

University of Rhode Island

DigitalCommons@URI

Multicultural Center

The Community, Equity, & Diversity Collections

10-4-2011

Diversity Week 2011 - The LGBT Community in the Workplace: Status of Legal and Organizational Policies

Joseph A. Santiago

University of Rhode Island, balanceheart@mail.uri.edu

Multicultural Center

University of Rhode Island, mcc1@etal.uri.edu

Follow this and additional works at: <https://digitalcommons.uri.edu/mcc>



Part of the [Gender and Sexuality Commons](#), [Gender, Race, Sexuality, and Ethnicity in Communication Commons](#), and the [Public Affairs, Public Policy and Public Administration Commons](#)

Recommended Citation

Santiago, Joseph A. and Center, Multicultural, "Diversity Week 2011 - The LGBT Community in the Workplace: Status of Legal and Organizational Policies" (2011). *Multicultural Center*. Paper 2. <https://digitalcommons.uri.edu/mcc/2>

This Audio is brought to you by the University of Rhode Island. It has been accepted for inclusion in Multicultural Center by an authorized administrator of DigitalCommons@URI. For more information, please contact digitalcommons-group@uri.edu. For permission to reuse copyrighted content, contact the author directly.

15th Annual URI Diversity Week

The Role of Multiculturalism in the Future

Co-Sponsored by The College of Human Science and Services, Lifespan, MetLife Auto and Home, and the Student Entertainment Committee

Monday, October 3rd—Friday, October 7th, 2011

THE
UNIVERSITY
OF RHODE ISLAND
MULTICULTURAL
CENTER



Lifespan

MetLife



Highlights of the Week

Medicine of the Future by Dr. Michio Kaku	P. 5
2011 URI Diversity Week Keynote Speaker—Towards a Multicultural Scientific, and Tolerant Future for the Planet by Dr. Michio Kaku	P. 5
Growing Older in America: Gay and Gray and Aging Without a Home by Dr. Phil Clark, Dr. Patricia Burbank and Dr. Diane Martins	P. 7
Rhode Island and the Slave Trade: Bringing History to Life by Paul Davis	P. 8
Decoding Disease: The Quest for a Universal HIV/AIDS Vaccine by Dr. Anne DeGroot	P. 9
Sustaining the Future of Urban Communities by Mayor Angel Taveras	P. 9
Preparing URI Students for the Diverse Business Workforce of the 21st Century by Carlos Cedeno	P. 9



Final Fall Edition

Workshop attendees must pre-register at www.uri.edu/mcc



A Message from the URI Diversity Week Planners

1. URI President David M. Dooley has recognized the need to improve institutional competitiveness by citing “Building a Community at the University of Rhode Island that Values and Embraces Equity and Diversity” as one of URI’s four transformational goals.
2. Lifespan, Rhode Island’s leading health care provider, and MetLife Auto and Home, continue as sponsors of URI Diversity Week.
3. The URI Student Entertainment Committee and the URI Department of Psychology join URI Diversity Week as sponsors.
4. The URI College of Human Science succeeds the College of the Environment and Life Sciences as the second academic college of the University to plan and implement a Diversity Day during URI Diversity Week, expressing their commitment toward building a multiculturally competent learning community of its faculty, staff, and students.
5. ProChange Behavior Systems, Inc., and the URI Multicultural Center (MCC) have developed a survey instrument to assess multicultural competence among undergraduate students. The survey pre- and post-test will be administered to undergraduate students registering for and attending the 2011 URI Diversity Week. We invite the assistance of the URI academic community in gathering information that will be used to improve the quality of learning in URI Diversity Week. A workshop discussing the development and administration of the survey instrument will be introduced by Provost Donald DeHayes and presented by Dr. Leanne Mauriello, ProChange, and Dr. Mailee Kue, Multicultural Center on Friday, October 7- 1-1:50 PM in the MCC Forum.
6. We are pleased to welcome Mayor Angel Taveras from the City of Providence, and Keith Stokes, Director, Rhode Island Economic Development Corporation, and Brendan McNally, Director, Rhode Island Center for Innovation and Entrepreneurship, to URI Diversity Week as presenters on Friday, October 7.
7. Inroads New England, Inc., in conjunction with MetLife Auto and Home, and Lifespan, will again present a workshop, “Preparing URI Students for the Diverse Business Workforce of the 21st Century,” which last year groomed and placed 5 diverse URI students in corporate internships.
8. URI 101 continues to be the leading supplier of undergraduate students.

Dr. Judy Van Wyk (Co-Chair)

Melvin Wade (Co-Chair)

Dr. Paul Bueno de Mesquita (Co-Chair)

Dr. Mailee Kue (Co-Chair)

Attendee Pre-Registration for Diversity Week Workshops

This year, we are continuing pre-registration for attendance at Diversity Week workshops. Please instruct your students to pre-register so that they may ensure a seat for the workshop. Walk-ins will be permitted after pre-registered attendees have been admitted.

Students can pre-register at www.uri.edu/mcc

If you would like to bring your entire class to a workshop, please contact Mailee Kue at maileekue@uri.edu or 874-5829.

URI Diversity Week and the College of Human Science and Services

At URI the academic colleges have begun a rotation in which they individually adopt a day of Diversity Week. Over the past year, the URI College of Human Science and Services (HSS) has planned and implemented the workshops and events of HSS Diversity Day under the leadership of Dean Lynn McKinney and former Associate Dean Nancy Fey-Yensan. Associate Professor Jacquelyn Sparks, working with the HSS Diversity Committee, was an excellent liaison with the staff of the Multicultural Center, adapting the format for workshops, recruiting presenters, and enlisting and maintaining support within the College for the project. Diversity Day will take place on Wednesday, October 5, 2011 during the 15th Annual URI Diversity Week. HSS succeeds the College of the Environment and Life Sciences as the second in the rotation of academic colleges that will plan and present a day-long schedule during URI Diversity Week.

HSS Diversity Day and the Grand Challenge Initiative

The College of Human Science and Services is to be commended for its participation in the University's Grand Challenge Initiative, creating an array of first-year seminars with an interdisciplinary perspective and a focus on perplexing global challenges that need to be addressed and solved in order to promote safety and security, prosperity, diversity and sustainability for us all (<http://www.uri.edu/uc/grandchallenge/>). Several of the Grand Challenge courses are previewed in the **HSS Diversity Day** workshops.

Diversity, the Future and its Significance

Our staff has also been intrigued by **the Future** – the topic of the 2011 Honors Colloquium – and the evolution of futures studies – the systematic study of the forces, factors, and trends that shape the future in order to assess the possibility, probability, and desirability of change. *Why is it important that the future be studied?* Iranian-Canadian futurist Alireza Hejazi (2009) has suggested that the study of the future moves us “from a passive or fatalistic acceptance of what may happen to an active participation in creating preferred futures.” *Why should the study of the future be democratized?* German-Jewish futurist Robert Jungk (1987) observed, “Most developing nations seem to accept that their future lies in catching up with the present of the developed nations...This means that it is in the power of the rich nations to define and refine the future and to propagate their images...This is power – he (sic) who has insight into the future also controls some of the present. For that reason it is absolutely essential that futures research be internationalized as quickly as possible... The future belongs to all of us...” Renowned for his narrative vision of a utopian future in which science and technology have the capacity to eradicate disease and eliminate poverty, Japanese-American futurist **Michio Kaku** (2010), the keynote speaker for the 2010 URI Diversity Week, also cautions that we are globally a sub-Type 1 civilization on a scale in which Type 3 is highest. Our leanings toward warfare over natural resources and destruction of the planet could yet plunge us into self-destructive dystopia. Several of the 2010 URI Diversity Week workshops are reflections on exploring alternatives, choosing goals, and deciding on actions for the future.

Diversity and the Knowledge Economy

Dr. Kaku is an exemplary exponent of the mushrooming “knowledge economy”, which has become the primary template of the developed nations for transforming the creation of wealth, status, quality of life, and access to the work force. In the knowledge economy, the growth of *value* is driven by the individual and collective ability of knowledge professionals to produce, disseminate, and use knowledge. Science, technology, and globalization have been employed to enhance the power of the human brain to extend boundaries of human choice and control in knowledge-intensive fields, such as genomics, bio-informatics, robotic surgery, nanotechnology, biotechnology, design and engineering, software and web development, telecommunications, and neuroscience – *most of these fields discussed during the 15th Annual URI Diversity Week*. The relatively low levels of diversity among knowledge professionals in higher education and in industry worldwide help to explain the ever-widening gaps in income between rich and poor. Nationally, a recent Pew report found that the median wealth of white households is 20 times that of black households, and 18 times that of Latino households. Internationally, the world's wealthiest 250 individuals enjoy wealth roughly equal to half the world's population, and the richest 20% are 60 times richer per capita than the poorest. Australian chemistry professor Geoff Madigan (2005) raised these key questions: *How do we insure that enough people have the skills to participate in the knowledge economy? How do we insure that the participants represent a broad swath of society?*

Melvin Wade (Co-Chair)

Dr. Mailee Kue (Co-Chair)

2011 URI Diversity Week Keynote Lecturer

Dr. Michio Kaku

City University of New York



Prominent futurist, best-selling author, and radio and TV personality, [Michio Kaku](#), will deliver the URI Diversity Week keynote address at the University of Rhode Island's 15th Annual Diversity Week scheduled for Oct. 3-7. The professor of theoretical physics at the City College of New York will present "Towards a Multicultural, Scientific, and Tolerant Future for the Planet" on Monday, Oct. 3 at 7 pm in the Edwards Auditorium, at the University's Kingston Campus.

Applying the insights of their discipline to guide thinking about the future, Kaku has contributed breadth and depth to discourse about the Earth as a civilization, about the possible existence of other civilization-bearing "parallel universes" in the cosmos, and about the significance of these potential civilizations and universes to the Earth.

In fact, Kaku asserts that an understanding of science and technology is crucial in helping the Earth to attain the next stage of development as a civilization that has learned to harness and conserve the energy resources of the planet. The choices facing the Earth are, on the one hand, a monocultural, contentious path to the future, and, on the other hand, a multicultural, scientific, tolerant path.

In his most recent book, *Physics of the Future*, recently on The New York Times best-seller list, Kaku gathers ideas from more than 300 of the world's leading scientists about quantum leaps during the 21st century taking place in medicine, computers, artificial intelligence, energy production, nanotechnology, and space travel.

Kaku has written several popular books about physics including *Parallel Worlds* (2006), *Einstein's Cosmos* (2005), *Hyperspace* (1995), and the *Physics of the Impossible: A Scientific Exploration of the World of Phasers, Force Fields, Teleportation, and Time Travel* (2008). He also has appeared on television (Discovery, BBC, ABC, Science Channel, and CNN), written for popular science publications like *Discover*, *Wired*, and *New Scientist*, and has been featured in documentaries, such as *Me & Isaac Newton*.

