

The Transformative Power of Race in the Academy:
Measuring Change, Charting Futures
The Third C3 Summit, Williams College
21-23 April 2017
Schedule as of April 19, 2017

Friday, April 21 *Lasell Gymnasium*

- 2:00-5:00 Summit Check-In
5:00-5:30 Opening Reception
5:30-5:45 **Welcome Remarks:** Adam Falk, President and Professor of Physics, Williams College
5:45-6:45 Buffet Dinner
6:45-7:00 **Introduction to Keynote:** Leticia Smith-Evans Haynes, Vice-President for Institutional Diversity and Equity, Williams College
7:00-8:00 **Opening Keynote, “Democratizing Diversity on College Campuses”**
Adrienne D. Davis, Vice Provost and William M. Van Cleve Professor of Law, Washington University in St. Louis

Since the 1960s, when American universities began admitting new populations in significant numbers, advocates and activists have struggled to ingrain diversity and inclusion as core university values. We have seen some success in that it is the rare university that would explicitly reject diversity and inclusion as core institutional values and priorities. Yet, many campus stakeholders—students, faculty, and staff—remain frustrated by a lack of progress and even backward movement. Translating diversity and inclusion values and “best practices” into daily practices and behaviors, concrete outcomes, and cultural transformation has been far more challenging. The last two years have been acute; the country witnessed several campuses fracture from the gap between stated values and daily experience and culture. Not only deeper commitment, but innovation and experimentation are also needed to press diversity and inclusion as cultural transformation. This talk will explore one strategy piloted at Washington University in St. Louis, what Vice Provost Adrienne Davis characterizes as democratizing diversity. She will elaborate what democratization looks like in the campus diversity and inclusion context, highlighting its advantages and limitations.

8:30 Receptions

- Gathering for Undergraduates *Weston Hall*
- Dessert Reception for Graduate Students, Postdoctoral Fellows, and Faculty *Faculty House*

Saturday, April 22

8:00-8:40 Breakfast *Lasell Gymnasium*

8:40-8:55 Opening remarks: Susan Campbell Baldrige, Provost and Professor of Psychology, Middlebury College; Principal Investigator, C3 *Lasell Gymnasium*

9:00-10:30 Research Presentations

SESSION A *Schapiro 129*

Moderator: Molly Magavern, Director of Special Academic Programs, Williams College

Bailey Brown, Columbia University

“The Cumulative Effects of Social Networks: School Choice Among Disadvantaged Parents”

Angela Pérez-Villa, University of Michigan

“Francisca’s Loan: A Black, Female Litigant in Late-Colonial Colombia and the Uses of Microhistory”

Andrés Ramos, Davidson College

“La Liga de Instrucción: Afro-Cuban Education in New York City, 1890-1898”

K. Ian Shin (C3 Postdoctoral Fellow), Bates College

“Interracial Empathy and the End of Chinese Exclusion: The Case of Joseph Rinehart, the ‘White Boy of Nam Hoi’”

SESSION B *Griffin 3*

Moderator: Siri Colom, C3 Postdoctoral Fellow in Environmental Studies and Psychology, Connecticut College

Naima Karczmar-Britton, Reed College

“‘It is these we are told to throw behind us’: Mythmaking, Fictionality, and Racialized Representation”

Marcelle Medford (C3 Postdoctoral Fellow), Connecticut College

“Practicing Blackness: Jamaican Immigrants and the Game of Cultural Respectability”

Jocyl Sacramento, UC Berkeley

“Critical Race Dialogue, Brave Space, and Professional Development with Ethnic Studies Teachers”

Vahe Sahakyan, University of Michigan

“Beyond Assimilation: Negotiating Whiteness in the Early-Twentieth-Century American Context”

SESSION C *Weston Hall*

Moderator: Jack Ryan, Vice Provost and Associate Professor of English, Gettysburg College

Nina Hagel (C3 Postdoctoral Fellow), Bates College

“Alternative Authenticities: Thinking Transgender Without Essence”

Nam Hoang, Connecticut College

“The Perception and Reality of Bare Sticks: The Case of the Nian Rebellion and its Contemporary Commentary on Single Men”

