. She is chair of the Diversity Affairs Council, serving as a liaison between the council and Student Union. She has been actively involved with *Frontiers* magazine, WU Review of Health, the Campus Y, and WashU H.O.P.E.

Dedric A. Carter, PhD

Associate Provost; Associate Vice Chancellor for Innovation and Entrepreneurship; and Professor of Practice, School of Engineering & Applied Science

As part of his role to facilitate entrepreneurship and innovation on campus, Dedric oversees the Office of Technology Management, the Center for Research Innovation, and the Skandalaris Center for Entrepreneurial Studies, and he serves as the campus liaison to the Cortex innovation district. Dedric also facilitates campus connections with local, regional, and national entrepreneur communities.

Prior to joining the university in 2013, Dedric worked for the U.S. National Science Foundation and the U.S. National Science Board executive committee. He also launched his own venture-backed company.

Dedric has an undergraduate and graduate degree from MIT, an MBA from MIT Sloan School of Management, and a PhD from Nova Southeastern University.

Edward F. Lawlor, PhD

Dean and William E. Gordon Distinguished Professor, Brown School

As dean of Washington University's Brown School, Eddie has led the implementation of a number of innovations in its top-ranked social work program, including new programs in social entrepreneurship, community development, and urban education. Under his leadership the Brown School also launched a graduate Master of Public Health (MPH) program in 2008.

He is the author of *Redesigning the Medicare Contract: Politics, Markets, and Agency*, and he is currently working on a book on the social services sector, with the goal of understanding social services as an industry and providing analysis and policy recommendations that advance the efficiency, effectiveness, and impact of the social services sector.

He earned a bachelor's from Bowdoin College and a PhD from Brandeis University. He also served as a research associate at Harvard's John F. Kennedy School of Government for five years.

Ashley Macrander

PhD Student, Lynne Cooper Harvey Fellow in American Culture Studies, Arts & Sciences

Ashley is studying access and identity development among students of color in predominantly white higher education environments, both domestically and internationally. She is interested in the role sociological determinants (including race, poverty, language, quality of education, and HIV/AIDS) play in South African higher education access as well as multiracial identity development in U.S. higher education institutions. Ashley serves as a member of the university's Graduate Professional Council.

Ashley is currently constructing a social network analysis of international student mobility—globally and within the Southern African Development Community—to identify how social reproduction in student mobility patterns visible at the global level are replicated regionally.

Will Ross, MD

**Associate Dean for Diversity and Professor of Medicine,
School of Medicine**

A longtime advocate of public health and health care for the medically underserved, Will oversees diversity affairs, directs clinical outreach programs that promote community-based health care, and teaches courses in public health. Will has produced educational materials focused on reducing health care disparities and has helped establish free local medical clinics such as the Saturday Free Clinic and Casa de Salud. Will is past president of the Mound City Medical Forum, a leading minority medical organization that promotes elimination of medical disparities, and he currently serves as a commissioner for the St. Louis Regional Health Commission and board member of the Missouri Foundation for Health. He is co-author of *Living with Dignity—A Guide to African American Health*.

Ross earned a bachelor's from Yale University and an MD from Washington University School of Medicine. He also completed an MS in epidemiology at Saint Louis University.

Holden Thorp, PhD

Provost

In his role as provost, Holden oversees the academic pursuits of all of the university's undergraduate, graduate, and professional schools. In addition, he holds an endowed chair in chemistry and medicine.

Before coming to Washington University, Holden was chancellor of the University of North Carolina at Chapel Hill. He also has founded multiple companies, and his most recent book is titled *Engines of Innovation*, which focuses on entrepreneurship.

He is a member of the National Security Higher Education Advisory Board, and he chaired a committee for the National Academy of Sciences charged with promoting safety in academic laboratories.

Thorp earned a bachelor's degree in chemistry from UNC and a doctorate in chemistry from the California Institute of Technology.

Rose Windmiller, MA

**Associate Vice Chancellor for Government & Community
Relations**

Rose is responsible for the day-to-day operations of the university's public policy agenda at the state level, and she acts as the university's representative to local officials in the city of St. Louis and St. Louis County.

She also serves as the university's representative to various boards and commissions. Her areas of specialization include local and state issues, including taxes, transit, and higher education.

She received her bachelor's degree from the University of Missouri-St. Louis and her master's degree from Saint Louis University.



DELEGATES

Schools and units have tapped faculty, staff, and students to serve as delegates to our Day of Discovery and Dialogue. The delegates have helped frame our conversation and will play an important role in identifying and moving forward potential action steps we can take as an institution.