Born in San Jose, CA, to Japanese immigrant parents, Kaku earned a B.S. (summa cum laude) from Harvard University in 1968 and a Ph.D. from the University of California, Berkeley in 1972. He currently holds the Henry Semat Chair and Professorship in theoretical physics at the City College of New York, where he has taught for over twenty-five years. He has also been a visiting professor at the Institute for Advanced Study at Princeton, and at New York University.

More information about Kaku and other Diversity Week events is available at <http://www.uri.edu/mcc/DiversityWeek/2011/index.html>.

The URI Diversity Week Keynote Address is sponsored by the URI Multicultural Center, Lifespan, Inc., MetLife Auto and Home, the URI Student Entertainment Committee, the Department of Psychology, and the URI Office of Community, Equity and Diversity. For more information, contact Mailee Kue at 874-5829 or maileekue@uri.edu.

Monday, October 3rd

Global Perspectives and the Imagination

10:00am - 10:50am	<p>HOPE: Helping Others Promote Equality Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Susan Trostle Brand and Dr. Diane Kern, <i>Education</i>.</p>		
11:00am - 11:50am	<p>HOPE: Helping Others Promote Equality (with URI and Providence Middle School Students) Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Susan Trostle Brand and Dr. Diane Kern, <i>Education</i>.</p>		
12:00pm - 12:50pm	<p>Neuroscience and the Future Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Alycia Mosley Austin, <i>Graduate Recruitment and Diversity Initiatives</i>.</p>		
1:00pm - 1:50pm	<p>Managing Everyday Conflict: Living in the Present Moment Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Faye Mandell, <i>InWobble Inc.</i></p>		
2:00pm - 2:50pm	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"> <p>The Future of Global Development: The Millennial Development Goals Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Bola Akanji, <i>Nigerian Institute of Social and Economic Research</i>.</p> </td> <td style="width: 50%; border: none;"> <p>Pathways to Graduate School: Becoming a Promising Scholar Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Nasser Zawia, <i>Graduate School</i>; Dr. Alycia Mosley Austin, <i>Graduate Recruitment and Diversity Initiatives</i>; Dr. Paul Bueno de Mesquita, <i>Center for Nonviolence and Peace Studies</i>; and graduate student panelists.</p> </td> </tr> </table>	<p>The Future of Global Development: The Millennial Development Goals Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Bola Akanji, <i>Nigerian Institute of Social and Economic Research</i>.</p>	<p>Pathways to Graduate School: Becoming a Promising Scholar Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Nasser Zawia, <i>Graduate School</i>; Dr. Alycia Mosley Austin, <i>Graduate Recruitment and Diversity Initiatives</i>; Dr. Paul Bueno de Mesquita, <i>Center for Nonviolence and Peace Studies</i>; and graduate student panelists.</p>
<p>The Future of Global Development: The Millennial Development Goals Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Bola Akanji, <i>Nigerian Institute of Social and Economic Research</i>.</p>	<p>Pathways to Graduate School: Becoming a Promising Scholar Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Nasser Zawia, <i>Graduate School</i>; Dr. Alycia Mosley Austin, <i>Graduate Recruitment and Diversity Initiatives</i>; Dr. Paul Bueno de Mesquita, <i>Center for Nonviolence and Peace Studies</i>; and graduate student panelists.</p>		
3:00pm - 3:50pm	<p>The Underground Railroad: Memories, Myths, and Realities of an Authentic American Experience Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Norman Barber, <i>Africana Studies</i>.</p>		
4:00pm - 4:50pm	<p>Medicine of the Future (Participation by Invitation Only) Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Michio Kaku, <i>City University of New York</i>.</p>		
5:30pm - 6:30pm	<p>Dinner with Dr. Michio Kaku (Participation by Invitation Only) Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Michio Kaku, <i>City University of New York</i>.</p>		
7:00pm	<p>2011 URI Diversity Week Keynote Speaker Towards a Multicultural, Scientific, and Tolerant Future for the Planet Edwards Hall, Auditorium Keynote by Dr. Michio Kaku, <i>City University of New York</i>.</p>		

Tuesday, October 4th

Technology and Media Literacy

<p>9:30am – 10:45am</p>	<p>Reel Perceptions: Images of People with Disabilities in the Media (Video and Discussion) Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Rosemary Lavigne, <i>Disability Services for Students</i>.</p>	<p>What Shapes Us Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Leticia Orozco, <i>Recreational Services</i>.</p>
<p>11:00am – 12:15pm</p>	<p>The Lesbian, Gay, Bisexual, and Transgender Community in the Workplace: The Current Status of Legal and Organizational Policies Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Joseph Santiago, <i>GLBT Programs & Services</i>; Martha Holt, <i>Blue Cross Blue Shield RI</i>; and Bryan Schniedmueller, <i>Raytheon</i>.</p>	<p>Common Reading Program: How Making Small Changes Can Have Big Results Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Nancy Caronia, <i>English</i>; Jenn Brandt, <i>Women's Studies Program</i>; and Marsha Garcia, <i>Campus Planning & Design</i>.</p>
<p>12:30pm – 1:45pm</p>	<p>Circle the Wagons? Native American Images and Politics in James Cameron's <i>Avatar</i> Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Gina Valentino, <i>English</i>.</p>	<p>Medication Errors: A Community Perspective Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Anita Jackson, <i>Pharmacy Practice</i>.</p>
<p>2:00pm – 3:15pm</p>	<p>From Combat to Classroom—Students Who Serve Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Christine Dolan, <i>Education</i>; Daniel Ustick, <i>Career Services</i>; and a panel of veteran students.</p>	<p>(Mis)Conceptions about Islam Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Chaplain R. David Coolidge, <i>Brown University</i>. Co-sponsored by the Muslim Student Association (MSA).</p>
<p>3:30pm – 4:45pm</p>	<p>"Something There is That Doesn't Love a Wall": U.S. and Mexico Relations in Our Time Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Rosaria Pisa, <i>Sociology/Anthropology</i>.</p>	<p>Engaging Spirituality in Higher Education Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Wilson Okello, <i>College Student Personnel</i>.</p>
<p>5:00pm – 5:50pm</p>	<p>The URI Multicultural Center Dialogue Project: Deconstructing and Problem-Solving Issues of Diversity on Campus Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Tripp Hutchinson, <i>Housing and Residential Life</i>; and Michaela Cashman, <i>Environmental Science and Management</i>.</p>	
<p>6:00pm</p>	<p>The Triangle Shirtwaist Factory Fire: The Event that Facilitated Labor and Safety Laws (Video and Discussion) Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Bryna Wortman, <i>Theater</i>.</p>	<p>Student Senate Open Forum on Diversity Memorial Union, Atrium I Facilitated by Brittany Ferreira and David Coates, <i>Student Senate</i>; and other members of the Student Senate.</p>
<p>8:00pm</p>	<p style="text-align: center;">Healing Journey of the African Drum Performance Concert Hall, Fine Arts Center Facilitated by Obuamah Addy, <i>Artist</i>.</p>	

Wednesday, October 5th

One Planet, One People, One Future: Creating Just and Sustainable Human Communities
 Events co-sponsored by the College of Human Science and Services

9:00am – 9:50am	Mindful Movement and Meditation for the Individual and the Community Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Linda Lamont and Dr. Furong Xu, <i>Kinesiology</i> .	
10:00am – 10:50am	Weight Just a Minute: Challenging Views about Obesity Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Deb Riebe, <i>Kinesiology</i> .	Just Talk: Moving to Dialogue That Values and Responds to Diverse Opinions Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Jacqueline Sparks and Dr. Tiffani Kisler, <i>Human Development and Family Studies</i> .
11:00am – 11:50am	Consumption and Sustainability: The Story of Stuff (Video and Discussion) Multicultural Center, Hardge Forum (Rm. 101) Facilitated by the Dr. Jennifer Audette, <i>Physical Therapy</i> .	Take the Lead: Empowering Women and Girls through Sport and Physical Activity Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Lori Ciccomascolo and Dr. Emily Clapham, and Megan Shoniker <i>Kinesiology</i> ; and Shima Younes, <i>Education</i> .
12:00pm – 1:50pm	Sharing Food: Stories of Family, Culture, and Connection Lunch and Roundtable Discussion <i>(Participation limited to the first 40 people)</i> Memorial Union, Atrium I Facilitated by Dr. Jacqueline Sparks, <i>Human Development and Family Studies</i> . Keynote address by Linda Sebelia, <i>Nutrition & Food Science</i> .	
1:00pm – 1:50pm	Being “Visibly Muslim”: Broadening Our Understanding Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Blaire Gagnon, <i>Textiles, Fashion Merchandising & Design</i> .	Making Effective Communication Accessible and Achievable for All Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Elizabeth Connors, Dr. Mikyong Kim, Dr. Dana Kovarsky, Dr. Leslie Mahler, Dr. Jay Singer, Geraldine Theadore, and Dr. Amy Weiss, <i>Communicative Disorders</i> .
2:00pm – 2:50pm	Using Spoken Word, Music, and Art to Promote Nonviolence Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Diane Kern, Kay Johnson, <i>Education</i> ; and Dr. Paul Bueno de Mesquita, <i>Center for Nonviolence and Peace Studies</i> .	Student Hopes and Fears in a Diverse Classroom Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Annemarie Vaccaro, <i>Human Development and Family Studies</i> and Melissa Camba, <i>Student Leadership Program</i> .
3:00pm – 3:50pm	Am I Normal? Challenging the Promotion of Female Genital Cosmetic Surgery Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Tiffani Kisler, <i>Human Development and Family Studies</i> .	Growing Older in America: Gay and Gray and Aging Without a Home Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Phil Clark, <i>Human Development and Family Studies</i> , Dr. Patricia Burbank and Dr. Diane Martins, <i>Nursing</i> .
3:00pm – 4:30pm	The Have and Have Nots Memorial Union, Atrium I Facilitated by Denice Couchon and Dr. Jacqueline Sparks, <i>Human Development and Family Studies</i> , and Dr. Kyle Kusz, <i>Kinesiology</i> .	My Disability is NOT Who I Am: Building Understanding and Support for Inclusive Communities Memorial Union, Atrium II Facilitated by Dr. Bethany Hamilton-Jones, Dr. Joanne Eichinger and Adam Moore, <i>Education</i> .
4:00pm – 4:50pm	Pathways to Nursing at URI Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Delores M. Walters, <i>Nursing</i> and <i>Human Science and Services</i> .	
5:00pm – 5:50pm	Understanding Privilege Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Precious Kafo, <i>Human Development and Family Studies</i> .	
7:00pm	It Gets Better at URI: Coming Out for Change (Video and Discussion) Edwards Hall, Auditorium Facilitated by members of the URI LGBTQ Women's Group: Kimberly McGuiness, <i>Speech-Language Pathology</i> , Jennifer Kaye, <i>Physical Therapy</i> , Portia Burnette, <i>Nursing</i> , Dana Speesler, <i>Sociology</i> , and Christina Kinney, <i>Marine Affairs</i> .	
9:00pm	Gattaca (Video and Discussion) Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Jennifer Longa Moio, <i>Violence Prevention & Advocacy Services</i> ; and students from the URI Peer Advocates.	