Neveser Koker, University of Michigan
“Gendering East and West: A Transnational Approach to Political Belonging”

Florence Randari, Reed College
“Financial Inclusion Gender Gap in Tanzania”

SESSION D *Faculty House Lounge*

Moderator: Jacqueline Hidalgo, Associate Professor of Latina/o Studies and Religion, Williams College

Lindsay Crawford (C3 Postdoctoral Fellow), Connecticut College
“Testimonial Harms: On the Function of Prejudicial Stereotypes in Mediating Testimonial Exchange”

Kathryn Heard, UC Berkeley
“The Affective Politics of the Legal Regulation of Religion”

Sandra Portocarrero, Columbia University
“(E)valuating Each Other: Meaning-Making at an Elite University in Lima, Peru”

Tyrone Scafe (C3 Undergraduate Fellow), Williams College
“Biopolitics as an Approach to Understanding U.S. Student Movements”

SESSION E *Griffin 4*

Moderator: Dorothy Wang, Associate Professor of American Studies, Williams College

Ayami Hatanaka, Williams College
“The Politics of Shame in the U.S. State Department’s Perverse Humanitarianism: Examining the Carceral, Parastatal-Driven ‘Trafficking In Persons Report’ in Brazil, Cuba, and Thailand”

Brittany Meché, UC Berkeley
“Securing the Sahel: Nature, Catastrophe, and Intervention”

Viviana Rivera-Burgos, Columbia University
“What’s in a Name? The Effects of Stereotyping on Attitudes toward Police Brutality and Race-Targeted Social Policies”

Winnie Wang (C3 Undergraduate Fellow), Gettysburg College
“The Strategic Construction of Lobbying Coalitions”

10:30-10:45 Coffee Breaks, Griffin Hall, Schapiro 129, Weston Hall, Faculty House Lounge

10:45-12:15 How Do We Measure Change?

a. What are Our Goals for Institutional Transformation? What are We Aiming to Assess? *Griffin 3*

C3's mission is to advance innovation and transformation in higher education and to enable students and faculty, whatever their identities, backgrounds, or institutional positions, to access, thrive, realize their capabilities, engage meaningfully in institutional life, and contribute to the flourishing of others. In more practical terms, C3 has developed a suite of programs for undergraduate and graduate students that are intended to diversify the faculty pipeline, with emphasis on liberal arts colleges. The four liberal arts colleges and four research universities that comprise C3 have partnered with more than twenty other colleges in the Liberal Arts Diversity Officers (LADO) group as a way for these programs to have broader impact. This panel discussion will consider the measure of that impact thus far, revisiting the original goals and objectives of C3 as well as those of LADO and the partnership between the two groups. How do those goals and objectives map onto the C3 mission, and how do they align with C3 programs? The discussion will also address what changes remain to be made in order to achieve the broader impact that is among C3's aims.

Moderator: Michael Reed, Vice President for Institutional Initiatives, Dickinson College

Panelists:

Susan Baldrige, Provost and Professor of Psychology, Middlebury College; Principal Investigator, C3

Bruce King, Assistant to the President and Chief Diversity Officer, St. Olaf College

Kirk D. Read, Professor of French and Francophone Studies, Bates College

Rafael A. Zapata, Associate Vice President and Chief Diversity Officer, Providence College

b. Current Tools and Techniques we are Using to Assess Institutional Transformation and Climate *Schapiro 129*

This panel gathers together four leaders in institutional research at liberal arts colleges to discuss the tools and strategies they use to assess campus transformation, specifically the goal of eliminating social inequalities on campus. All experts belong to LADO schools, which have commitments to inclusivity and diversity on campus. How specifically is this goal accomplished? Panelists will address this question and others, including: What are some of the projects or programs currently in place at these institutions? Is there a place for qualitative assessment in this research? With whom and how do these experts collaborate? The panel will begin with brief comments from the panelists, be guided by questions posed by the moderator, and include space for audience questions.