Christine Abbott	Fengqiao Chen	Catalina Freixas	Jennifer Ingram
Oguz Alyanak	Leona Chen	Jill Friedman	Laura Jenks
Chris Amelung	Li Chen	Keith Fuller	Cassandra Jensen
Allison Anderson	Geoffrey Cheng	Meg Galindo	Andwele Jolly
Stephanie Aria	Rudolph Clay	Nanre Garba	Veronica Jong
Ruby Arora	Mary Clemens	Amy Gassel	Lemoine Joseph
Andia Augustin-Billy	Charlotte Cleveland	Taylor Geiger	Jonathan Karp
Sheretta Barnes	Jason Clevenger	Jacqui Germain	Coco Ke
Phil Bayly	Susan Cohen	Jennifer Gibbs	Abby Kerfoot
Kari Bellon	Siomari Collazo Colon	Anisha Glanton	Pauline Kim
Dorie Bertram	Andrew Cook	Mark Glenn	Cameron Kinker
Aaron Beswick	Pete Coser	Andrew Gong	Nichole Koontz
Yash Bhatia	Preston Davis	Timothy Goodwin	Liz Kramer
James Bierman	Amy Drummond	Lisa Gosine	Jack Krewson
Brandon Black	Catherine Dunkin	Gina Grafos	Dayna Kriz
Daniel Blash	Addoley Dzegede	Ashley Gray	Chris Kroeger
Hyla Bondareff	Patrick Easley	Eiftu Haile	Jamal Lama
Candace Borders	Jackie Ebert	Kielah Harbert	Sandra Lamanna
Mimi Borders	Dennis Echevarria	Cecily Hawksworth	Josh Lawrence
Dorothy Campbell	Tonya Edmond	Sophia Hayes	Sam Leder
Dedric Carter	Alexander Endo	Clarissa Hayward	Ericka Lewis
Jacqueline Slack Carter	Meredith Evans	Rachel Hoffman	Melody Li
Natasha Ceballos	Ismael Fofana	Melissa Hopkins	Mike Lutzeler
Gina Chang	Ron Fondaw	Ben Horstmann	Ryan Lynch
Doug Char	Christian Freeman	Abiye Ibiebele	Julia Macias

Kenneth Macneal	Kimberly J. Norwood	Sayli Sant	Jenny Terrell
Ashley Macrander	Sheri Notaro	Teresa Sarai	Wilmetta Toliver-Diallo
Kelsey Magnuson	Hershey Novack	Erin Schuettpelz	Emma Tyler
Pria Mahadevan	Adwoa Opong	Camille Scott	Phil Valko
Ervin Malakaj	Analisa Ortiz	Ebba Segerberg	Deborah Vasel
Rachel Mance	Eva Ostrow	Whitney Sewell	Melody Walker
Rohan Marfatia	Janet Owen	Seiko Shastri	Neena Wang
Igor Marjanovic	Shanta Pandey	Delia Shen	Rebecca Wanzo
Kelly Marksbury	Sameer Patel	Michael Sherberg	Henry S. Webber
Dennis Martin	Richard Payton	Gursharon Shergill	Shira Weissmann
Kendall Maxwell	Katharine Pei	Julie Shimabukuro	Kit Wellman
Brianna McCain	Reid Petty	Kristen Singer	Natalie West
Kim McManemy	Anil Pillai	Angela Smith	Kathy Weston-Hafer
Theresa Menk	Sally Pinckard	Jen Smith	Alison Whelan
Leah Merrifield	Steve Pini	Peggie Smith	Chelsea Whitaker
Dean Meyer	Nancy Pope	Rochelle Smith	Desirée White
Angela Miller	Jason Purnell	Stephanie Smith	Kirk Williams
Daniel Miller	Clark Randall	Valeria Souza	Jonathan Williford
Diana Hill Mitchell	Rachel Reinagel	Edward Starr	Jacqueline Wilson
Carol Moakley	Ruby Ritchin	Nancy Staudt	Lisa Wood
Sonia Moore	Kathleen Robbins	Andrea Stewart-Douglas	Katie Wutchiett
Rene Morency	Olivia Robinson	Gaylyn Studlar	Amy Xu
Yaala Muller	Kim Rokyta	Daniel Sun	Nancy Yang
Erin Murdock	Will Ross	Will Sun	Micah Zeller
Judy Musick	Rachel Sacks	Bob Sussman	Josh Zink
Christine Nanan	Fajer Saeed	Manar-ul Islam Bint Ali Swaby	Li Zou
Anagha Narayanan	Chris Sailer	Bill Tate	
Ann Nicholson	Ignacio Sanchez Prado	Karisa Tavassoli	
Nana Nimako	Empress Sanders	Allison Taylor	