Thursday, October 6th

Culture

<p>10:00am – 10:50am</p>	<p>Child Development Center Community Sing: Celebrating One Planet, One People, One Future Through Music Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Sue Warford, <i>CDC</i>; and the Child Development Center teachers, preschool, and kindergarten children.</p>	<p>Embrace Diversity by Knowing Yourself: A Pathway for Your Future Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr Celina Pereira and Sheila Mitchell, <i>Health Services</i>.</p>
<p>11:00am – 12:15pm</p>	<p>Transgender Lives Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Jaye Watts, <i>Youth Pride</i>; Dr. Susan Trostle Brand, <i>Education</i>; and members from Youth Pride, Inc. RI.</p>	<p>Raising Your Voice: How Diverse Genres of Hip Hop, Spoken Word and Music Can Build a Multicultural Beloved Community of Nonviolence and Peace Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Paul Bueno de Mesquita, <i>Center for Nonviolence and Peace Studies</i>.</p>
<p>12:30pm – 1:45pm</p>	<p>Peace and Harmony Hour Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr Celina Pereira and Sheila Mitchell, <i>Health Services</i>; Dr. Paul Bueno de Mesquita, <i>Center for Nonviolence and Peace Studies</i>; Dr. Art Stein, <i>Political Science</i>; Clare Sartori-Stein, <i>Psychology (CCE)</i>; Melvin Wade, <i>Multicultural Center</i>, and students from the Center for Nonviolence and Peace Studies.</p>	<p>Rhode Island and the Slave Trade: Bringing History to Life Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Paul Davis, <i>Providence Journal</i>.</p>
<p>2:00pm – 3:15pm</p>	<p>Out of Diversity: We Speak Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Jody Lisberger, <i>Women's Studies Program</i>; Dr. Robert Carothers, <i>Academic Affairs</i>; Dr. Adam Roth, <i>Communication Studies</i>; Dr. Ian Reyes, <i>Communication Studies</i>; Dr. Mercedes Rivero Hudec, <i>Chemical Engineering</i>; Dr. Jeremiah Dyehouse, <i>Writing & Rhetoric</i>; and students who will be speaking about their lives in relation to diversity.</p>	<p>Military Women: New Roles, New Risks Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Christine Dolan, <i>Education</i>; Daniel Ustick, <i>Career Services</i>; and a panel of veteran students.</p>
<p>3:30pm – 4:45pm</p>	<p>Political and Spiritual Aspects of Tibet Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Thupten Tendhar, <i>Center for Nonviolence and Peace Studies</i>; and Eleanor Hand, <i>American Universities International Programs</i>.</p>	<p>Promising Scholars: Graduate Student Research Symposium on Diversity (Social Sciences, Humanities, Fine Arts, Education) Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Paul Bueno de Mesquita, <i>Psychology</i> and <i>Center for Nonviolence and Peace Studies</i>; Dr. Nasser Zawia, <i>Graduate School</i>; Dr. Alycia Mosley Austin, <i>Graduate Recruitment and Diversity Initiatives</i>; and graduate student panelists.</p>
<p>5:00pm – 5:50pm</p>	<p>Introduction to T'ai Chi: Solo Form, Push Hands, and Martial Arts Application Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Clifford Katz, <i>Provosts Office</i>.</p>	<p>Community Service in Haiti Multicultural Center, Computer Classroom (Rm. 005) Facilitated Ruth Joseph, <i>Salve Regina</i>. Co-sponsored by the Student Association for the Advancement of Haitian People (SAAHP).</p>
<p>6:00pm – 6:50pm</p>	<p>Cabo Verde: Through Our Eyes Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Smith III, <i>Arts & Science</i>; Abel Amado, <i>Boston University</i>; Brandford Davis, <i>Communication Studies and Africana Studies</i>; and Earl</p>	
<p>7:00pm</p>	<p>Continental Pulse: The Cultural Show Edwards Hall, Auditorium Facilitated by Devinne Rivard, <i>Communication Studies</i>; and members of Classy Leaders Achieving Student Services (C.L.A.S.S.).</p>	

Friday, October 7th

How Can Entrepreneurship and Innovation Be Utilized in Planning and Acting to Create a Diverse and Productive Future?"

<p>10:00am – 10:50am</p>	<p>Herbal Medicines: From Ancient Cultures to Modern Medicines Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr. Navindra Seeram, <i>Biomedical and Pharmaceutical Sciences</i>.</p>	<p>Be the Match: How Diversity can Save Lives! Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Sarah Miller, <i>Feinstein Center for Service Learning</i>.</p>
<p>11:00am – 11:50am</p>	<p>The Future of Economic Development in RI Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Keith Stokes, <i>Rhode Island Economic Development Corporation</i>.</p>	<p>Music for Social Justice, Protest, and Diversity Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Dr. Paul Bueno de Mesquita, <i>Center for Nonviolence and Peace Studies</i>; Dr. Libby Miles, <i>Writing and Rhetoric</i>; and Dr. Stephen Wood, <i>Communication Studies</i>.</p>
<p>12:00pm – 12:50pm</p>	<p>Decoding Disease: The Quest for a Universal HIV/AIDS Vaccine Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Dr Anne DeGroot, <i>Cell and Molecular Biology</i>, and <i>EpiVax, INC</i>.</p>	<p>The Future of Innovation and Entrepreneurship in RI Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Brendan McNally, <i>RI Center for Innovation & Entrepreneurship</i>.</p>
<p>1:00pm – 1:50pm</p>	<p>Multicultural Competence among URI Undergraduates: The Development of Theoretically-Based Assessments for Evaluating Campus-Wide Initiatives and Curriculum Multicultural Center, Hardge Forum (Rm. 101) Introduction by Provost Donald DeHayes. Facilitated by Dr. Leanne Mauriello, <i>ProChange</i> and Dr. Mailee Kue, <i>Multicultural Center</i>.</p>	<p>The Need for Critical White Studies Multicultural Center, Computer Classroom (Rm. 005) Facilitated by David Hayes, <i>Academic Enhancement Center</i>; Tracy Andrews-Mellouise, <i>Woonsocket Education Department</i>; Dr. Carolyn Fleuhr Lobban, <i>Rhode Island College</i>; Marisa Marracini, <i>Psychology</i>; and Shontay Delaloe King, <i>Bryant University</i>.</p>
<p>2:00pm – 2:50pm</p>	<p>Cultivating Entrepreneurship—by Building on Diversity Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Kevin Wright, <i>Rhode Island Hospital</i>.</p>	<p>Taking Control of Your Career Multicultural Center, Computer Classroom (Rm. 005) Facilitated by Leslie DeCaporale, <i>MetLife Auto & Home</i>.</p>
<p>3:00pm – 3:50pm</p>	<p>Sustaining the Future of Urban Communities Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Hon. Angel Taveras, <i>City of Providence</i>.</p>	<p>The Impact of the European Economic Crisis on the Economy of the United States Multicultural Center, Computer Classroom (Rm. 005) Dr. Gordon Dash, Jr., <i>Finance and Decision Sciences</i>.</p>
<p>4:00pm – 4:50pm</p>	<p>Preparing URI Students for the Diverse Business Workforce of the 21st Century Multicultural Center, Hardge Forum (Rm. 101) Facilitated by Carlos Cedeno, <i>INROADS New England Region, Inc</i>.</p>	

Abstracts

Am I Normal? Challenging the Promotion of Female Genital Cosmetic Surgery. *Dr. Tiffani Kisler, Assistant Professor, Human Development and Family Studies.* Requests for labiaplasty, a surgical procedure that reduces the size of the labia minora, have grown exponentially in the U.S over the past decade. Media images, male oriented pornography, and aggressive marketing of plastic surgery distort society's perception of normal genital variation. How do procedures like labiaplasty impact women's body image and sexuality? Is labiaplasty an unwarranted medicalization of normal women's anatomy that reinforces a heterosexist cultural paradigm? This workshop will explore these questions, challenging participants to critically look at the practice and what it means for healthy female sexuality and intimate relationships. **Wed, 10/5@3:00pm**

Being "Visibly Muslim": Broadening Our Understanding. *Dr. Blaire Gagnon, Assistant Professor, Textile and Merchandising Design.* Since 9/11, many Muslims have sought to have a more visible presence and others just the opposite. In addition, the media often uses the image of black-clad Muslim women as not only a short hand for a generic terrorist threat, but also the symbol of the oppressive nature of Islam, particularly of women. This presentation offers an introduction to the documentary film *(Un)veiled: Muslim Women Talk About Hijab* (2008) by Ines Kanna. In a brief, powerful use of women's voices in the cosmopolitan city of Dubai, Kanna complicates the topic of covering and shows it to be a complex and dynamic topic within Muslim society. This workshop hopes to encourage sustainable relationships through greater understanding of the complexity of human cultural diversity. **Wed, 10/5@1:00pm**

Be the Match: How Diversity can Save Lives! *Sarah Miller, Coordinator, Feinstein Center for Service Learning.* Groups of color face more difficulty finding a match for a bone-marrow transplant because of a shortage of similar donors in the national registry. Of the seven million donors registered with the National Marrow Donor Program, about 72% are white, 9% Latino, 8% Asian-American, 7% African-American, 3% multiracial, and 1% Native American. Since the 1960's, bone-marrow transplants have been valuable in treating leukemia, multiple myeloma, Hodgkin's disease and other lymphomas, breast and ovarian cancers, aplastic and sickle-cell anemia, lupus and other immune-deficiency disorders. Among the reasons cited for the low rates of participation by people of color are the histories of institutional discrimination in which the health care profession and government colluded against people of color, such as the Tuskegee Syphilis Study; the relative lack of diversity in health care; and absence of information about the procedures involved. This workshop provides information about the proliferation of blood-related diseases, and the promise of marrow and cord blood transplants for treating these diseases. **Fri, 10/7@10:00am**

Cabo Verde: Through Our Eyes. *Earl Smith III, Assistant Dean, College of Arts and Sciences; Abel Amado, Ph.D. Student, Political Science, Boston University; and Brandford Davis, Senior, Communication Studies and Africana Studies.* The diaspora of the Republic of Cape Verde (Cabo Verde), off the coast of western Africa, encompasses a population of nearly 450,000 Cape Verdeans, with more than half of them in the United States, the majority of these in Massachusetts and Rhode Island states. During the late 19th and early 20th centuries, whaling ships from New Bedford, MA, regularly sailed to Cape Verde in search of crews to work in dangerous, low-paying jobs. The rise of drought and economic hardship in Cape Verde, resulted in numbers of immigrants, enduring voyages on vulnerable packet ships, arriving in the ports of New Bedford, MA and Providence, RI, the oldest and largest Cape Verdean communities in the U.S. Their mixed ancestry and close community led to a social distance from Portuguese-Americans who excluded Cape Verdeans from social, religious, and economic associations, and African-Americans fearing and being feared for adverse effects on upward mobility. Cape Verdeans celebrate among their historic milestones the launching of the *African Party for the Independence of Guinea and Cape Verde* (PAICV), regarded as the beginning of the freedom struggle, under the charismatic leadership of Amilcar Cabral, in 1956; independence from Portugal on July 5, 1975; the PAICV severing ties with Guinea-Bissau, in 1980; and the blossoming of the *Movement for Democracy* in 1990. This discussion and video traces the cultural, educational, and political evolution of a group of URI students and staff who visited Cape Verde in conjunction with the *Summer 2011 Study Abroad Program*. **Thu, 10/6@6pm**