Moderator: Rachel Hynson, Research and Program Associate, Creating Connections Consortium (C3)

Panelists:

Adela Langrock, Director of Assessment and Institutional Research, Middlebury College

Cate Rowen, Executive Director of the Office of Institutional Research, Smith College

Ann Marie Russell, Director of Institutional Research, Analysis, and Planning, Bates College

Courtney Wade, Director of Institutional Research, Williams College

c. Student Voices in Diversity Work: Where and How do Students Contribute to Shaping Goals and Measuring Outcomes? *Weston Hall*

This panel will explore ways in which undergraduate and graduate students have been engaged in diversity programs, initiatives, and actions. It will also examine the ways in which these students have been instrumental in their campuses' transformative processes.

Moderators: Miguel Fernández, Chief Diversity Officer and Professor of Spanish, Middlebury College, and Molly Magavern, Director of Special Academic Programs, Williams College

Panelists:

Anneleissa Coen, Reed College
Karen Martínez Cabrera, Davidson College
Camille Reynolds, University of Chicago
Adrian Summers, Hamilton College
Sahar Ishtiaque Ullah, Columbia University

d. Measuring Individual Change: Achieving and Sustaining Personal Growth Through Diversity Work in the Academy *Faculty House Lounge*

In seeking to change the institutional contexts and spaces that we inhabit, we ourselves are inevitably changed. This session explores how diversity and inclusion work in the academy impacts us personally, and how we can best leverage our activism toward our own individual growth and transformation. An intergenerational group of panelists will reflect and share faculty/staff, graduate, and undergraduate perspectives on the challenges that fostered new outlooks, identities, and skills. The discussion will conclude by proposing actionable steps that the audience may take to practice self-care and to identify future opportunities for personal development.

Moderator: K. Ian Shin, C3 Postdoctoral Fellow in History, Connecticut College

Panelists:

Ashlee Fox, Reed College
Paul Gitterman, Psychotherapist at Student Health Services, Williams College
Jocyl Sacramento, UC Berkeley
Morgan Spivey, Davidson College
Jeffrey White, Gettysburg College

12:30-1:30 Lunch *Lasell Gym*

1:30-1:40 Introduction to Keynote: Ngonidzashe Munemo, Associate Dean for Institutional Diversity and Associate Professor of Political Science, Williams College

1:40-2:30 Afternoon Keynote: “Campus Bellwether: Being *a Little More* Intentional in Our Leadership for Change”

Eric A. Hurley, Associate Professor of Psychology and Africana Studies, Pomona College
Shelva Paulse Hurley, Visiting Professor of Psychology and Africana Studies & Academic Chair for the Native American College Access Program, Pitzer College

Recent events have startled the nation out of its false sense of colorblindness and inflated perceptions of progress on matters of racial and other forms of diversity. College campuses have been special targets of these regressive motions, as dog whistle references to “student fragility” and “out of control political correctness” stand in for darker impulses in the public discourse. In this address we want to start a conversation about why these times can be and should be seen as causes for hope and greater resolve around issues of equity and diversity. College campuses have long been bellwethers and role models of social change, though from an institutional perspective this standing has possibly been a bit more accidental/ incidental than we care to admit. It has occurred at some, but not other, institutional levels more than we care to admit. Today we know quite a lot about who our students are, who is missing from our campuses that should be present, and what kinds of institutional initiatives are needed to serve our increasingly diverse constituencies. Yet, we have changed very little ourselves in terms of how we do what we do. Now is an excellent time for us to be especially courageous and intentional in transforming our campuses into models for excellence in social justice around racial and other diversity concerns alongside our mission to deliver excellent education.

2:45-4:15 Charting Futures (Inside the Academy)

a. Surviving and Thriving as a New Faculty Member *Schapiro 129*

Making the transition from graduate school to faculty member is a big one. Making the transition from a research university context to a liberal arts college is also a significant shift. In this panel, faculty members at liberal arts colleges will share their experiences of settling into and forging careers in liberal arts contexts. What have been the biggest surprises and challenges? What are some strategies for success?

