



DIVISION OF
**Diversity, Equity &
Educational Achievement**
OFFICE OF THE VICE PROVOST
UNIVERSITY OF WISCONSIN-MADISON

PULSE 2014:

DIVERSITY'S EVOLVING PARADIGM & PRACTICAL APPROACHES

**MONDAY, NOVEMBER 10, 2014
8:30 AM - 4:00 PM**

**TUESDAY, NOVEMBER 11, 2014
9:00 AM - 4:00 PM**

FREE & OPEN TO THE PUBLIC

REGISTER TODAY:
<http://go.wisc.edu/ssgmkn>
**FIND MORE
INFORMATION AT:**
diversity.wisc.edu

Pulse 2014: ***Diversity's Evolving Paradigm & Practical Approaches***

Annual Diversity Forum 2014
Monday, November 10, Memorial Union

SHANNON HALL - Keynotes, Faculty Panel and Town Hall
GREAT HALL and conference rooms - Breakfast and Lunch
SHANNON HALL LOUNGE - Morning coffee and Afternoon reception area

SHANNON HALL

8:30-9:00am

Registration and Refreshments

Registration is in the Memorial Union Theater Complex Main Lobby on Langdon Street. Participants can enjoy a continental breakfast in Great Hall, or coffee & tea in the Shannon Hall Lounge overlooking Lake Mendota.

9:00 am

Welcome by University of Wisconsin-Madison Provost Sarah Mangelsdorf
Forum Overview by Interim Vice Provost & Chief Diversity Officer Patrick J. Sims

9:20 am

Keynote Speaker Rebecca Ryan followed by Q&A



Part futurist, part economist, and always engaging, Rebecca Ryan is one of America's most influential thought leaders, helping cities and companies think around the corner to what's next. She is the author of ReGENERATION: A Manifesto for America's Future Leaders (2013) and Live First, Work Second: Getting Inside the Head of the Next Generation (2007).

As founder and co-owner of Next Generation Consulting, Ryan leads the team that best-selling author Richard Florida calls, "One of the most reliable sources for leaders who want to attract and retain the next generation of creative workers."

Ryan is the Resident Futurist at the Alliance for Innovation and a Senior Fellow at CEOs for Cities. She serves on the board of the World Academy for Entrepreneurship & Enterprise (WAE2) and has also been named:

- *Entrepreneur of the Year, U.S. Association for Small Business and Entrepreneurship*
- *Woman of Influence, Business Journal of Greater Milwaukee*
- *Communicator of the Year, Women in Communication*
- *Most Powerful Women in Public Accounting, CPA Practice Advisor*

10:25am

A Continuing Discussion:

50th Anniversary of the Civil Rights Act Faculty Panel

Moderated by Will Jones; Panelists include: Patty Loew, Stephen Kantrowitz, Ben Marquez, Carrie Sperling and Karma Chavez.

This distinguished faculty panel opened a fascinating discussion on the history, evolution and current state of Civil Rights in America during the observation of the Civil Rights Act 50th Anniversary in March 2014. They have agreed to continue sharing their expertise with us today.

11:30-12:45pm

Break for Lunch

Participants will be served lunch in Great Hall with limited seating available. Networking/overflow seating will be in the following locations -- Fourth Floor: Class of '24 Reception, Capitol View and Langdon rooms; Second Floor: Main Lounge, Tripp Commons, and the Profile and Inn Wisconsin rooms.

12:45 pm

Keynote Speaker Peter Aranda followed by Q&A



Peter J. Aranda, III, is Executive Director and CEO of The Consortium for Graduate Study in Management, a non-profit alliance that includes some of the country's best business schools, major corporations and sought-after MBA candidates.

Aranda used his experience in business school to build a successful career in the business world, and has continued to show a passion for learning and advancing diversity. Before moving to the non-profit world as part of The Consortium, he achieved success at Andersen Consulting, Price Waterhouse and MCA. He also ran his own entertainment consulting business.

Peter has also built significant credentials in the academic arena and has been involved with the Ph.D. Project, whose mission is to recruit and support underrepresented minorities to increase diversity in business school faculties. He currently is board president of College Horizons, a nonprofit organization that supports the higher education of Native American students.

Aranda holds a bachelor of science with a concentration in marketing from the University of Southern California. His undergraduate work also included significant coursework in mechanical engineering. He received a master's in information management, an MBA from Washington University and has completed all coursework, residency requirements and qualifying exams (ABD) for the Ph.D. degree, Management of Organizations Division, at Columbia University.