Circle the Wagons? Native American Images and Politics in James Cameron's Avatar. *Dr. Gina Valentino, Assistant Professor, English.* James Cameron's *Avatar* is the highest-grossing film worldwide of all time, grossing nearly \$3 billion. Set in 2154, the film contrasts the techno-scientific world of humans dominated by predatory corporations and military interests with the ecologically harmonious and peaceful planet inhabited by the alien and animist Na'vi tribe. While humans travel through space via interplanetary and interstellar transportation, and heal their

bodies through stem cell regeneration and genetic engineering, the price of these advances has been rampant pollution and the depletion of natural resources. The world of the aliens is discovered to have rich lodes of a precious mineral that can end the energy crisis on Earth. A team of scientists merges human and alien DNA to develop genetically modified hybrid bodies called avatars. The "avatar" bodies enable the human members of the expedition to the Na'vi to experience the world of "the other", and to persuade the aliens to allow unrestricted mining. This workshop will discuss the ways in which traditional narratives have employed stereotypes to justify or explain the treatment of Native Americans in the conquest of the United States; and to explore the ways in which *Avatar* conforms to, departs from, or transforms the traditional narrative. **Tue, 10/4@12:30pm**

Common Reading Program: How Making Small Changes Can Have Big Results. *Nancy Caronia, Ph.D. Student, English; Jenn Brandt, Ph.D. Student, Women's Studies; and Marsha Garcia, Sustainability Officer, Campus Planning and Design.* The growing sustainable living movement encourages people to pursue knowledge and adopt practices that lead to more ecologically responsible lifestyles, resulting in the reduced use of energy resources, and intentional protection of the environment. In *No Impact Man*, Colin Beavan describes his family's year-long experiment to embrace a sustainable living lifestyle. They abstained from takeout food; walked or rode bicycles; shopped locally; relied on cloth diapers; and shut off electricity so there was no TV, no Internet access, no air-conditioning, and no refrigerator. This workshop explores the negative consequences of the wasteful and hyper-consumerist exploitation of energy; and discusses strategies for promoting a more "green" lifestyle. **Tue, 10/4@11:00am**

Community Service in Haiti. *Ruth Joseph, Undergraduate, Salve Regina University.* Throughout its history, Haiti has been devastated by countries seeking to exploit its resources. After the arrival of Columbus in Haiti, the search for gold by Spain contributed to the gradual extinction of the indigenous Arawak inhabitants. Their successors, the French imported African slave laborers, creating a lucrative agricultural colony by the mid-17th century, and fomenting the socioeconomic class divide that has long generated antagonisms in Haiti – pitting a dark-skinned, Afro-French Creole-speaking, voodoo-worshipping majority identified with field labor against a lighter-skinned, French-speaking, Catholic minority associated with house labor. In 1791, slaves under Toussaint L'Ouverture, the symbolic father of the nation, defeated the French army under Napoleon Bonaparte. This landmark event led to the declaration of Haitian independence in 1804, claiming status as the second independent nation in the Americas after the U.S. Because the Haitian Revolution posed a threat to their security, the slaveholding nations colluded together to ostracize Haiti, and deny it access to international markets. In 1825, Haiti acquiesced to France's demand to pay an indemnity of \$150 million francs (a debt retired in 1947), and to finance annual debt payments through French banks, in exchange for recognition of Haitian independence. During the early 1900s, U.S. banks became primary creditors for the debt, resulting in the occupation of Haiti by U.S. Marines from 1915 to 1934 to enforce debt collection. After the tyrannical rule of the Duvaliers from 1957 to 1986, democratic elections of the popular priest Jean-Bertrand Aristide in 1990 and 2000 were ended by coup in 1991 and 2004, with the intervention of the U.S. and other Western powers. Against this backdrop, Haiti, one of the world's poorest nations, where 1% of the people possess more than 50% of the wealth, experienced a massive earthquake of 7.0 magnitude on January 12, 2010, leaving 300,000 dead, 300,000 injured, and 1.5 million homeless. This workshop discusses the need for Haitians and their allies to learn about the current plight of the country; and to mobilize all forms of assistance. A video of the presenter's community service will be shown. **Thu, 10/6@5pm**

Consumption and Sustainability: The Story of Stuff (Video). *Dr. Jennifer Audette, Clinical Assistant Professor, Physical Therapy.* *The Story of Stuff*, an animated documentary about the lifecycle of material goods, presents a critical vision of the consumerist American society. It exposes "the connections between ... environmental and social issues, and calls us together to create a more sustainable and just world." Audience discussion and activities will encourage participants to develop concrete steps for more sustainable use of the world's resources. **Wed, 10/5@11:00am**

Continental Pulse: The Cultural Show. *Brandford Davis, Alumnus, Communication Studies and African American Studies.* The culture show has become the contemporary vehicle by which students and student organizations symbolically unite the campus under one roof and learn about each other's culture through music, dance, fashion, drama, poetry and the visual arts. **Thu, 10/6@7:00pm**

Abstracts

Cultivating Entrepreneurship by Building on Diversity. *Kevin Wright, Manager, Transfusion-free Medicine and Surgery, Rhode Island Hospital.* An entrepreneur recognizes that a problem or need exists, and realizes the opportunity to identify a solution. Rhode Island continues to develop a knowledge economy that centers on a number of large and growing industry sectors: health care, financial services, marine products, defense and manufacturing. These industry sectors have promising potential because of connections to Brown University, the University of Rhode Island, Johnson & Wales and Bryant University. 64% of New England's population lives within 75 miles of Providence, a higher proportion than either Boston or Hartford. A changing population base presents unique challenges and opportunities. This workshop presents a personal example of entrepreneurship in health care, and invites participants to shape ideas about the promotion of entrepreneurship and diversity in health care in Rhode Island. **Fri 10/7@2:00pm**

Decoding Disease: The Quest for a Universal HIV/AIDS Vaccine. *Dr. Annie DeGroot, Research Professor, Cell and Molecular Biology.* The despair she felt after seeing a child in West Africa die from a preventable disease has helped to fuel Dr. DeGroot's commitment to utilizing the health sciences to address inequality. More than 120 million people are infected with the HIV virus. Ninety-five percent of the HIV-infected victims live in the developing countries of Africa and Asia. In 2007, 600,000 children in Africa were born to HIV-positive women in Africa, often adding to the estimated 20 million AIDS orphans. "Especially in Africa, an AIDS vaccine that will stop HIV transmission is the only hope we have in protecting the next generation of children," says Dr. DeGroot. That conviction has led to her contributions to the new field of immuno-informatics, the application of computer-generated mathematical models to isolate common sequences of molecular structure that can predict the response of the body's immune system to pathogens. In conjunction with scientists in the developing world, she has built the first AIDS clinic in Mali, West Africa to conduct clinical trials for a universal, low-cost vaccine. This workshop explores the importance of continuing the quest for an AIDS vaccine, and provides insight into her research methods. **Fri, 10/7@12:00pm**

Embrace Diversity by Knowing Yourself: A Pathway for Your Future. *Dr. Celina Pereira, Physician, Health Services and Sheila Mitchell, Registered Nurse, Health Services.* Stress is our body's response to change, pressure or threat to our well-being. This workshop will teach you to use your inner resources to recognize and relieve the causes and symptoms of stress through practical mind and body relaxation techniques, including meditation and breathing to increase mindfulness. Participants will learn techniques that enable them to decrease their levels of stress, and to experience life more fully. **Thu, 10/6@10:00am**

Engaging Spirituality in Higher Education. *Wilson Okello, Masters Student, College Student Personnel.* Critically-conscious leaders can plan for and envision the future with an awareness of religious and spiritual trends and how they might affect their spheres of influence. Giving thoughtful consideration to the role of spirituality and religion in America can assist in creating and maintaining a just, tolerant, and hopeful society. Academic departments, student affairs units, and student organizations are transforming campus culture through their priorities on spirituality and religion. This workshop invites you to reflect on spirituality and religion in higher education, and consider implications this discourse may have on the spaces we occupy in the academy. **Tue, 10/4@3:30pm**

From Combat to Classroom—Students Who Serve. *Christine Dolan, Education Specialist II, Education; Nancy Kelley, Assistant Dean, College of Human Science and Services; and Daniel Ustick, Advisor, Career Services.* Accustomed to a strict, rule-bound system, student veterans face unusual challenges in their transition from the rigorous regimen of a soldier to the more self-directed environment of a college student. The transition to college is often complicated when student veterans have experienced the trauma of war, or acculturation to another country. In this workshop, a panel of student veterans discusses the challenges faced when re-integrating themselves into civilian and campus life. Attendees will be asked to reflect on difficult transitions in their own lives, and to compare those to the challenges of the military-civilian transition. **Tue, 10/4@2:00pm**

The Future of Economic Development in Rhode Island. *Keith Stokes, Director, Rhode Island Economic Development Corporation (RIEDC).* RIEDC is working to adapt the state from its reliance on manufacturing, construction, and retail to the knowledge economy. The state's progress has been validated by the Kauffman Foundation's 2010 State New Economy Index, in which Rhode Island is ranked 16th among the 50 U.S. states based on five knowledge economy criteria – knowledge jobs, globalization, economic dynamism, transition to a digital economy, and capacity for technological innovation. However, economists insist that the state faces serious "structural" impediments which threaten to curb growth. First, many workers are older and low-skilled. In addition, costs of services by local and state government in

proportion to revenues have generated huge budget gaps. Expenditures per capita for fire, police, government, and Medicaid are the highest in New England. Third, the state's firms have difficulty recruiting skilled workers for jobs in the knowledge economy because K-12 schools are uneven in their capacity to provide students the foundational skills needed for higher education and entry into careers related to science and/or technology. Young, skilled workers, with the profile needed by the knowledge economy, often migrate elsewhere. Fourth, the state regulatory system is widely regarded as restrictive to the needs of the knowledge economy. In 2010, the Tax Foundation rated Rhode Island 43rd in quality of business climate, and 50th in regulatory environment. Fifth, state government has incrementally reduced its funding of higher education, impacting available funding for R&D related to science and technology. This workshop discusses the priorities needed for the adaptation of the state economy to a new paradigm, and describes the importance of business, government, and K-12 and higher education working together. **Fri, 10/7@11:00am**