Moderator: Roberto Lint-Sagarena, Associate Professor of American Studies and Director of Intercultural Programs, Middlebury College

Panelists:

Siri Colom, C3 Postdoctoral Fellow in Environmental Studies and Sociology, Connecticut College

VaNatta Ford, Assistant Professor of Africana Studies, Williams College

Tiku Majumder, Professor of Physics, Williams College

Jessica Teets, Associate Professor of Political Science, Middlebury College

b. Things No One Told Me about Graduate School *Weston Hall*

This panel will focus on those tidbits of important information that applicants to selective R1 universities rarely see in websites. What are some of the disciplinary expectations that graduate students from underrepresented backgrounds are surprised by once they enter their respective programs? What are some aspects of cultural life in graduate school, on and off campus, that they experience but had not anticipated? This panel is structured as a 90-minute session with scripted questions and plenty of time for a give-and-take with the audience

Moderator: Alberto Ledesma, Graduate Diversity Director of Arts and Humanities, UC Berkeley

Panelists:

Francisco Lara García, Columbia University

Brittany Meché, UC Berkeley

Valentina Montero-Roman, University of Michigan

Eilin Rafael Pérez, University of Chicago

c. Moving from Vision to Action: Strategies for Effecting Changes in Hiring and Campus Climates
Faculty House Lounge

This panel will focus on the challenges and successes of realizing institutional transformation. We will pay special attention to hiring practices and how we seek to transform or leverage the various climates on our respective campuses that inevitably inform the work we do. Questions to be explored include: What practices emerge from and happen at the departmental or program level? What is happening at the college-wide level? How does faculty governance interact with institutional priorities?

Moderator: Denise K. Buell, Dean of the Faculty and Professor of Religion, Williams College

Panelists:

Katarzyna Pieprzak, Professor of Francophone Literature, French Language, and Comparative Literature, Williams College

Abigail Van Slyck, Dean of the Faculty and Dayton Professor of Art History, Connecticut College

Crystal Ann Williams, Associate Vice President for Strategic Initiatives and Professor of English, Bates College

d. Where the Rubber Meets the Road: Balancing Individual and Institutional Transformation
Griffin 3

In this dynamic session, panelists will provide experiential insight and critical reflection on the promises and challenges of integrating individual and institutional transformation strategies. They will pay particular attention to strategies for navigating the spaces between individual and institutional goals.

Moderator:

Rhon Manigault-Bryant, Associate Dean of the Faculty and Associate Professor of Africana Studies, Williams College

Panelists:

Rashanda Booker, Assistant Dean of the College, Williams College

Rocky Douglas, Williams College

John McKnight, Dean of Institutional Equity and Inclusion, Connecticut College

Annie Valk, Associate Director of Public Humanities, Williams College

4:15-4:30 Break - Bronfman Auditorium Lobby

4:30-6pm Charting Futures in Shifting Political Landscapes: The Academy and the World
Bronfman Auditorium to start, followed by concurrent events

- Guided Art Walk *Williams College Museum of Art* (30 people)
 - “Robert Rauschenberg: Autobiography,” C. Ondine Chavoya, Professor of Art and Faculty Fellow of the Davis Center and the Office of Institutional Diversity and Equity, Williams College
 - “Lex and Love: Meleko Mokgosi,” Lisa Dorin, Deputy Director for Curatorial Affairs and Curator of Contemporary Art, Williams College Museum of Art
- “Take Due Notice of Us for the Future: Native Americans and Williams College” exhibit *Chapin Library* (20-25 people)

- Lisa Conathan, Head of Special Collections, Williams College Libraries
- Ariana Romeo, Williams College
- Panel: The Academy and the World *Weston Hall*
 - **Moderator:** Shawna Patterson-Stephens, Director of the Davis Center, Williams College
 - Geraldine Shen, Outreach Coordinator, Williamstown Elementary School
 - Kiyana Hanley, Williams College
 - Andrés Aguilar, Hamilton College
 - Shirley Edgerton, At-Large Board Member, NAACP Berkshire County Branch
 - Dennis Powell, President, NAACP Berkshire County Branch
- “Imprints of Activism: A Campus Tour” (20 people per group)
 - Rhon Manigault-Bryant, Associate Dean of the Faculty and Associate Professor of Africana Studies, Williams College
 - Ngonidzashe Munemo, Associate Dean for Institutional Diversity and Equity and Associate Professor of Political Science, Williams College

6:15-7:45 Buffet Dinner *Lasell Gym*

Your choice of evening events

- Kusika and the Zambezi Marimba Band
 - 8 pm on MainStage, ‘62 Center, 1000 Main Street
 - Wear your Summit name tag for free admission!
- Ephlats Reunion Concert
 - 8 pm in Goodrich Hall (right next to Lasell)
- Honeysuckle Performance
 - 8 pm in in Greylock Hall
 - Wear your Summit name tag for admission.
- Student musicians
 - 8:30 pm at The Log, 78 Spring Street
- Films at Images Cinema, 50 Spring Street
 - Kedi @ 7 pm
 - Your Name @ 9 pm
 - Wear your Summit name tag for free admission!