1:45 pm

A Preview of Tuesday's Sessions by Interim Vice Provost Patrick J. Sims

2:00 pm

Town Hall on Race, Community and Law Enforcement

Moderated by Interim Vice Provost & Chief Diversity Officer Patrick J. Sims; Panelists include: Madison Police Chief Mike Koval, University Police Chief Susan Riseling, Madison Community Leader Dr. Floyd Rose and Madison Police Detective Gloria Reyes.

This Town Hall panel discussion will examine contemporary topics in the relationship between law enforcement, the communities they serve and how diversity, education and educational institutions factor into evolving approaches, as well as compare and contrast how national trends are reflected in the Greater Madison Area.

3:30-4:00pm

Closing Remarks followed by a reception and refreshments in the Shannon Hall Lounge overlooking Lake Mendota.

Pulse 2014:

Diversity's Evolving Paradigm & Practical Approaches

Annual Diversity Forum 2014

Tuesday, November 11, Veteran's Day, Pyle Center & Wisconsin State Historical Society

PYLE CENTER - Breakout Sessions and Lunch

PYLE CENTER CONFERENCE ROOMS - Breakout Sessions

PYLE CENTER AT&T LOUNGE AND ALUMNI LOUNGE - Lunch

WISCONSIN HISTORICAL SOCIETY - Afternoon keynote and closing reception

PYLE CENTER

8:30 am

Registration and Refreshments

Participants can enjoy a continental breakfast served in the AT&T Lounge.

9:15-10:30am

Concurrent Break-Out Sessions

Room 220

Queer @ UW: Negotiating the evolving concepts of LGBT identity

Gabriel C. Javier and Katherine Charek Briggs

Stereotypes about LGBT identity are all too common, but the outcome can be damaging, even deadly. UW-Madison LGBT Center Director Gabriel Javier and Assistant Director Katherine Charek Briggs discuss evolving concepts and attitudes regarding LGBT identity.

Room 226

Aprende→Aprecia→Acepta: A Path to Creating a Culture that Finds Value in Diversity

Moderators: Tania Ibarra and Sandy Morales; Panelists: Rebecca L. Ramirez, Omar G. Correa, Ariana Saravia Coira, Alejandro Arango and Sujhey C. Beisser.

Hosted by the Latino Professionals Association of Greater Madison, this session will discuss the process of understanding, appreciating and accepting those of Latino heritage and culture in the workplace from speaking a second language to family values and how these differences enhance society.

Room 313

Forward Together: An Exploration of UW-Madison's New Diversity Framework

Interim Vice Provost Patrick J. Sims

This session will bring participants up to date on the work being done through UW-Madison's new Diversity Framework. This is a chance for anyone who missed this fall's update sessions to get insight into the Framework's goals and recommendations, as well as the processes and projects being launched to keep our work moving forward in the next 10 years.

Room 112

Post-Racial America? A Conversation on Our Evolving Views of Race

Moderator: Carl Hampton; Panelists: Prof. Jerlando Jackson, Juan José López, Karen Reese, and Prof. Richard Davis.

What is race? Why does it matter? As we become increasingly multi-racial and more diverse, how will the nation handle the categorization and assessment of its population based this largely artificial construct?

Room 111 ***Leveling the Playing Field for Women on UW-Madison's Campus***
Moderator: Karin Silet; Panelists: Prof. Sandy Adell, Luis Pinero, and Carmen Hotvedt.

What barriers exist to keep women from having access to a level playing field? And what are we doing right and what do we need to do more of in order to create a truly inclusive environment on this campus for all women? Join the discussion on how to narrow the gap of opportunity.

10:35-11:50am ***Concurrent Break-Out Sessions***

Room 112 ***Crossroads Queer Students of Color Panel***
Moderator: Sheltreese McCoy, Panelists: Hiwot Adilow, Eric Cerda, and Keith Black.

Students of color who also are queer live in a sometimes overwhelming intersectionality of diversity that only they can accurately describe. This discussion, led by the LGBT Center Social Justice Educator Sheltreese McCoy, lifts the veil on what some of these students experience on campus in this cross-section of multiple identities.

Room 111 ***Delta's Academic Excellence Initiative: Addressing the Classroom Achievement/Equity Gap***
Moderators: Don Gillian-Daniel, Sara Kraemer, Ryan Martinez. Co-Presenters: John DeLamater, Jessica TeSlaa, Bharati (Maya) Holtzmann.