The Future of Global Development: The Millennial Development Goals. *Dr. Bola Akanji, Research Professor, Nigerian Institute of Social and Economic Research.* During 2000, representatives from 189 countries gathered for the Millennium Summit in New York at the invitation of United Nations Secretary-General Kofi Annan. The convened leaders drafted the Millennium Development Goals (MDGs) as a blueprint for a more equitable future between the developed and developing nations. By 2015, the leaders pledged that the developing countries would achieve measurable improvements in the most critical areas of human development, such as education, healthcare, reduction of poverty, gender equality, peace and security, the environment, and human rights. With four years remaining, progress toward realizing the aspirations of the MDGs has been mixed. While global targets for reducing income poverty, and providing access to safe water are likely to be met, other targets, such as achieving widespread primary education for children, promoting gender equality, increasing food security, and reducing child mortality, are unlikely to be reached. This workshop evaluates progress toward the MDGs at global and national levels; analyzes the devastating effects of inequality in undermining development for all members of society; and advocates for an open, rule-based global economy in which global partnerships engage around a range of multiple global challenges. **Mon, 10/3@2:00pm**

The Future of Innovation and Entrepreneurship in Rhode Island. *Brendan McNally, Director, Rhode Island Center for Innovation and Entrepreneurship (RI-CIE).* Launched by the Rhode Island Economic Development Corporation and Brown University in 2009, RI-CIE is a business incubator seeking to create a collaborative climate and support system that cultivates the emergence of new entrepreneurs, and promotes the start-up, early-stage growth, and survival of new business ventures, especially those related to innovation and the creation of knowledge, such as biotechnology, nanotechnology, medicine, design, engineering, energy and the environment. RI-CIE's services and resources include networking with peers and the private sector, management coaching, technical assistance from idea conception and research through commercialization, professional development events, consulting on legal and financial matters, and advice on office space. This workshop assesses the successes, opportunities and the barriers to the flourishing of the knowledge economy in Rhode Island; reviews the significance of changing demographics in helping to create a diverse, inclusive economy; and addresses the role of universities and students in creating innovation and entrepreneurship in all the disciplines. **Fri 10/7@2:00pm.**

Gattaca (Video and Discussion). *Jennifer Longa Moio, Violence Prevention & Advocacy Services; and URI Peer Advocates.* One of the last "natural" babies born into a sterile genetically-enhanced world where life expectancy and vulnerabilities to disease are determined at birth, Vincent Freeman aspires to travel to the stars. To gain eligibility to become an astronaut, Vincent assumes the identity of Jerome Morrow, a paraplegic who was born with the proper genes; and joins the Gattaca Corporation. **Wed, 10/5 @9:00pm**

It Gets Better at URI: Coming Out for Change (Video and Discussion). *URI LBGQT Women's Group; Kimberly McGuinness, Speech-Language Pathology; Jennifer Kaye, Physical Therapy; Portia Burnette, Nursing; Dana Speesler, Sociology; and Christina Kinney, Marine Affairs.* Inspired by the "It Gets Better" national video campaign, the students, faculty, staff and administrators of the University of Rhode Island come together to give personal accounts of what it means to be an ally or member of the Lesbian, Gay, Bisexual, Transgender, Queer, Questioning (LGBTQ) community. This film reveals moving stories of struggle and perseverance, discrimination and compassion. It also illustrates how URI is working toward putting an end to discrimination and intolerance against the LGBTQ community. Through watching this film, students will learn about the struggles and triumphs of other URI students, faculty, staff and administrators. This video will also reveal the incredible support that this campus has for students, faculty and staff who identify as LGBTQ. **Wed, 10/5@7:00pm**

Abstracts

Growing Older in America: Gay and Gray and Aging Without a Home. *Dr. Philip Clark, Professor, Human Development and Family Studies; Dr. Patricia Burbank, Professor, Nursing; Dr. Diane Martins, Assistant Professor, Nursing.* Ageism is one of the last “isms” to be recognized and addressed in our society. Stereotypes of older adults portray them as “sick, senile, sedentary, and sexless.” To be old in the US is to be marginalized in a society that glorifies youth and fears growing old. But, to be old AND to be LGBT or homeless is to be doubly relegated to the social fringe. This panel will discuss the unique circumstances and needs of these two older adult populations, including common health, environmental, and psychosocial issues and practical policy strategies that will help to address these issues. The panel will move beyond simply raising awareness to focus on the need for empowerment, advocacy, and changes in social policies. **Wed, 10/5@3:00pm**

The Have and Have Nots. *Denise Couchon, Senior Clerk Stenographer, Human Development and Family Studies; Dr. Kyle Kusz, Assistant Professor, Kinesiology.* Disparity between the Haves, those with wealth, and the Have Nots, the poor, is increasing globally and locally, including on our campus. The Haves talk about spring break on the beach while the Have Nots talk about housing so they can work. The Haves purchase any study materials they wish; the Have Nots may not be able to afford a required text. This workshop allows participants to experience the real effects of unequal resources as they create collages depicting wealth and class disparity. Participants will consider how they can work toward the creation of more equitable human societies. **Wed, 10/5@3:00pm**

Healing Journey of the African Drum Performance. *Obuamah Addy, Artist.* Directed by Obuamah Addy, an award-winning musician and composer from Ghana, the AS 220 Criss Cross Orchestra, is an upbeat infusion of criss-crossing traditional West African polyrhythms with stylistic elements from the United States, Europe, Latin America, and the Caribbean. **Tue, 10/4 @8:00pm**

Herbal Medicines: From Ancient Cultures to Modern Medicines. *Dr. Navindra Seeram, Assistant Professor, Biomedical and Pharmaceutical Sciences.* Students will have increased awareness of how non-Western cultures, e.g. traditional Chinese medicines, Indian ayurveda, etc., utilize and implement self-care medicinal practices. Students will have a deeper appreciation of how culture influences medicinal practices. **Fri, 10/7@10:00am**

HOPE: Helping Others Promote Equality. *Dr. Susan Trostle Brand, Professor, Education.* Igniting a national discussion about lesbian, gay, bisexual, and transgender issues in schools, the video *It's Elementary (1996)* seeks to encourage open dialogue, cultivate empathy, build compassion, and promote understanding so that schools are more welcoming and safe places. This workshop involves URI faculty and students in developing service-learning relationships with diverse middle-school youth attending the Highlander Charter School in Providence. Students will share experiences and strategies for making a positive impact at school, and discuss the benefits of attending college. **Mon, 10/3@10:00am**

The Impact of the European Economic Crisis on the Economy of the United States. *Dr. Gordon Dash, Jr., Professor, College of Business Administration, Finance and Decision Sciences.* Problems in Europe threaten to undermine U.S. stock markets and the economy at large. As budget deficits in Europe mounted in Greece, Spain, Portugal, and Italy, government bond markets in the European Union are losing the confidence of investors. In the wake of warning signs in the broader global economy, the vulnerability of these four nations, stemming from excessive borrowing to fund pensions and other entitlements, had implications for the health of the euro and the dollar, and by extension, the European Union and the United States. This workshop examines the impact of the U.S. economy on the European economic crisis; identifies future issues; and proposes recommendations. **Fri, 10/7@3:00pm**

Introduction to T'ai Chi: Solo Form, Push Hands and Martial Arts Application. *Clifford Katz, Vice Provost, Office of the Provost.* T'ai Chi (Ch'uan) can be directly translated as “grand ultimate energy that manifests when balance and harmony are achieved.” The concept of T'ai Chi is first described in the ancient Chinese philosophical text, the *I Ching* (Book of Changes). In Chinese philosophy, T'ai Chi derives from the eternal cycle of birth and fusion of two opposite but complementary forces in the universe – the yin (feminine) and the yang (masculine). Practitioners of T'ai Chi use movement to direct the yin and yang forces so as to connect to chi, or life energy. Popular in the West since the 1980's, the practice employs flowing, rhythmic, deliberate, often circular movements, with control of the breath, and ritualized stances and positions. In China, T'ai Chi is believed to integrate body, mind, and spirit; reduce stress; promote longevity; and enhance balance and flexibility. This workshop presents an orientation to the

practice of this ancient Chinese discipline, teaching participants to move and breathe with awareness. **Thu, 10/6 @5:00pm**

Just Talk: Moving to Dialogue That Values and Responds to Diverse Opinions. *Dr. Jacqueline Sparks, Associate Professor, Human Development and Family Studies; and Dr. Tiffani Kisler, Assistant Professor, Human Development and Family Studies.* Talk where no one listens and no one hears creates and sustains seemingly “irreconcilable differences.” In contrast, talk characterized by deep and respectful listening makes space to move beyond entrenched positions and to construct just, honoring, and peaceful relationships. The simple act of being “in dialogue” can change the world. This workshop will demonstrate and teach strategies that can be used in everyday life to improve relationships, and will discuss how dialogue can serve as a foundation for resolving local and global social impasses. **Wed, 10/5@10:00am**

The Lesbian, Gay, Bisexual, and Transgender Community in the Workplace: The Current Status of Legal and Organizational Policies. *Atty. Martha Holt, Privacy and Security Officer, Blue Cross and Blue Shield; Bryan Schneidmuller, Manager, Human Resources, Raytheon; and Joe Santiago, Coordinator, LGBT Programs and Services.* Lesbian, gay, bisexual and transgender people (LGBT) face many challenges in having their sexual orientation respected in the workplace. Although President Bill Clinton, in 1998, issued Executive Order 13087, prohibiting discrimination based on sexual orientation for most civilian workers in the federal legislation, protecting LGBT workers has not been successfully enacted by the U.S. Congress. The primary legislative efforts include the Family and Medical Leave Act of 1993; the Employment Non-Discrimination Act of 1994; the Domestic Partnership Benefits and Obligations Act of 2009; and the Family Leave Insurance Act of 2009. However, 21 states (including Rhode Island), and the District of Columbia, have passed laws that prohibit discrimination based on sexual orientation. Ninety-four of the Fortune 100 businesses provide protections to sexual minorities. **Tue, Oct 4 @11:00am**

Making Effective Communication Accessible and Achievable for All. *Elizabeth Connors, Assistant Professor, Communicative Disorders; Dr. Mikyong Kim, Associate Professor, Communicative Disorders; Dr. Dana Kovarsky, Professor, Communicative Disorders; Dr. Leslie Mahler, Assistant Professor, Communicative Disorders; Dr. Jay Singer, Professor, Communicative Disorders; Geraldine Theodore, Clinical Associate Professor, Communicative Disorders; Dr. Amy Weiss, Professor, Communicative Disorders.* The vision statement found in the strategic plan for the American Speech-Language-Hearing Association (ASHA) is expressed as follows: “Making effective communication, a human right, accessible and achievable for all.” This vision empowers speech-language professionals and scientists to advocate on behalf of persons with communication and related disorders, and to advance communication science. In this presentation, panelists will provide an overview of how communication disorders reduce the quality of life and limit interaction with others, and will describe new avenues for promoting effective human communication so that all people can participate fully in their local, national, and global communities. **Wed, 10/5@1:00pm**