Sunday, April 23

8-9 Breakfast *Lasell Gym*

9-10 Give and Take: Promising Practices on Campus *Lasell Gym*

This is a working session and will rely on the expertise and experience of our LADO members and will be a three-part experience.

- Part 1: Highlight the most promising practice on your campus. What are its goals? How has it been implemented and assessed? What are its outcomes?
- Part 2: In teams, talk through a new idea in the works on your campus. What are its goals? How has it been implemented and assessed? What are its outcomes?
- Part 3: Share information, and develop a document with ideas that you can take home.

10:15-11:45 Research Presentations

SESSION A *Schapiro 129*

Moderator: Margaret Imber, Associate Dean of the Faculty and Associate Professor of Classical and Medieval Studies, Bates College

Sony Coráñez Bolton (C3 Postdoctoral Fellow), Middlebury College

“Benevolent Rehabilitation: Eugenics, Colonial Ablenationalism, and Diagnostic Genres in the Hispanic Philippines, 1919-1930”

Amy Lee, UC Berkeley

“Against Plot: Pleasures and Pain at the Edge of Empire”

Eilin Rafael Pérez, University of Chicago

“Anti-Imperialism and the Everyday at the Thirteenth World Festival of Youth and Students”

Morgan Spivey, Davidson College

“The Benefits of Blackness: Unlearning the Desirability of Integration”

SESSION B *Griffin 3*

Moderator: Miguel Fernández, Chief Diversity Officer and Professor of Spanish, Middlebury College

Marlene Arellano, Davidson College

“Museum Othering and Representation of the 'Ethnic' in Contemporary Ghana and the U.S. South”

César Colón-Montijo, Columbia University

“Aquí en Colobó: Relating Race, Nature, and Song”

Serenity Hughes, Wellesley College

“From Drillinois to Chiraq: The Rise of Drill Music on the South and West Sides of Chicago and Beyond”

Valentina Montero-Roman, University of Michigan

“The Stakes of Unreliability: Multiethnic Women Writers and Narrative Experimentation at the Beginning of the 20th Century”

SESSION C *Faculty House Lounge*

Moderator: Karen Swann, Morris Professor of Rhetoric, Williams College

Jerome Clarke (C3 Undergraduate Fellow), Gettysburg College

“Poetic Witness in the Networked Age”

Jesse Cordes Selbin, UC Berkeley

“The Social Mission of Literary Study: Creating a Reading Public in Victorian Britain”

Kyle Grady, University of Michigan

“Why Front? The Importance of Non-Standard English in the Shakespeare Classroom”

Jaira Walker, Williams College

“The Aesthetics of Affluence: Sophia Al-Maria's Interrogations of Hypermodernity”

SESSION D Griffin 4

Moderator: Ngonidzashe Munemo, Associate Dean for Institutional Diversity and Equity and Associate Professor of Political Science, Williams College

Exequiel Ganding, UC Berkeley

“(Re)presenting Research: On the Social, Cultural, and Historical Practice of Genre in Participatory Action Research (PAR)”

Ben Gebre-Medhin, UC Berkeley

“Technology and Reform in Elite Higher Education: Harvard and the MOOC Movement”

Sara Muche, Davidson College

“A Descriptive Study of Obstetric Fistula Patients at the Hamlin Fistula Hospital in Addis Ababa”

Lauren O’Loughlin, Connecticut College

“Binge Alcohol Exposure Attenuates Both the Development and Extinction of Amphetamine-Conditioned Place Preference”

12:00 pm Lunch and Closing Remarks Lasell Gym