UW-Madison researchers will reveal what they've learned about the achievement gap at UW-Madison, why the equity gap still exists and what can possibly be done to realign achievement across lines of race and poverty.

Room 226 ***Disability as part of Diversity: Current Trends and Future Actions***
Facilitator: Cathy Trueba; Panelists: Prof. Morton Gernsbacher, Jake Lepper, Barb Lanser, and Kate Skarda.

As we broaden the definition of diversity to include emerging forms of difference, the tools for access and success also will need to change. This panel of experts discusses this evolution and what changes may be on the horizon to make UW-Madison fully accessible.

Room 313 ***The Business Case for Diversity***
Moderator Binnu Palta Hill; Panelists: Peter Aranda, Phil Miller, and Blair Sanford.

It sounds like the right thing to say: "Diversity is good for business." But how many people, from top administrators to line supervisors, truly understand the essential benefits and advantages there are to building and maintaining a diverse work force? This panel of experts will explain.

Room 225 ***"Wounded Warriors," A Wisconsin Public Television Documentary and Discussion***
Moderator: Aaron Bird Bear; Panelists: Michael Derks, Walter Whitehorse, Kerry Metoxen, Daniel King, Prof. Patty Loew.

The screening of this film about Wisconsin's Native American Veterans will include a discussion with the film's director, Native American veterans and Wisconsin Native People Historian Prof. Patty Loew.

Room 121 16 Years of Learning Together: An Exploration and Celebration of Learning Communities For Institutional Change and Excellence (LCICE)

Seema Kapani, Will Clifton, Jorge Rodriguez, Chris Long, Karen Silet, Esmeralda Rodriguez

The real work of improving productivity and diversity in any setting from the classroom to the office involves individuals, yet little attention is paid to how we learn (and unlearn) individual social patterns and skills that help and hinder. Come find out why the opportunity to work with LCICE is in demand.

11:50-12:45pm Break for Lunch

Participants can pick up lunch in the AT&T Lounge or the hall outside the Alumni Lounge. Please remember to leave enough time to move to the afternoon location.

***THE AFTERNOON PROGRAM IS IN THE WISCONSIN STATE HISTORICAL SOCIETY AUDITORIUM**

12:50pm UW-Madison Reserve Officer Training Corps (ROTC) Color Guard presents the Colors

12:55pm **Keynote Speaker Major General Marcia Anderson and Q&A**
"It Is Not Where You Start That Matters - It Is Where You Finish"



Major General Marcia Anderson, Acting Assistant Chief and Deputy Chief, Army Reserve, has served since 1 October 2011, as the senior advisor to the Chief, Army Reserve on policies and programs for the USAR including force structure, Congressional budget and appropriations process, development of manpower and personnel policies, as well as Department of The Army and Department of Defense Matters.

Anderson has commanded at the Company level through General Officer. She has also served in a variety of staff positions at Battalion, Brigade, and Division level. In April 2007, she was confirmed for promotion to Brigadier General and in October 2007, assumed command of the 85th Support Command (Regional Support Group West), Arlington Heights, Ill., which supports the collective training efforts of First Army. She was later named Deputy Commanding General-Support of First Army West and assumed responsibility as Deputy Commander of the U.S. Army Human Resources Command 1 October 2010, serving until her promotion to Major General in October 2011.

Her military education includes the Adjutant General Basic and Advance courses, Basic and Intermediate Government Auditing, Command and General Staff College Course, Advanced Joint Professional Military Education, Capstone, and the United States Army War College, where she was awarded a Master's Degree in Strategic Studies. Anderson has a Bachelor of Arts degree in Political Science from Creighton University and a Juris Doctor degree from Rutgers University School of Law. Her military awards and decorations include the Legion of Merit (with 1 Oak Leaf Cluster), Meritorious Service Medal (with 3 Oak Leaf Clusters), Army Commendation Medal, Army Achievement Medal, Parachutist Badge, and Physical Fitness Badge.

As a citizen-Soldier, MG Anderson is employed by the United States Courts, where she serves as the Clerk of Bankruptcy Court, Western District of Wisconsin, located in Madison.

1:50pm **Closing Remarks** by University of Wisconsin-Madison Chancellor Rebecca Blank
Invitation to Historical Society Reception by Interim Vice Provost Patrick J. Sims

2:00pm **Closing Reception at the Wisconsin State Historical Society**

Participants, students, guests and Veterans are invited to share and network in a closing reception where items from the Historical Society's Veterans' photograph collection will be displayed.