Managing Everyday Conflict: Living in the Present Moment. *Dr. Faye Mandell, Chief Executive Officer, InWobble, Inc.* “Living in the present moment” means being open to full awareness and appreciation of the life possibilities we have. When we are fully aware of what is happening in ourselves and in our world, we experience our thoughts and emotions without judgment. When we lose our anchoring within the present moment, we are propelled away from our locus of control. We then hang on to guilt from the past, anticipate the future with fear, or lose perspective on who we are. Applying insights from psychology and quantum physics, this workshop provides a model for everyday use that reconnects us to the here and now. **Mon, 10/3@1:00pm**

Medication Errors: A Community Perspective. *Dr. Anita Jackson, Clinical Assistant Professor, Biomedical and Pharmaceutical Systems.* Since the publication of the Institute of Medicine's landmark report *To Err is Human: Building a Safer Health System (2000)*, and the follow-up report *Preventing Medication Errors (2006)*, improvement of patient safety has become a primary focus of healthcare reform, with the prevention of medication errors as a key priority. The reports estimate that at least 1.5 million preventable medication errors occur each year in the United States, many of them resulting adverse drug events. Medication errors alone contribute to 7,000 deaths annually; in addition, add \$2 billion per year to the costs of hospitalization. This workshop discusses the conditions which give rise to medication errors; the technological reforms needed to minimize medication errors; also the need for greater collaboration between physicians, nurses, and other healthcare professionals. **Tue, 10/4@12:30pm**

Abstracts

Medicine of the Future. *Dr. Michio Kaku, Henry Semat Professor, Theoretical Physics, City University of New York.* During the 21st century, dramatic advances in science and technology will expand the capacity of health care to extend the human life span and improve the medical quality of life. Genomic medicine will enable physicians of the future to apply computer algorithms in organizing and analyzing genomic data to predict susceptibility to disease. Regenerative medicine will utilize stem cells to facilitate the repair, replacement, and re-growth of aging, damaged, or diseased organs, such as the heart, liver, lungs, pancreas, bladder, and ovaries, in patients suffering from cardiovascular illness, diabetes, Alzheimer's, and other diseases. Nanomedicine will employ micro-miniature robots to detect genetic mutations or lesions that indicate early-stage disease related to sickle-cell anemia, Tay-Sachs' disease, and cystic fibrosis; or nano-particles to aim "smart bombs" at cancer cells. Medical information will be digitized and available in a personalized "owner's manual," while most visits to the doctor will be replaced by consultations via hologram. Sensors embedded in clothing will direct continuous information on a patient's health into databases. A new era of health care is heralded. **Mon, 10/3@4:00pm**

Taking Control of Your Career. *Leslie DeCaporale, Director, Met Life Auto and Home.* This workshop will present strategies and suggestions that can help you create a plan for your career in an uncertain economy and job market. The focus will be on identifying the marketable skills needed by employers; understanding the business case for a diverse work force in the 21st Century; and marketing yourself effectively by building personal relationships and utilizing professional networks and social media. **Fri 10/7@2:00pm**

Military Women: New Roles, New Risks. *Christine Dolan, Education Specialist II, Education; Nancy Kelley, Assistant Dean, College of Human Science and Services; and Daniel Ustick, Advisor, Career Center.* In this workshop, gender-based myths will be debunked by a panel of women veterans (students and professionals) who discuss realistic perspectives of military life. Panel and attendee discussion will focus on accurate and realistic aspects of military service, deployment, and post-deployment transitions that uniquely impact female service members; and will expose participants to recent documentation about military women plus accurate historical reporting presenting a much different image of women who serve. The driving force stems from the fact that many people are able to conjure up an image of the American fighting man, but what is the image of American military women who serve their country? Private Benjamin, Hot Lips Houlihan, and GI Jane are media-driven products of unrealistic gender typecasting. **Thu, 10/6@2:00pm**

Mindful Movement and Meditation for the Individual and the Community. *Dr. Linda Lamont, Professor, Kinesiology; and Dr. Furong Xu, Assistant, Professor, Kinesiology.* T'ai Chi and meditation are ancient practices that enhance mindfulness and relaxation. They can lower blood pressure and heighten mental clarity. Many practice these ancient techniques in groups, providing social support. As such, T'ai Chi offers powerful social as well as health benefits, both important to today's college student. In addition, group practice can connect people from diverse personal and cultural backgrounds, allowing participants to better understand and appreciate one another, creating a just and sustainable future. This is an interactive workshop where participants will practice meditation and T'ai Chi as a college community. **Wed, 10/5@9:00am**

(Mis)Conceptions about Islam. *Chaplain R. David Coolidge, Brown University; and Co-Sponsored by the Muslim Students Association (MSA).* Since the 17th century, Muslims have lived in the United States. Today they are a highly diverse population of about 7 million, comprised of South and Southeast Asians, Arabs, North Americans, about 35% native-born. Despite the misconception that radicalization takes place in mosques around the country, a nationwide poll constructed by the Pew Research Center found that mosque attendance and religious involvement is consistent with higher civic engagement and greater support for the core values of the American political system. The findings suggest that most mosques in the U.S. function as centers of social and political integration. Muslims living in the U.S. tend to be content with their lives and moderate in their political views. Their income and education levels resemble the norms among the general U.S. population. This workshop will present misconceptions that are commonly held about the religion of Islam and about Muslims in the United States, and discuss ways in which other Americans can become knowledgeable about similarities and differences. **Tue, 10/4@2:00pm**

Multicultural Competence Among URI Undergraduates: The Development of Theoretically-Based Assessments for Evaluating Campus Wide Initiatives and Curriculum. *Dr. Leanne Maurello, Vice President, Research and Product Development, ProChange; and Dr. Mailee Kue, Assistant Director, Multicultural*

Center. Multicultural competence is an ongoing process of building awareness, knowledge and skills with the goals of understanding, respecting, learning and promoting social change for cultural groups. This workshop will show how important multicultural competence is at the individual, professional, organizational and societal levels within a range of domains. Multicultural competence optimizes diversity in higher education and can facilitate achievement such as lifelong learning, competence and skills for living in a diverse society and student retention and success. ProChange has collaborated with the Multicultural Center to develop a trans-theoretical model that will measure the readiness to be multicultural competent, also the pros and cons of being multicultural competent. This information will be used to access the URI undergraduate population and will be presented during the workshop. **Fri, 10/7@1:00pm**

Music for Social Justice, Protest, and Diversity. *Dr. Paul Bueno de Mesquita, Professor, Psychology and Director, Center for Nonviolence and Peace Studies; Dr. Libby Miles, Associate Professor, Writing; and Dr. Stephen Wood, Professor, Communications Studies.* Ever wondered how to sing some of those old songs from the 60's that helped change the country? Workshop participants will sing protest songs to enhance their understanding of the reasons and mechanisms for initiating social transformation. Utilized by the civil rights, anti-war, labor and immigration movements, these songs typically identify a social problem, appeal to common values, arouse external sympathy and support, and develop group unity. **Fri, 10/7@11:00am**

My Disability is NOT Who I Am: Building Understanding and Support for Inclusive Communities. *Dr. Bethany Hamilton-Jones, Assistant Professor, Education; Dr. Joanne Eichinger, Professor, Education; and Adam Moore, Lecturer, Education.* Historically, people with disabilities have been segregated from school and community settings. Today, schools still struggle to fully include students with physical, emotional, and intellectual disabilities, despite the federal mandate. Using video, an exclusion exercise, and discussion, participants will learn what persons with disabilities have to say and will be invited to develop action steps for creating more inclusive communities. **Wed, 10/5@3:00pm**

The Need for Critical White Studies. *David Hayes, Coordinator, Academic Enhancement Center; Tracy Andrews-Mellouise, Woonsocket Education Department; Dr. Carolyn Fleuhr Lobban, Rhode Island College; Marisa Marracini, Psychology; and Shontay Delalue King, Director, Intercultural Center, Bryant University.* In this session, a panel of educators, students and community leaders will lead a discussion about the need for critical scholarship about white identity in educational institutions. White identity is often construed as "normal", "universal", "objective", "rational", "colorblind", and "unmarked", with other groups distanced from the norm along a continuum. Within Western codes of representation, white identity is projected as the standard for culture, power, beauty, knowledge, and civilization. Universities should engage White students, professors, and administrators in critical examining of their racial identity as a first step toward equity. **Fri, 10/7@1:00pm**

Neuroscience and the Future. *Dr. Alycia Mosley Austin, Coordinator, Graduate School Recruitment.* Multicultural competence and the science curriculum may seem to some as a uneasy fit. This workshop will use neuroscience as a model discipline for how to incorporate inclusive teaching in the science classroom. Drawing from the literature relating to brain development, attention, and cognition, discussion will focus on how we use the brain, which will then inform how to teach about the brain. Participants are invited to reflect on how these strategies can be used across scientific disciplines. **Mon, 10/3@12:00pm**

Out of Diversity: We Speak. *Dr. Jody Lisberger, Director, and Assistant Professor, Women's Studies; Dr. Robert Carothers, Academic Affairs; Dr. Adam Roth, Communication Studies; Dr. Ian Reyes, Communication Studies; Dr. Mercedes Rivero Hudec, Chemical Engineering; Dr. Jeremiah Dyehouse, Writing & Rhetoric; and students who will be speaking about their lives, in relation to diversity.* Students and faculty rarely find time to engage each other around the arts and share the value of their individual and collective lives. This reading of expressive writing from four culturally diverse faculty and four students will reveal the influences of our diverse ways of being and knowing ourselves and our significant others. By reaching across boundaries of education, discipline, age-generation, ethnicity, race, and sexuality this reading celebrates the impact of multiculturalism on our intellectual, spiritual, emotional, physical, and occupational choices, and enables us to model collaboration. **Thu, 10/6@2:00pm**

Abstracts

Pathways to Graduate School: Becoming a Promising Scholar. *Dr. Paul Bueno de Mesquita, Professor, Psychology, and Director, Center for Nonviolence and Peace Studies; Dr. Nasser Zawia, Dean, Graduate School; and Dr. Alycia Mosley Austin, Director, Graduate Recruitment and Diversity Initiatives.* This forum presents current trends and information on getting into and successfully completing graduate school, with particular emphasis on the recruitment and issues related to entering graduate programs in the fields of science, technology, engineering and mathematics. Graduate students will join the discussion to share their reflections and advice based on their graduate school journey and experiences. This session welcomes all students who are considering graduate school in the future. **Mon, 10/3@2:00pm**

Pathways to Nursing at URI. *Dr. Delores M. Walters, Associate Dean, College of Human Science and Services.* This workshop will allow participants to view and discuss the new video, "Pathways to Nursing at URI," that includes the insights of six students from diverse backgrounds -- Native America, Haiti, Cambodia, the Dominican Republic, the Philippines, and Ghana. The students in this video articulate their desires to pursue their studies in the nursing program at URI and their visions for serving in their multi-ethnic communities upon graduation. Although the video focuses on one healthcare field -- nursing--the post-viewing discussion will ask students, especially those in other health-related training programs, to consider their own experiences. This workshop will foster thought provoking questions that will help students understand how diversity impacts many different aspects of life including healthcare and nursing. **Wed, 10/5@4:00pm**

Peace and Harmony Hour. *Dr. Celina Pereira, Physician, Health Services and Sheila Mitchell, Registered Nurse, Health Services; Dr. Paul Bueno de Mesquita, Professor, Psychology and Director, Center for Nonviolence and Peace Studies; Dr. Art Stein, Professor Emeritus, Political Science; Claire Sartori-Stein, Lecturer, Psychology, Feinstein College of Continuing Education; Melvin Wade, Director, Multicultural Center; and students from the Center for Nonviolence and Peace Studies.* Deriving its origins from the ancient Eastern religions, particularly those of India, China and Japan, meditation is both a body of ancient spiritual practices and a set of contemporary mind-body techniques. It seeks to center the mind by concentrating focus on an object of attention, freeing the mind from material attachment, and opening the mind to heightened consciousness. This gathering increases awareness of basic principles and practices, and offers an opportunity to direct collective energies to attain peace and harmony on the URI campus. **Thu, 10/6@12:30pm**

Political and Spiritual Aspects of Tibet. *Thupten Tendar, Buddhist Monk; and Eleanor Hand, Consultant, American Universities International Programs.* Despite repeated requests by devotees in Tibet and beyond, the Dalai Lama has ceded spiritual leadership and political power to his successor, Lobsang Sangay, a 43-year old graduate of Harvard Law School. A sovereign Himalayan nation of six million people before the Chinese invasion in 1959, Tibet shares borders with China and India, the world's two most densely populated countries. Throughout centuries, Tibet has been guided by a spiritual practice of inner peace. By balancing mind, it is believed that people are able to create harmony among human and nonhuman beings -- a requisite for a civilized society and personal happiness. which is essential for a great civilization and genuine happiness. According to the divine laws of karma, positive results come from positive actions. A range of meditational techniques are practiced by the Tibetan people to promote wisdom, compassion, forgiveness, loving kindness, and the universal responsibility for wellbeing of individuals and the world. **Thu, 10/6@3:30pm**

Preparing URI Students for the Diverse Business Workforce of the 21st Century. *Carlos Cedeno, Manager, INROADS New England Region, INC; David Reilly, Coordinator, MetLife.* Today's business corporations require a well educated workforce in order to adapt to changing markets and environments. However, many employers are questioning the workplace readiness of today's college graduates. Internships, cooperative education, workforce and advocate seminars provide strategies for employers to become proactive in the grooming of the future workplace. INROADS is a national and regional leader in assisting corporations in developing outstanding minority students for professional business careers. MetLife is one of the primary corporate supporters and key clients of INROADS. Nationally, MetLife has over 90 INROAD interns through its enterprise. Internships through INROADS require commitment to specific standards, and participation in training workshops, staff coaching, and community service. This workshop identifies some of the key benefits to student employers and universities collaborating on workforce diversity; and describes some of the key characteristics underlying successful internship experience. **Fri, 10/7@4:00pm**

Promising Scholars: Graduate Student Research Symposium on Diversity (Social Sciences, Humanities, Fine Arts, Education). *Dr. Nasser Zawia, Dean, Graduate School; Dr. Alycia Mosley Austin, Graduate Recruitment and Diversity Initiatives; Dr. Paul Bueno de Mesquita, Professor, Psychology and Director, Center for Nonviolence and Peace Studies; and graduate student panelists.* This forum presents the research experiences of current URI graduate students based on their thesis and dissertation work on various diversity-related topics in fields such as the social sciences, human sciences, humanities, fine arts, and education. This interdisciplinary session welcomes both graduate and

undergraduate students and faculty interested in the process of research aimed at studying various aspects of diversity and multicultural topics. **Thu, 10/6@3:30pm**

Raise Your Voice: How Diverse Genres of HipHop, Spoken Word and Music Create a Culture of Nonviolence and Peace? *Dr. Paul de Mesquita, Professor, Psychology and Director Center for Nonviolence and Peace Studies; and Performing Artists, Rudy Cabrera, Kaly the 5th Element, and Miss Lori.* In contrast to a growing culture of violence so prevalent in all forms of mass media, this session will feature live performance artists presenting work in tribute to Gandhi and King, toward the goal of a peaceful inclusive multicultural "beloved community". Join us in interacting and dialoguing with the artists. Sponsored by the URI Center for Nonviolence & Peace Studies. **Thu, 10/6@11:00am**

Reel Perceptions: Images of People with Disabilities in the Media (Videos and Discussion). *Rosemary Lavigne, Coordinator of Disability Services for Students; Pamela Rohland, Assistant Director of Student Life and Disability Services, along with students Andrew Pilkington and Kyle Weinreich.* Many groups of people face negative stereotypes, including those with disabilities. Using short films and student produced videos participants will have a look into the world of people with visible and subtle disabilities; their feelings on how people perceive them and how technology assists them in life. Examples of attitudinal differences of various cultures will be included. **Tue, 10/4@9:30am**

Rhode Island and the Slave Trade: Bringing History to Life. *Paul Davis, Reporter, Providence Journal.* Prize-winning Providence Journal reporter Paul Davis will talk about his newspaper series on the Rhode Island slave trade. A transplanted Southerner, Davis will explore the myth of the abolitionist north versus the slave-holding south and talk about the half year he spent in New England's historical societies and libraries exploring the state's dark past. He'll also explain why he was thrown off some of Rhode Island's best-known historic sites. The talk will reveal the north's deep ties to slavery and the slave trade, and will explore how that history has been hidden but also recently exposed -- and what should be done next. It will also explore the central role Africans and African Americans played in the growth of Rhode Island and early America. The talk will explore the slave trade from both a southern and northern perspective as well as contemporary and 18th-century views of slavery. **Thu, 10/6@12:30pm**

Sharing Food: Stories of Family, Culture, and Connection; Lunch and Roundtable Discussion. *Dr. Jacqueline Sparks, Associate Professor, Human Development and Family Studies; and Linda Sibelia, Adjunct Faculty, Nutrition and Food Sciences.* Food serves both biological and social purpose in society. Biologically, food provides nutrients needed for growth and development, as well as for health promotion and prevention and treatment of disease. Beyond these material functions, food acts as social and cultural "glue." In almost all societies, the process of eating together reinforces social relations and affirms group memberships. Join us for food and stories! **Wed, 10/5@12:00pm**

"Something There is That Doesn't Love a Wall": U.S. and Mexico Relations in Our Time. *Dr. Rosaria Pisa, Lecturer, Sociology/Anthropology.* The U.S./Mexico border is increasingly becoming an area of tension, conflict, and unilateral policies and actions that are likely to hinder a strong bilateral relationship. For corporations, investors, tourists, and retirees from the United States, crossing the border provides access and heightened status. After the passage of NAFTA in 1994, Walmart, Citibank, MetLife, Citigroup, and Merrill Lynch have become industry-dominant firms in Mexico. Goal is to increase student awareness of the longstn in Mexico. For Mexicans moving north, especially those seeking work in low-wage industries, the border imposes exclusion and stigma. The U.S. projects that the costs of the wall and the 20,000 border agents will cost taxpayers \$49 billion over 25 years. Students will be asked to critique the human costs of the extension of the wall; discuss what it means to be "good neighbors"; and be invited to learn more about the 2012 winter study abroad program in Oaxaca, Mexico. **Tue, 10/4@3:30pm**

Student Hopes and Fears in a Diverse Classroom. *Dr. Annemarie Vaccaro, Assistant Professor, Human Development and Family Studies; and Melissa Camba, Coordinator, Student Leadership Program.* The 1995 Essex Report from The President's Council on Sustainable Development (Second Nature, 1995) argued "a sustainable society is a just society." A just society (and just higher education) must be free from all forms of oppression (racism, sexism, classism, heterosexism, ableism, etc.). Research has shown that diversity efforts which inspire deep self-reflection and candid intergroup dialogue are among the most effective at attaining just and welcoming campus climates. The Rose Bulter Browne Mentoring class at the University of Rhode Island is a campus innovation where undergraduates take an "exploratory and introspective look at the issues affecting women of color." This session will share the findings from a qualitative study with students enrolled in the 2010 Rose Butler Browne class, highlighting differences and similarities in the classroom experiences of students of color and white students. **Wed, 10/5@2:00pm**

Abstracts

Sustaining the Future of Urban Communities. *Hon. Angel Taveras, Mayor, Providence.* During 2008, more than half the world's population began living in cities. Cities are under increasing pressure to meet the multiple demands of rapidly diversifying populations, economic change, and climate shocks. On the complex global economy, cities must continually review their economic and urban strategies for their future discarding the outmoded models of the past. The future of Providence is threatened by unfunded liabilities for pensions and health care totaling \$1.5 billion; obligations that were not prioritized by previous mayoral administrations. However, there are also many hopeful signs. A recent report, *Strengthening Providence's Knowledge Economy* (2008) identified five employment categories as foci for the future: (a) environmental and alternative energy; (b) preventive medicine and behavioral sciences; (c) medical devices and rehabilitative services; (d) facility and spatial design; and (e) product safety and design. Mayor Taveras recently announced that Providence was selected as one of 24 cities worldwide by IBM as a beneficiary of the Smarter Cities Challenge, providing teams of consultants and technicians that will advise the city on implementing "smarter" technology to provide evidence-based solutions to urban problems. Providence has also received widespread attention for the communitarian spirit of Waterfire, and its creation of an Arts District in which payment of taxes by artists and patrons are eliminated. Join Mayor Taveras for a conversation about making Providence attractive for retaining skilled graduates. **Fri, 10/7@3:00pm**

Take the Lead: Empowering Women and Girls Through Sport and Physical Activity. *Dr. Lori Ciccomascolo, Associate Professor, Kinesiology; and Dr. Emily Clapham, Assistant Professor, Kinesiology.* A majority of children, adolescents, and adults in the United States do not attain the recommended levels of physical activity. In addition, participation in almost all physical activity declines during adolescence, specifically in girls. Opportunities to join sport teams decline rapidly for women after college. The panel will discuss how faculty, staff, graduate and undergraduate students can "take the lead" to create more opportunity for girls (urban, suburban, rural, and globally) to maintain sport and physical activity. "Hands-on" scenarios will provide participants a chance to brainstorm what they would do to counter gender inequity in sport and physical activity, creating healthy, sustainable communities. **Wed, 10/5@11:00am**

Transgender Lives. *Dr. Susan Trostle Brand, Professor, Education; and Jaye Watts, Coordinator, Youth Pride.* Transgender people have a gender identity – a self-identification as male, female, neither, or both – that does not correspond with their ascribed role – identification by others as male, female, neither, or both. Gender identity differs from sexual orientation – the physical, romantic, and emotional attraction to another person. Transgender people are often identified with the wider lesbian, gay, and bisexual community because they have felt able to express their gender identity. Media outlets have begun to improve their coverage of transgender issues. Transgender actor and author Chaz Bono recently performed on "Dancing with the Stars." However, the transgender community continues to face harsh discrimination. 55% of youth report being physically attacked; and 25% have attempted suicide. This workshop provides opportunities for transgender people and their allies to share information and resources. **Thu, 10/6@11:00am**

The Triangle Shirtwaist Factory Fire: The Event that Facilitated Labor and Safety Laws (Video and Discussion). *Bryna Wortman, Associate Professor, Theatre.* On March 25, 1911, the 100th anniversary of the infamous Triangle Shirtwaist Factory fire was commemorated. At the Asch Building, east of Washington Square Park in New York City, 146 of 500 garment workers, 129 of them women, mostly Italian and European Jewish immigrants in their teens and 20's, perished in one of the most disastrous factory fires in U.S. history. Students from nearby New York University helped to rescue 120 workers from rooftops. but the fire escape was fragile. Only two stairways and two elevators existed. One exit door was locked for fear of theft: no way out! Many jumped out of 9th floor windows or on to the elevator shaft. Firemen's ladders reached only to the sixth floor. Witnesses watched helpless and horrified. From the ashes of the tragedy came government intervention, worker safety laws, the birth of the International Ladies' Garment Workers Union which fought sweatshop worker abuses, child labor abuses and other labor infractions. This documentary video is narrated by renowned actor Tovah Feldshuh with commentary by descendants of those who perished and those who survived the terrible Triangle Fire of 1911. Discussion will follow. **Tue, 10/4@6:00pm**

The Underground Railroad. *Dr. Norman Barber, Adjunct Faculty, Africana Studies.* Organized to assist runaways in escaping from slavery, the Underground Railroad was a loosely constructed network of escape routes and support systems whose principal pathways began in the South, intertwined in the North, and eventually ended in Canada. From 1830 to 1865, the network reached the peak of its impact as abolitionists and sympathizers of various ethnic, religious, and political groups aided thousands of fugitives. Correcting prior inaccuracies, recent historical scholarship has noted that free and escaped blacks played the most central roles in providing aid and

protection to runaways. At its most dramatic level, the Underground Railroad generated heroic narratives of guided escapes from the South, rescues of arrested fugitives in the North, and other acts of courage and suffering. The Underground Railroad contributed to the emergence of a nationally and regionally prominent cadre of black abolitionists, including Frederick Douglass, and Harriet Tubman, the blossoming of slave narratives and the black press responding to conservative propaganda promoting slavery as a positive good; and the enhancement of collaboration between black and white abolitionists. In Rhode Island, known "stations" on the Underground Railroad were "conducted" by Isaac Rice, the African Union Society, and the Touro Synagogue in Newport; Bethel A.M.E. Church and Moses Brown in Providence; Arnold Buffum in Smithfield; Elizabeth Buffum Chase in Valley Falls, now Central Falls; and Jacob Babcock in Ashaway. This workshop seeks to broaden historical perspectives of participants, and to engage them in assessing the modern importance of the Underground Railroad. **Mon, 10/3@3:00pm**

Understanding Privilege. *Precious Kafo, Senior, Human Development and Family Studies.* This interactive workshop will take participants through the definitions of privilege and under privilege by highlighting and discussing how privilege impacts us daily. Privilege is prevalent in many different aspects of college life and this workshop will help participants to identify their privilege. This recognition and acknowledgment will lead to a sense of pride and promise to one self to continuously aspire for their goals. The idea of a 'left handed person living in a right handed world' will be taken apart while identifying the things students take for granted, and will help identify ways in which students can use the idea of 'privilege' to their advantage. **Wed, 10/5@5:00pm**

Using Spoken Word, Music, and Art to Promote Nonviolence. *Dr. Diane Kern, Assistant Professor, Education; and Kay Johnson, Adjunct Faculty, Education.* What do the teachings of two great advocates of peace offer teachers and students in today's classrooms? Presenters will share innovative secondary English language arts and social studies lessons, which integrate the nonviolence principles of Dr. Martin Luther King, Jr. and Mahatma Gandhi, with the national Common Core State Standards in English Language Arts and Civics. **Wed, 10/5@2:00pm**

The URI Multicultural Center Dialogue Project: Deconstructing and Problem-Solving Issues of Diversity on Campus. *Tripp Hutchinson, Program Coordinator, Housing and Residential Life; and Michaela Cashman, Senior, Environmental Science and Management.* Sustained Dialogue (SD) is a semi-structured model of dialogue that challenges participants to rely upon their own resources as they practice skills needed to be effective leaders and citizens in diverse groups. In this workshop, students from multiple primary identity groups will meet to learn the SD model, and to explore differences as well as common ground in personal and group perspectives and experiences on campus and beyond. The workshop will provide a basis for interested students to work through the five stages of the SD model over the course of the semester: (1) understanding the self and the need for dialogue; (2) naming, mapping, and prioritizing key issues; (3) probing problems and relationships to identify why issues matter and how to solve them; (4) designing a scenario for change; and (5) acting together. **Tue, 10/4@5:00pm**

Weight Just a Minute: Challenging Views about Obesity. *Dr. Deb Riebe, Professor, Kinesiology.* It has been stated that obesity is the last socially acceptable form of prejudice. Discrimination against individuals who are obese affects virtually every domain of life including income, marriage rates, employment, and educational levels. Prejudice toward obesity has been observed in children as young as six years old and in the medical field. This presentation will explore the social fallacies associated with obesity. **Wed, 10/5@10:00am**

What Shapes Us? *Leticia Orazco, Recreational Services.* During the past 20 years, obesity rates in the United States have risen dramatically. In 1990, no state had an obesity rate of more than 14%. By 2003, 30 states had rates of 20-24%, and five states had rates of at least 25%. Unhealthy diets and physical inactivity are regarded as the major factors in causing obesity; measured by comparing body fat to height and lean body mass. The ease of access to fast foods; low intake of fruits and vegetables, and sedentary lifestyles have helped to increase the risk for heart disease, cancer, hypertension, diabetes, stroke, asthma, and arthritis. The Centers for Disease Control and Prevention estimate that poor nutrition and sedentary lifestyles cause 300,000 premature deaths each year in the U.S. During 2,000, alone, the medical and labor costs of obesity to U.S. taxpayers and corporations were estimated at \$117 billion. In 2010, First Lady Michelle Obama launched the national "Let's Move" campaign with the goal of reversing childhood obesity through nutrition and exercise. This workshop provides an overview of obesity as a societal issue; addresses cultural and socioeconomic factors within ethnic groups and within larger cultures; explores the preparation, consumption, and celebration of food as obstacles to change; and invites participants to share their observations. **Tue, 10/4@9:30am**

About Lifespan

Lifespan is a comprehensive, integrated academic health care system. The mission of Lifespan is to improve the health status of the people it serves in Rhode Island and New England through the provision of customer-friendly, geographically accessible, and high value services.

Lifespan prides itself in their ability to diversify and create an environment of inclusion by respecting and valuing the differences in race, color, gender, sexual orientation, gender identification and expression, genetic information, age, religion, national origin and veteran or disability status of all people.

For more information about Lifespan, visit their website at www.lifespan.org

About MetLife Auto & Home

Established in 1972, MetLife Auto & Home is one of the nation's leading personal lines property and casualty insurance providers. Subsidiaries of New York-based MetLife, Inc., the MetLife Auto & Home companies' administrative home office is located in Warwick, Rhode Island, and they collectively hold licenses to operate in all 50 states and DC.

MetLife Auto & Home insures nearly 4 million autos and homes countrywide. With approximately \$3 billion in premium, it is the 12th largest personal lines property and casualty insurance company in the U.S. and the nation's leading provider of employer-sponsored group auto and homeowners insurance. For more information about MetLife Auto & Home, visit MetLife's Web site at www.metlife.com.

Special Thanks To...

American Universities International Programs
Blue Cross Blue Shield RI
Boston University
Brown University
Bryant College
City of Providence
Department of Biomedical and Pharmaceutical Sciences
EpiVax INC
INROADS New England
InWobble, Inc.
LifeSpan
MetLife Auto and Home
Nigerian Institute of Social and Economic Research
ProChange Behavior Systems, Inc.
Providence Journal
Raytheon
Rhode Island Center for Innovation & Entrepreneurship
Rhode Island College
Rhode Island Economic Development Corporation
Rhode Island Hospital
Salve Regina
URI 101
URI Academic Enhancement Center
URI Africana Studies Program
URI Asian Students Association
URI Brothers On a New Direction
URI C.L.A.S.S.
URI Campus Planning & Design
URI Cape Verdean Student Association
URI Career Services
URI Center for Nonviolence and Peace Studies
URI Child Development Center
URI College of Arts and Sciences
URI College of Human Science and Services

URI College of Nursing
URI College of Pharmacy
URI College of the Environment and Life Sciences
URI Department of Cell and Molecular Biology
URI Department of College Student Personnel
URI Department of Communication Studies
URI Department of Communicative Disorders
URI Department of Community, Equity and Diversity
URI Department of Computer Science and Statistics
URI Department of English
URI Department of Finance & Decision Sciences
URI Department of Human Development and Family Studies
URI Department of Kinesiology
URI Department of Languages
URI Department of Music
URI Department of Music
URI Department of Natural Resources
URI Department of Nutrition & Food Science
URI Department of Physical Therapy
URI Department of Political Science
URI Department of Psychology
URI Department of Sociology/Anthropology
URI Department of Speech-Pathology
URI Department of Textiles, Fashion Merchandise & Design
URI Department of Theater
URI Department of Writing and Rhetoric
URI Disability Services for Students
URI Diversity Week Planning Committee
URI Feinstein Center for Service Learning
URI Feinstein Providence Campus
URI Graduate School
URI Health Services
URI Hillel Student Center
URI Latin American Student Association

URI Marine Affairs
URI Memorial Union
URI Muslim Student Association
URI National Society for Black Engineers
URI Office of Campus Planning & Design
URI Office of GLBT Programs & Services
URI Office of Housing and Residential Life
URI Office of Postal Services
URI Office of Printing Services
URI Office of the President
URI Office of the Provost
URI Office of Violence Prevention & Advocacy Services
URI P.I.N.K. Women
URI Peer Advocates
URI Recreational Services
URI School of Education
URI Society of Hispanic Professional Engineers
URI Southern Rhode Island Area Health Education Center
URI Student Alliance for the Welfare of Africa
URI Student Association for the Advancement of Haitian People
URI Student Athlete Advisory Committee
URI Student Entertainment Committee
URI Student Leadership Program
URI Student Nonviolence Involvement Committee
URI Student Senate
URI Students for a More Accessible Campus
URI Uhuru SaSa
URI Women's Center
URI Women's Studies Program
Woonsocket Education Department
Youth Pride, Inc. RI

To join the Diversity Week Planning Committee, contact the Multicultural Center at 874-2851 or mcc1@etal.uri.edu